

**Country:** Jordan

**Sector:** Mining and mines

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**Topic:** Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** Unavailable



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## **A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996**

**First party:** Jordan Phosphate Mines Company

**Represented by:** the Chairman of the Board of Directors /Wasef azar.

**Second Party:** General Union of Jordanian Mining and Mines Workers .

**Represented by:**Khalid fanatseh/the head of the union.

**As the second party has submitted to the first party workers demands on a date related to the conditions of work for the workers of the first party under the book of the union No.: N / S / 2/264/2012 Date 16-12-2012 to maintain an atmosphere and an environment conducive to the work of friendship and mutual understanding and appreciation between the parties Emphasizing the consolidation of good working relations between the two parties and providing common concern for the continuity of development and promotion of work in this institution in order to develop and supplement the national economy and in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of negotiations In order to maintain these relations between the two parties and as a result of the flexibility shown by the parties and their understanding of each other's interests, a settlement was reached for the workers' demands. The two sides agreed on the following:**

1. The introduction to this contract shall be regarded as an integral part of its articles and shall be read with it.
2. It was agreed to grant all workers in the company a production bonus of three quarters of the gross monthly salary for each worker provided that it is not less than 600 dinars.
4. The first team agreed to remove 200 workers on the incentive system. The names should be announced no later than 30-6-2013. The output is to be carried out in 2013. The company shall have the right to retain the

employees the company needs, while retaining the right to use the incentive system In the future.

5. With regard to the fourth demand of the union's demands and understanding of the economic conditions of the employees of the company because of the high prices, the first team agreed to increase the 20 dinars on the basic salary for all employees as of 1-2013 instead of increasing the cost of living allowance.

6. The company shall be committed to regarding each employee as a contract who has spent one year in the company, based on the company staff.

7. The company is committed to apply the system of structuring that does not affect the acquired rights or job title or reduction of salary for any employee in the company.

8. The union shall be committed to clarifying the concepts of the structure of the employees which will be reflected positively on the company and its employees.

9. It was agreed that the end of service bonus for all employees of the company shall be one month salary for each year of service, not less than one thousand dinars.

10. The Second Party undertakes not to make any claims of the financial effect during the term of this contract.

11. The duration of this contract is two years from the date of its signature.

12. This contract shall enter into force on 1 January 2013.

**First party: Jordan Phosphate Mines Company**

**Second Party: General Union of Jordanian Mining and Mines**

**Workers referred to in this agreement as (the Union).**

**Represented by:Khalid fanatseh/the head of the union.**