

Highlighted Figures

Jordanian workers represent 25% of direct labour in Jordan's apparel industry.

Data from the Government of Jordan suggests that Jordanian apparel exports will reach 1 billion US dollars in 2011.

Better Work Jordan research suggests that in 2010 the apparel industry generated 161 million US dollars of tax revenue for the Jordanian government.

Better Work Jordan research suggests that in 2010 the apparel industry purchased 250 million US dollars worth of local goods and services from Jordan.

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Better Work Jordan

Newsletter

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BETTER WORK
Jordan

Better Work Jordan hosts stakeholder meeting on migrant work



Participants at the multi-stakeholder meeting on migrant work

On 8th December, Better Work Jordan (BWJ) hosted a multi-stakeholder meeting to discuss issues related to migrant work. Many of the labour non-compliances identified by Better Work in Jordan are issues specific to migrant workers and include issues such as recruitment fees paid in workers' countries of origin, confiscation of personal documents and nightly curfews in workers' dormitories.

Some aspects of these issues can be remedied at a sectoral level through regulation by the Jordanian government and bilateral agreements between the Jordanian government and sending countries. This meeting aimed to coordinate a sector-wide response to such issues. The meeting was opened by His Excellency the Minister of Labour who was joined by the US Ambassador to Jordan and the Deputy Director of the ILO Regional Office for Arab States in making opening remarks. It was attended by representatives of the Jordanian government, US embassy, employers' associations, several international buyers and the General Trade Union of Workers in Textile and Garment Industries.

The meeting also discussed BWJ's proposal to establish a pilot workers' centre in the Al-Hassan Industrial Zone. This workers' centre will aim to empower apparel workers by improving their access to legal, psychosocial and educational services and improve their well-being by providing access to recreational facilities. It would be particularly beneficial for migrant workers who often suffer from emotional stress resulting from the difficulty of adjusting to a new environment and separation from their families.

During the meeting all key stakeholders committed to support this initiative with various financial and in-kind contributions. The Jordan Industrial Estates Company (partially owned by the Jordanian government) committed to providing a building to house this initiative while several employers and international buyers committed to financially support the renovation of the building.

Launch of Better Work Jordan research on contribution of apparel industry to Jordanian economy

On 20th November, Better Work Jordan (BWJ) officially launched a research paper entitled “The Apparel Industry and the Jordanian Economy” measuring the contribution of the apparel industry to Jordan’s economy.

With high levels of foreign investment and migrant employment, the contribution of the apparel industry to the Jordanian economy has long been hotly debated. Various estimates of the value-added of this sector have ranged from 8 per cent to 22 per cent, resulting in a lack of consensus regarding the importance of this sector to the Jordanian economy.

This study was conducted by international economic experts in partnership with the Ministry of Planning and International Cooperation using official government data. The methodology of the study was based on well-established economic models and was approved by all of BWJ’s stakeholders in order to ensure consensus around the results. This was also the first study on the sector providing information on the linkages between the sector and the rest of the Jordanian economy. The study revealed how the economic benefits of this sector are distributed between capital, labour and the government and the extent to which these economic gains are retained in Jordan.

The launch was held under the patronage of His Excellency the Minister of Labour and was opened by Her Excellency Nadera Al-Bakhit, the Secretary-General of the Ministry of Labour. Commenting on the importance of the study, Ms. Al-Bakhit said that the results of this study will help to identify the challenges to increasing productivity and competitiveness in this sector at the local and international level.

The results were presented by one the authors of the paper, Dr. Drusilla Brown of Tufts University. Some of the key results of the research suggest that:

- » The domestic value-added of the Jordanian apparel industry is 36.9 per cent of total industry output.
- » Migrant apparel workers spend 25 per cent of their wages in Jordan, thus channelling an estimated 18 million USD into the Jordanian economy every year.

This research was conducted as one of the main inputs into the development of a national strategy for increasing Jordanian employment and investment in the apparel sector. In early 2011 the sector’s key stakeholders requested that BWJ facilitate the development and implementation of this strategy. The full report is available on BWJ’s website.



Right to Left: H.E Nadera Al-Bakhit, Mr. Mohammad Khorma (JGATE)
Mr. Philip Fishman at the launch



H.E Nadera Al-Bakhit giving speech at the launch

Better Work Jordan publishes report on sexual harassment in the Jordanian apparel industry

As part of its ongoing efforts to ensure the application of core ILO labour standards in the Jordanian apparel industry, Better Work Jordan (BWJ) is publishing a report on the incidence and nature of sexual harassment in Jordanian apparel factories.

