

STATEMENT FROM THE PROJECT ADVISORY COMMITTEE OF BETTER WORK JORDAN ON THE RELEASE OF THE 8TH ILO COMPLIANCE SYNTHESIS REPORT ON WORKING CONDITIONS IN JORDAN'S GARMENT SECTOR

1. On February 16, 2016, the Project Advisory Committee (PAC) of the ILO *Better Work Jordan* programme met in Amman to review the 8th Compliance Synthesis Report on Working Conditions in Jordan's Garment Industry. The PAC is comprised of representatives from the government (Ministry of Labour, and Ministry of Industry and Trade), employers (Jordan Garments, Accessories & Textile Exporters' Association, Foreign Investors Association, and Chamber of Industries), and workers (General Trade Union of Workers in Textile, Garment & Clothing Industries, and the General Federation Jordanian Trade Unions).
2. The PAC welcomes the release of this public report, the eighth such report produced by *Better Work Jordan*, which presents information on working conditions based on the findings of 67 factory assessments conducted by *Better Work Jordan* between November 2015 and December 2016.
3. The PAC remains encouraged by the fact that the data in this report indicates that the provisions of *Better Work Jordan* core services (assessment, advisory and training) at the enterprise level creates an ongoing process of improvement in compliance with national labour law and international core labour standards in most factories.
4. The PAC re-affirms its full support for the *Better Work Jordan* programme and calls upon all stakeholders to continue to help make progress in improving working conditions in Jordan's garment sector.
5. The PAC welcomes the renewed collaboration agreement between the Ministry of Labour and *Better Work Jordan*, and expects this continued collaboration to improve and sustain compliance in the garment industry for the long term. The Zero-Tolerance Policy and outlined procedures are expected to effectively tackle instances of human rights violations in the workplace.
6. The PAC acknowledges the discussion on implementation of the Collective Bargaining Agreement (CBA) and its challenges. Industry experience with implementing the previous two CBAs should inform discussions on the third CBA, and the PAC would like to invite the ILO/BWJ to support national stakeholders in the upcoming negotiations in 2017.
7. The PAC recognizes the challenges in improving and sustaining compliance in some subcontracting factories, and expects this challenge to be an important discussion among stakeholders. All national stakeholders and *Better Work Jordan* should continue to discuss this challenge and develop a sustainable approach to addressing the severe challenges in these factories.
8. The PAC acknowledges the continued challenge in improving compliance in Occupational Safety and Health (OSH), and believes that effective OSH Committees and OSH Management Systems are critical to improving compliance. The PAC encourages *Better Work Jordan* to continue its efforts in improving OSH Committees and Management Systems at the enterprise-level to encourage compliance in the long-term.
9. The PAC welcomes that the Memorandum of Understanding between the Ministry of Health and the Ministry of Labour on dormitory inspections, and expects this agreement to help tackle and improve living conditions of migrant workers in the industry.

10. The PAC notes the discussion on working hours in Jordan's garment industry. The PAC recommends stakeholders to continue this discussion and encourages employers to adhere to the working hours limit set by buyers, which aligns with ILO research on working hours and physical and mental health of workers.
11. The PAC acknowledges the role of satellite factories in providing decent employment opportunities in Jordan and re-affirms its support in creating job opportunities for Jordanians in the garment sector. The PAC welcomes the ILO/IFC project on improving productivity in satellite factories.
12. The PAC welcomes the ILO project Integrated Programme on Fair Recruitment (FAIR) to help uphold the integrity of recruitment process for migrant workers and contribute to the promotion of fair recruitment practices. The PAC expects FAIR to help develop a model to address this challenge in global labor migration. As noted in the 8th Synthesis Report, there continues to be instances of migrant workers paying high recruitment fees; findings from the FAIR project can help address such challenges.
13. The PAC continues to support the Workers' Center in the Al Hassan Industrial Estate in Irbid, and supports the replication of a similar model in other industrial zones.

Amman, 16 February 2017