



Magazine Workers' voice



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The "Workers' Voice" Magazine is issued by the General Union of Textile, Garment and Cloths Industry Sector Workers in Jordan every three months in Arabic, English, Bengali, Hindi and Sri Lankan languages.

The Workers' voice magazine The General Trade Union of Workers in Textile, Garment and Clothing Industries

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Union's role in protecting workers' representatives



Recent amendments of the Jordanian Labor Law



Union Workers Committee



Types and forms of harassment at workers' environment





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Editorial

Within the efforts of the Union to enhance communication with workers at their locations, and based on the positive feedback received after having published the first issue of the (Workers' Voice) magazine, within the framework of the MOU signed by the Union and its strategic partner ILO / Better Work Jordan, and in implementation of the Union's outreach and communication strategy, We will in each issue of Workers' Voice Magazine open wider spaces of dialogue and knowledge, through which we'll discuss challenges faced by workers in general and textile sector workers in particular, to find solutions to all problems that arise. As the Union is the second home of workers, it always seeks to enhance communication with workers at their workplace. In addition, the Union represents sector workers of all nationalities. The Union produces its bulletin in all main languages of sector workers. We hope and wish to maintain communication with the you. This magazine shall be a tool of awareness, education and communication.

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Contact details:

The General Union for Textile, Garment and Clothes Sector Workers

E-mail: faomrani@yahoo.com

telephone

+96264649962

fax

+96264632469

address

15 Ahmed Dar Amer Street

Al-Jorn, Amman, Jordan

Sahab Industrial Zone Office

Tel.: + 962 6 402 4559 / Fax: + 962 6 402 4558

Ad-Dulail Industrial Zone Office

Tel. / Fax: + 962 5 382 5333

El Hasan Irbid Industrial Zone Office

Tel.: + 962 2 739 1650 / Fax: + 962 2 739 1651

Union's role in protecting workers' representatives

Unions play an important role in representing workers' interests and enhancing good relationships at work places. Article 99 of the Labor Law states Union's objectives; among which are conducting collective bargaining and concluding collective agreements. In light of this, the Union has a primary responsibility to monitor compliance of provisions of the collective agreement on behalf of all workers of textile, garment and clothing sector.

Accordingly, the Union, in cooperation with BWJ, has developed a guide aimed at providing guidance to union representatives of the sector in Jordan on their rights and responsibilities in accordance with international labor standards and national laws. Further, the guide aims to promote social dialogue, conclusion of collective agreements that protect workers' rights, and promote justice and equality at work places. In addition, it provides clear and comprehensive guidance to union representatives on their rights and responsibilities in accordance with international labor standards and national laws and regulations. Furthermore, it supports union representatives in the effective and exemplary performance of their duties to promote good relations between the union and sector employers.

Article 99 of the Jordanian Labor Law clarifies objectives of the Union and participation in its activities, taking care of interests of workers, defending their rights at work, working to improve relations and conditions of work, conducting collective bargaining, concluding collective agreements, contributing to avoid collective and individual disputes and seeking to resolve them, representing workers, working to raise level of economic, social, professional and cultural awareness of workers, enhancing their participation in decision-making, providing health and social services to members, using bulletin boards at workplaces, continuous communication with workers and protecting them from all forms of discrimination and coercion at work place.



SIDNEY APPARELS



What if the rights of a trade union representative are violated?

If a trade union representative feels that his/her rights have been violated, he/she must report to the Union on what happened.

It is important to note that union representatives have the right to protection against revenge or discrimination for exercising their rights, as set out in the ILO Freedom of Association and Protection of the Right to Organize Convention (No. 87). This includes the right not to be subjected to reprisals such as dismissal, demotion or other forms of discrimination on the basis of their union activities.

Trade union organizers must be aware of this right and should seek legal advice and other ways of support if they believe that their rights have been violated.



Types and forms of harassment at workers' environment

More than one in five workers and employees around the world – nearly 23% – are exposed to violence and harassment at workplace, whether physical, psychological or sexual, according to the first joint analysis of data from around the world conducted by ILO, the Lloyd's Register independent global charity foundation, and Gallup Company for data analysis and surveys. In this article, types and forms of harassment shall be explained.

