



**Country:** Jordan

**Sector:** Food industries

**Date of document:** 3/4/2014

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 135 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:** Arab Food Industries Company 'NON'.

**Represented by:**

Mr.: Dr. Essam Tabbouni / Assistant General Manager

Mr. Hussein Abdel Rahman Darwish / Chief Financial Officer

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

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

Ms. Bushra El-Salman and members of the trade union committee .

Mr. Mahmoud Abdel Raouf, Chairman of the Trade Union Committee.

**Several meetings were held between the two parties , which were characterized by an atmosphere of friendliness, understanding and concern for the public interest. The management of the company showed a high understanding of the high cost of living and its keenness to improve the conditions of workers and reduce the burden on them in light of the high price increase The general union of workers in the food industry to manage the company's positive attitude and understanding, which indicated something indicates the highest sense of the company's staff conditions of the employees have been agreed on the following:**

1 - Continuity in the disbursement of the annual increase for all employees in the company 5%

2- The basic salary was increased by (40) dinars for all employees in the company.

3 - The restructuring of salaries and work schedule for the cost of living and the addition of the rest of the amounts from the cost of living to basic salaries.

4- The sixteenth salary was awarded in addition to the third, fourth and fifteenth according to a certain period of time and is indicated by the controversy.

5 - Formation of a joint committee of the parties called each of the parties' representative to follow up the implementation of this Convention and any dispute arises therein.

6. The Parties shall not be permitted to use this Convention as a means of advertising or publishing it in the media.

7. The provisions of this Convention shall apply from 1/1/2014 to 28/2/2015 .

8. This Convention is made up of three copies. Each team has a copy and a copy to be deposited with the conciliation representative at the Ministry of Labor.

**First Party: Arab Food Industries Company 'NON'.**

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