



Country: Jordan

Sector: Food industries

Date of document: 23/6/2013

Topic: Wages and Social protection

Agreement type: Collective Agreement

Number of beneficiaries: 220 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 AND all its amendments

First party: Ghadir Mineral Water Company

Represented by: Mr. Dr. Rasim Al - Dabbas General Manager.

Second Party: the general union of workers in the food industry in Jordan.

Represented by : Mr. Ahmed Abu Khadra, the head of the union,

Salim, Vice President, Ms. Bushra Al Salman, Chairperson of the Working Women Committee, and Ms. Randa Al Babali, Secretary of the Trade Union Committee.

Reference to the General Union of Workers in Food Industries No. N / A / 3/2612 dated 26/5/2013 held several meetings between the two teams at the company headquarters There was an atmosphere of friendliness and understanding. The first party expressed its keenness to improve the living conditions of the workers. The second team stressed the improvement of work as well as the following:

1. Annual increase of 5% for the year 2013 and a minimum of ten dinars on the basic salary.

2. Health insurance: The company has comprehensive health insurance for the worker. The company shall insure the family within the hospitals for the workers in the factory only. The worker who wishes to insure his family outside and inside the

hospital shall pay an agreed monthly amount according to the company's internal policy and shall be only for the workers in the factory.

3. 50% bonus at the end of 2013 of the basic salary only for employees in the factory if the company has passed the company's audit for 2013 successfully.

4. The company shall continue to pay the thirteenth salary.

5. The company will continue to pay the rose allowance (night shift) and the amount of 10 dinars.

6. A joint committee of the parties shall be formed to deal with any defect that occurs after the application of this Agreement.

7. A joint committee of the parties shall be formed. Each of the parties shall designate its representatives to follow up the implementation of this Agreement and any dispute arising therein.

8. The provisions of this contract shall apply from 1/4/2013 and end on 31/5/2014.

First party: Ghadir Mineral Water Company

Second Party: the general union of workers in the food industry in Jordan.