



Country: Jordan

Sector: Petrol and chemicals

Date of document: 11/3/2012

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 350 workers



The project is cofunded by the European Union and ITUC

A project implemented by



Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

First Party: The Indian -Jordanian Chemical Company.

Represented by: Eng. Faisal Dudin - General Manager of the Indian-Jordanian Chemicals Company and a member of the Board of Directors of the Company.

Second Party: Representatives of the employees of the Jordanian-Jordanian Chemical Company .

Represented by: Mr. Khalid Al-Ziyud - President of the General Union of Workers of Petroleum and Chemicals of Jordan.

On 1/3/2012, a meeting was held between the representatives of the Board of Directors of the Jordanian Chemical Company and the representatives of the employees of the Indian-Jordanian Chemical Company. The attached minutes of the meeting were agreed as follows:

1. Formation of a committee with the participation of the union to correct the positions of some employees.
2. Formation of a joint committee between the administration and the union meets once a month to address technical and administrative problems.
3. Approval of increasing the cost of living allowance for the employee by 80 dinars per month as of 1/1/2012.
4. Increase the site premium for all employees by 10% effective 1/1/2012.
5. The employees of the Indian-Jordanian Company shall be granted an annual increase multiplied by 1/1/2013.

6. Consolidation of the family allowance assigned and appointed to the maximum limit of this premium as of 1/1/2012 and according to the degree.
7. Payment of a production bonus of 500 dinars for 2011 for all employees.
8. Payment of a production allowance of 200 dinars for day laborers and military retirees.
9. To continue in line with the technical allowance granted to employees of the Industrial Park and in the event of any positive change, it shall be applied to the employees of the Indian company on the same date.
10. Granting housing allowance to employees working in the city of Aqaba who are not insured by the company accommodation as is the case at the industrial complex in Aqaba as of 1/1/2012.
11. Completion of the study of the proposal submitted by the union regarding the change of the shift system.
12. Include the end of service benefits for employees from the beginning of their employment in the company, whether they were appointed direct appointment or daily provided that the company has paid their participation in that period for social security.
13. Fix the staff on the contract system after making sure that there is nothing to prevent it.
14. Consolidation of the site premium between single and married from 1/1/2012.
15. Include the 13TH , 14TH ,5TH and 16th salaries in the Provident Fund as of 1/1/2013.
16. The Second party shall not be entitled to make any claims of the financial effect for two years from the date of signing the Labor Agreement.
17. This agreement is made up of three copies, one for each team, and the third is deposited with the Ministry of Labor.

First Party: The Indian -Jordanian Chemical Company.

Second Party: Representatives of the employees of the Jordanian-Jordanian Chemical Company .