First: Sexual exploitation: It is the abuse or attempt to exploit a person's vulnerability by providing money or other social or economic benefits, or promise of employment, or threat of dismissal. It is an undesirable behavior that causes abuse and humiliation to others, affects the workflow, and causes emergence of hostile and abusive work environment. Sexual exploitation may occur at the workplace or in a work-related context.

Second: Sexual abuse: means physical and actual assault or threat of physical assault of a sexual nature, whether by force or under unequal or coercive conditions, including sexual slavery, pornography, abuse and assault. If a worker feels that one person is doing any of these acts, he/she must report it immediately and file a complaint against that person.

Third: Sexual harassment: It is a third form of sexual behavior. It takes multiple forms - from looks to speech and physical contact of a sexual nature. Examples of sexual harassment include, among others, committing or attempting a sexual assault, to include rape, exchange or display images or videos of an inappropriate sexual nature - in any form, sending sexually suggestive messages - in any form, exchanging jokes, sexual or obscene stories, or making inappropriate sexual gestures – such as moving the waist or unwelcomed touch such as pinching, patting or rubbing, intentional physical contact with another person, staring sexually suggestively, or making sexual comments about appearance, dress or body parts.



Union Workers Committee:

Under the collective labor agreement, each factory, in cooperation with the Union, shall arrange to elect a union committee for workers, in a way that ensures proportional representation of different nationalities. The Union shall follow procedures stipulated in the agreement and in accordance with valid laws, regulations and internal regulations. This may include nominating workers interested in running for elections to the union workers' committee, holding elections to select members of the union workers' committee, and providing necessary training and support to committee members to ensure their ability to effectively defend rights of fellow workers.

The union is responsible for organizing all matters related to formation and functions of the union workers' committee, including the mechanism for conducting elections, number of committee members, voting, quorum, decision-making mechanism, and documentation of minutes of meetings. Additionally, the Union determines date of elections of the union workers' committee in coordination with employers.

Being aware of your rights and the provisions of the collective agreement can help you effectively defend rights of your fellow workers and enhance good industrial relations in your organization.

Workers are more vulnerable to harassment among groups in society and female migrant workers are the most

UN statistics indicate that youth, migrant workers, and low-paid workers are among the most vulnerable group subject to violence. As for sexual violence and harassment, female workers are twice affected compared to male workers. It is also the case for female migrant workers compared to female non-migrant workers.

In this regard, ILO Convention on Violence and Harassment No. 190 for 2019 and Recommendation No. 206, are the first international labor instruments that provide a common framework for prevention, treatment and elimination of violence and harassment at work places, including gender-based violence and harassment. It is the first time in international law that a UN Convention recognizes the right of everyone to a world of work free from violence and harassment, and sets out the obligations of signatories to achieve this goal.

The Convention obliges governments to ensure that comprehensive national laws against harassment and violence are needed at work, including prevention measures, complaint mechanisms, monitoring, enforcement and victim support, and legislations that oblige employers to adopt workplace policies against violence and harassment. The Convention is comprehensive and covers: male and female workers, trainees, job seekers and job applicants. In addition, it includes both formal and informal sectors. It is a powerful tool to eliminate gender-based violence at work, and promotes efforts to mitigate effects of family violence at work place.

Harassment prevention policies at workplace

Harassment or nuisances occur frequently at work place in various forms, such as intimidating, bullying, gossiping, insulting or causing harm. Further, there are other forms such intentional destruction of materials and equipment by worker, spreading rumors on others, disrespect of religious beliefs or ethnic heritage signs of the worker, ridiculing or discrimination on basis of race, religion or gender. Employers need to pay attention to such instances to avoid defame reputation of the organization. Instructions should be given to workers to report any incident that may occur at work place for their protection.

It is necessary to develop effective strategies that combat harassment and prevent situations that violate dignity of workers. Among most prominent policies that can be developed by the company or factory to combat harassment are the following:

- Announce company's commitment to combat all forms and types of harassment at workplace. The policy shall maintain harassment-free work environment.
- Create a workplace where employees feel safe. It is an advantage for the company.
- Explain to workers on reporting mechanisms of any situation they may encounter at work place.
- Allow workers to report any harassment case to any manager.
- Protect confidentiality of workers who report harassment as well as those involved in any harassment investigation.
- Request all managers, admin staff and HR officials to respond appropriately and decently to reports.
- Conduct prompt and impartial investigation on harassment complaints without any bias.
- Include specific sanctions and penalties for violating the anti-harassment policy and take corrective actions when necessary.
- Reassure workers that they will not be punished for asking questions or even sharing their concerns.
- Ensure that managers understand their responsibility to counter and address or prevent harassment.
- Develop an anti-harassment policy at workplace by stating that the company does not allow or tolerate any kind of harassment to occur.
- Establish penalties for violating that policy.
- Develop a special awareness program for newly assigned staff.
- Develop multi reporting methods, depending on the sensitive nature of each worker. In addition, there must be two employees minimum responsible for reports, as one of them might be the harasser.