Sexual harassment in the workplace is a sensitive issue and workers experiencing it are often reluctant to report it due to fear of stigma or retaliation. For these reasons, sexual harassment in the workplace tends to be highly underreported. To overcome the challenges related to the lack of information available about this issue, this report draws on data from a wide variety of sources including data from BWJ factory assessments and worker surveys as well as reports by several governmental and non-governmental organizations.

The report also sets out several recommendations for tackling sexual harassment in Jordan's apparel industry. The full report will be available on BWJ's website

Report on increasing Jordanian employment in the apparel industry published

The low level of Jordanians employed in the Jordanian apparel sector has long been a matter of concern for policymakers in the Kingdom and poses a major challenge to Better Work Jordan's (BWJ) goal of reducing poverty in Jordan through employment in the apparel industry. According to BWJ's latest statistics, only 25 per cent of direct labour in the country's apparel factories is Jordanian.

As a step towards addressing this challenge, BWJ has conducted research to identify practices that can increase Jordanian employment in this sector. This research involved conducting focus groups with Jordanian workers in the sector and unemployed people in areas near apparel factories in order to better understand the barriers to increasing Jordanian employment in the sector. Interviews with management in several factories were also conducted to identify successful recruitment and retention policies at the enterprise level.

A report outlining the findings of this research will be published at the end of January. The report will document successful recruitment and retention policies in several factories and provide concrete recommendations on how to develop effective community outreach programmes to assist in recruiting Jordanians. It also identifies several issues related to the negative image of the sector held by many Jordanians and provides recommendations on how this image can be rehabilitated.

This report is one of the main inputs into the development of a national strategy for increasing Jordanian employment and investment in the apparel sector. In early 2011, the sector's key stakeholders requested that BWJ facilitate the development and implementation of this strategy.



Jordanian workers during focus group discussion

OSH training for factory managers

In November, Better Work Jordan (BWJ) delivered Occupational Safety and Health for Management training to twenty-four members of staff from twenty factories. Participants included Occupational Safety and Health (OSH) Specialists, OSH Officers and Compliance Officers from the various factories. This training was delivered as part of BWJ's training programme, funded by the Labour Programme of Human Resources and Skills Development, Canada.



Factory managers during OSH Training

Occupational Safety and Health (OSH) issues account for half of all non-compliances in Jordan's apparel sector. This three-day modular training program aims to bridge the gap between BWJ standards and current practices in apparel factories.

The curriculum was designed jointly between BWJ and Better Work Global to address specific challenges of the sector in Jordan.

Better Work Jordan welcomes three new Enterprise Advisors

Better Work Jordan (BWJ) has recently welcomed three new Enterprise Advisors to its team. The expansion to an Enterprise Advisor team of seven people will allow BWJ to scale-up its operations as the programme moves towards providing assessment and advisory services to all exporting apparel factories in Jordan. This expanded Enterprise Advisory team is headed by Mr. Rebal Daoud, who has been with BWJ since 2008 and is one of Better Work's longest-serving Enterprise Advisors globally.

Better Work Jordan OSH animations on YouTube

Better Work Jordan (BWJ) is working to raise awareness about workers' rights and responsibilities through animated video clips funded by a grant from the Levi Strauss Foundation.

BWJ clips about Occupational Safety and Health (OSH) issues will be used to train workers about their OSH responsibilities in the workplace. These will be the first in a series of videos that guide workers through their rights and responsibilities.

BWJ's animated clips are designed to be fun and easy to understand. Because of the diversity of workers' backgrounds and languages, the video clips will illustrate these issues clearly without words.



A shot from OSH awareness animations

The animated video clips will be supplemented by distributing comic books and posters in the factories. Selected clips from the series are available to view on [YouTube here](#).

Better Work Jordan is funded and supported by:

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Jordanian Ministry of Labour

Labour Programme of Human Resources and Skills Development, Canada

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Netherlands Ministry of Foreign Affairs

State Secretariat for Economic Affairs, Switzerland (SECO)

United States Council Foundation, Inc. (funds provided by select USCIB member companies)

Participating Suppliers

Al Areen Factory

Al Hanan for cloth manufacturing Establishment

Al Masera Textile

Al Tafilah Apparel Co. Ltd.

