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**Sector:** Ports and clearance

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**Topic:** Incentives

**Agreement type:** Collective Agreement

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

**First party:** Sharaf Group Jordan

**Represented by the gentlemen:**

- 1- Ahmed Mohammed Al-Hawamala
- 2- Kamel Eid Al-Sawalqa.

**Second Party:** General Union of Port and Clearance Workers.

Represented by: 1- Mohammed Mutailah Odeh 2- Ayman Al-Faraya.

**Where the second team submitted to the first team workers demands contained in the book NU / 98/2013 Date 22/7/2013 concerning the conditions and conditions of work for the staff of the first team, and the interest of the parties to the relations of work distinct and maintain an atmosphere and an environment of work in an atmosphere of friendly and mutual understanding and appreciation between the parties, Emphasizing the consolidation of good working relations and the availability of joint concern for the continuity of development and promotion of work in this institution to develop and provide national economy, And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations and the result of the flexibility shown by both parties and understand each other's interest A settlement of the workers' demands was reached and the two sides agreed on the following:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.

2. The first party agreed to grant the annual increase of workers who did not receive for the previous two years by 50 dinars per month from the date of suspension until 31/12/2013.

3. The first party agreed to grant the award, according to what is given to their colleagues and according to what was paid to the company for the workers who did not get the same as the workers who were given them and calculated on the basis of 80% of the gross salary.

4. The management of the company shall consider the annual increase of all employees in the company, according to the results of the company's operations for the years 2014-2015.

5. It is understood by the parties to this labor agreement that job security is what the company strives for and that employees are the most important part of the company and that the management of the company does not think to terminate the work of any employee without justifiable reasons and in accordance with the provisions of the Jordanian Labor Law.

6. The union demanded all employees of the company to continue to develop and promote the work in this company.

7. Studying allowances for workers' living allowance by the Board of Directors of the company.

8. The provisions of this Agreement shall apply from 20/11/2013 and end on 20/11/2015.

9. By signing this Agreement, the labor dispute between the Company and the Syndicate shall be terminated.

**This agreement is free of three copies, a copy for each party, and the third copy is deposited with the Ministry of Labor.**

**\* Signed on Wednesday, 27/11/2013.**

**First party:** Sharaf Group Jordan

**Second Party:** General Union of Ports and Clearance Workers