

SOLID

SOUTH MED SOCIAL DIALOGUE

Country: Jordan

Sector: Food industry

Date of document: 13-1-2013

Topic: Incentives/wages

Agreement type: Collective Agreement

Number of beneficiaries: 100 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: Yeast Factories Co. Ltd.

**Represented by: Engineer. Raymon Halteh, General Manager of the
Company.**

Second Party: The General Trade Union of workers in food industry

Represented By:

- 1. Ahmed Abdel Hamid Abu Khadra/Head of Union.**
- 2. Mr. Adawi Ibrahim Adawi / Member of the Administrative Board
of the Food Industries Association.**

In light of the positive spirit and friendly relations that prevailed in the meetings of the negotiations and in order to maintain the continuity of these relations between the two parties and as the result of the flexibility was shown by the parties and understand each other's interests, a settlement was reached for the workers' demands and the parties agreed on the following:

1. An annual increase of 5% but not less than 10 dinars
2. Amendment of the Provident Fund from 6% to 6.5%.
3. Granting of the amount of 15 dinars instead of a technical allowance for the maintenance departments, who have been in service more than 10 years.

4. Granting of the amount of 15 dinars to the distributors instead of loading and downloading .
5. Modifying of treatment allowance for the family from 325 dinars to 350 dinars.
6. Authorizing the management of the company to choose an appropriate health insurance company.
- 7. The annual increases shall be applied to:**
 - a) Permanent staff from 1/1/2013.
 - b) Employees of contracts who have spent more than one year from the date of renewal of the contract.
8. The provisions of this agreement shall apply from 1/1/2013 to 31/12/2013.
9. A Committee of the two parties was formed to follow-up the implementation of this agreement.
10. This agreement is signed in three copies, one for each party and the third to be submitted to the ministry of labor.

Edited and signed on Saturday, 5/1/2013.

First party: Yeast Factories Co. Ltd.

Second Party: The General Trade Union of workers in food industry

Third party: Ministry of labor

***Signatures are seen**