Recent amendments of the Jordanian Labor Law



The Parliament (Deputies and Senators) had recently approved new amendments of the Labor Law for the year 2023. The amendments were published in the Official Gazette and entered into force as of 15 June 2023. Amendments are the following

Article (29) gives the worker the right to quit work without notifying the employer, provided that the worker notifies Ministry of Labor within two weeks from the date of leaving work, using any way identified by the Ministry, while retaining his legal rights on termination of service and compensation of harm and damage in the event that he is employed in a manner that requires change of permanent place of residence, unless the contract stipulates that this is permissible, or in the event that he is transferred to another job at a lower level than the work which was agreed to be employed, and in the event of reduction of wage.

Provisions of Article (14) of the Law shall be observed if it is proven by a medical report issued by a medical authority that worker's continuation of work would threaten his health, and if the employer or his representative assaults the worker during or because of work by beating, insulting or in any form of sexual assault or harassment punishable under the provisions of the legislation in force, or if the employer fails to implement any provision of this Law or any regulation issued pursuant thereto, provided that he has received a notice from a competent authority at the Ministry requesting compliance with such provisions.

The new amendment of Article (29) also grants Minister of Labour the right in the event of an assault by the employer or his representative by beating or practicing any form of sexual assault or harassment on the employees, the employer or manager or his representative shall be penalized with a fine ranges from two thousand dinars up to five thousand dinars. The fine shall be doubled in the event of repetition, taking into account provisions of any other valid legislation.

Another important amendment is of Article (30) of the Law concerning certificate of experience. The amended article states that certificate of experience be certified by Ministry of Labour in accordance with principles issued by the Minister for this purpose.

Additionally, Article (46) of the Law obliges the employer to pay the salary and overtime allowance to the worker within a period not exceeding seven days from date of entitlement. The employer shall not deduct any amount except in situations permitted by law.

Furthermore, Article (69) of the law cancelled the decision of former Minister of Labour regarding the work and times in which it is prohibited to employ women, and that any gender-based discrimination among workers that would affect equal opportunities is prohibited. In addition this Article grants the Minister the power to issue necessary instructions to protect pregnant and lactating women, persons with disability and night-shift workers in order to create safe work environment.



Yahya Abed Aljaraba:

Mobility disability does not hinder work and giving



Yahya Abed Aljaraba, a worker of the Classic Fashion Apparel Company, Tafila branch, suffers mobility disability that did not hinder him from excellence and giving. Aljaraba completed Tawjihi high school. He retains a talent that allows him to work and excel, which is reading. He won reading awards in several competitions nationwide for three times while at school.

Our champion joined the Tafila branch of Classic Company on 1 December 2018. He started his job at the QC section, then moved to the packaging section, and remained there until the expansion of the factory.

Aljaraba was keen to create a work environment at the embroidery section that is compatible with his health condition. Further, his outstanding performance reflected positively to other workers.

Aljaraba was a champion guest of one episode of the famous weekly TV Show Yesed Sabahak broadcast by Jordanian television. Yahya says: "mobility disability does not indicate stopping work and giving, it is a motive to prove himself and succeed at work". He encourages youth to search for job opportunities and challenge circumstances and difficulties. He is a bread-winner for himself and his family alike.

Don't miss contacting us at all locations!

In order to increase communication with sector workers, the Union appointed new representatives covering all industrial zones across the Kingdom. New representatives were appointed in Aqaba, Tafileh, Karak, Northern satellite production branches, Sahab Industrial Tajam'at City, Dulayl Industrial City and El-Hassan Irbid Industrial City.

If you want to contact any of the new union representatives, you can access the Union's website via the following link:

<https://www.jtgcu.org/Default/Ar>

Also, do not forget to follow the Union's page on Facebook to find out latest news of the Union and the sector, via the following link

<https://www.facebook.com/jtgcu>