APPAREL CONCEPTS L.L.C.

Aseel Universal Garments Manufacturing Co.

ATATEKS FOREIGN TRADE LTD.

Atlanta Garment Mnf. Co.

Business Faith Garment Mfg. Co. Ltd.

Camel Textile Industrial Corp.

Casual Wear Apparel L.L.C.

Century Miracle Apparel Manufacturing Co. Ltd.

Century Standards Textile

Century Wear

Classic Fashion Apparel Industry Ltd Co.

Classic Jeans Apparel Manufacturing Co.

El Hadaf Ready Wear Manufacturing Ltd.

El Zay Ready Wear Manufacturing Co.

EAM Maliban Textile Jordan (PVT) Ltd. (Dulayl)

EAM Maliban Textile Jordan (PVT) Ltd. (Satellite Unit)

Fine Apparel Ltd.

Galaxy Apparel Industry

Harithi Textile Industrial Est.

Hi-Tech Textile L.L.C. / Regional Textile Supportive Industries

Horizon Clothing Mnf.

International British Garments Co. Ltd.

Ivory Garments Factory L.L.C.

Jerash Garments & Fashions Manufacturing Co. Ltd.

Jordan Clothing Company

Jordanian Modern Textile

Maintrend International Corp.

Mustafa and Kamal Ashraf Trading (Jordan) Garment Ltd.

Needle Craft for Clothing Industry

Paramount Garment Ltd.

Prestige Apparel Manufacturing Ltd Co.

Prime Five Garment Mfg. Co. Ltd.

Primex Ready Wear

Rainbow Textiles LLC

Rich Door Textile Factory

Rich Pine International Group Ltd.

SABCOS AbdelQader Saleh & Brothers Co.

Sterling Apparel Manufacturing L.L.C (Sahab).

Sterling Apparel Manufacturing L.L.C (Satellite Unit)

The Sun Jordan Textile Co. Ltd.

Third Dimension Apparel L.L.C.

TRIO GARMENT MANUFACTURING COMPANY (Modern Apparel)

Tusker Apparel LTD. Co.

United Creations L.L.C.

Vega Textile LTD.

W&D Apparel (Jordan) Corp.

Participating Buyers

American Eagle Outfitters, Inc.

Gap, Inc.

Jones Apparel Group, Inc.

L.L. Bean.

Marks & Spencer.

New Balance.

Patagonia, Inc.

Sears Holding Corporation.

Talbots.

Wal-Mart Stores, Inc.

Li & Fung

Target

Hanesbrands

ANN INC.

Polo Ralph Lauren.

UPCOMING PUBLIC TRAINING

Better Work Jordan offers a range of targeted training programs to managers, supervisors and workers, both in the classroom and at the factory. Our trainings focus on improving compliance with labour standards, productivity and quality through building effective workplace cooperation. Our upcoming training courses are scheduled as follows:

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT	
About the course:	This course helps participants understand that OSH should be an integral part of factory management. The training gives guidance on how to improve safety and health within factories to meet both national and international standards. Participants will engage in a series of practical activities that will not only benefit safety and health within the enterprise, but also offer low-cost suggestions for improving working conditions and increasing productivity.
Target participants:	Factory management, OSH committee members and trade union/worker representatives
Duration:	2 days
INTRODUCTION TO HUMAN RESOURCES MANAGEMENT	
About the course:	This course is designed to help factories overcome non-compliance in human resources and bridge the gap between BWJ standards and current practices in garment sectors. The training programme covers: Human Resources roles, workplace cooperation, compliance with national labour legislation and personnel administration. Factories are guided to create concrete action plans, and encouraged to implement them. BWJ Enterprise Advisors monitor factories' progress through regular visits.
Target participants:	Human resource managers, Human Resource Officers, Compliance Officers
Duration:	5 days
HUMAN RESOURCES MANAGEMENT FOR COMPLIANCE	
About the course:	This course provides participants with in-depth training on the following human resource management topics: <ul style="list-style-type: none"> » Conflict resolution and industrial relations » Performance appraisal » Continuous improvement » Training/capacity building of employees » Competency mapping and job descriptions » Succession planning » Compensation and benefits.
Target participants:	Human resource managers, Human Resource Officers, Compliance Officers
Duration:	5 days

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For more information about Better Work Jordan, visit www.betterwork.org/jordan or contact us at jordan@betterwork.org