



Country: Jordan

Sector: Electricity Sector

Date of document: 15/8/2013

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 300 workers



The project is cofunded by the European Union and ITUC

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

First Party: National Cable & Wire Manufacturing Co.

Represented by : the general manager of the company/ Eng. Khalid Mahmoud Saeed.

Second Party: General Union of Workers in Electricity.

Represented by : the Head of the union / Mr. Ali Falah Al-Hadid / and the chairman of the trade union committee in the company Mr. Samer Khalifa.

Where the second Party has submitted to the first party with the demands of the workers concerning the terms and conditions of work for the staff of the first party. And for the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, Stressing the consolidation of good working relations between the two parties and the availability of common concern for the continuity of development and promotion of work in this institution in order to develop and improve the national economy And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of the negotiations, In order to preserve the continuity of these relations between the two parties and as a result of the flexibility was shown by both parties and understand each other's interests, a settlement has been reached for the workers' demands. The parties agreed on the following:

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

2. Amend the rules of procedure for the organization of work, the personnel regulations and the instructions thereto, as agreed upon at the meetings between the parties.
3. Increase the percentage of end of service compensation to become 2.5% instead of 1%.
4. Conduct a joint study of the topic of health insurance in the company in a holistic manner, In cooperation between the two groups, the study shall be completed no later than 31/12/2013.
- 5 . Increase of fifteen dinars in the cost of living allowance to become 80 dinars instead of 65 dinars per month effective 1/8/2013.
6. Increase the basic salaries of employees by 20 dinars per month starting from 1/8/2013.
7. Pursuant to article 42 of the Jordanian Labor Law, a committee of the parties shall be formed to settle disputes arising out of the implementation of this Convention.
8. The provisions of this Agreement shall come into force as of 1/8/2013 and shall continue until 31/7/2015. The Syndicate or the workers shall not be entitled to submit any labor demands during the validity period of the Agreement.
9. This agreement consists of three copies for each party and the third one is deposited with the Ministry of Labor.

*Signed on Wednesday, 14/8/2013.

First Party: National Cable & Wire Manufacturing Co

Second Party: General Union of Workers in Electricity