



**Country:** Jordan

**Sector:** Petroleum and Chemicals

**Date:** 9/1/2014

**Subject:** Incentives

**Agreement type:** collective agreement

**Number of beneficiaries:** 114 workers



The project is cofunded by the European Union and ITUC

A project implemented by



## **A collective labor employment**

**First party:** Jordan Japanese Fertilizer Company, Limited Liability.

**Represented by:** the Director General / Dr. Karim Halesa and referred to in this agreement as (the company).

**Second Party:** The General Trade Union of Workers OF Chemicals and Petroleum .

**Represented by:** His Excellency Mr. Khaled Al-Zayyud and referred to in this Agreement as the 'Union'.

**A meeting was held on 18-12-2013 in the company's management in the presence of the two parties according to the above date, and it was agreed as follows:**

1. Employees are granted a management bonus of 15% for all employees as of 1-2014.
2. Awarding a production bonus for 2013 of 500 dinars per employee in the company for the year 2013 and for the employees who resign during 2013 by the period of service in 2013.
3. The two groups agreed to join the two tracks between the employees of the Japanese company and equalize with phosphate employees regarding the end of service with the confirmation of the two tracks between the phosphate

company and the Japanese company in the future regarding the end of service in the event of any adjustment by the phosphate company.

4. The two groups discussed the support of the Housing Fund and agreed that the Director-General of the Housing Fund Committee, Eng. Sarmad Abu Laila / Amman Office, would prepare an agreement with the approved banks so that the financing could reach 100% by the bank with the financial facilities.

5. The Syndicate undertakes not to cover any employee who is acting in violation of the regulations and instructions.

6. The implementation of this Agreement shall be subject to the approval of the Board of Directors that the Association shall be bound to refrain from applying any labor demands for a period of two years from the date of the signing of this Agreement.

**\* This Agreement is made up of 7 items, including this item.**

**First party: Jordan Japanese Fertilizer Company, Limited Liability.**

**Second Party: The General Trade Union of Workers OF Chemicals and Petroleum .**