



**Country:** Jordan

**Sector:** Food industries

**Date:** 13/1/2014

**Subject:** Incentives

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 280 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**

**DANISH JORDANIAN DAIRY CO.W.L.L.**

**First party: Danish Jordanian Dairy Company.**

**Represented by: Mr.Omar Al Hourani/ Chairman of the Board of Directors.**

**Second Party: The General union of workers in food industries and the  
General Trade Union Committee of the Danish Jordanian Dairy Company.**

**Represented by:**

- 1. Mr. Ahmad Abu Khadra/Head of the Union.**
- 2. Mr. Fadi Fayez Badran/ Head of the Union Committee in the Danish  
Jordanian Dairy company.**
- 3. Mr. Jamal Hassan Al Masry/ Secretary of the union's Committee in  
the Danish Jordanian Dairy company.**

**Introduction:**

A reference to the letter of the General Labor Union of Food Industries N.A / 3/2638 on 28/12/2013. Several meetings were held at the company's headquarters, where the environment was based on appreciation, understanding, and an emphasis on the common interests between the two parties.

**The two parties have agreed on the following:**

1. Disbursing half a dinar for each completed year of service for those who have worked for one year at the institution.

2. Disbursing 10 JDs as a cost of living allowance for all labors at the institution.
3. Disbursing 8 JDs as an annual increase for all labors.
4. Paying a reward of JD (60) Dinars to the employees of the company. (Thirty Dinars will be spent on Eid al-Fitr and 30 dinars will be spent on Eid al-Adha).
5. The disbursement of items from (1) to (4) includes all those who completed the period of legal experience on 31/12/2012.
6. Cancellation of penalties on employees until 31/12/2013.
7. A committee should be formed by both parties to follow up the implementation of this agreement or any dispute caused.
8. The provisions of this Agreement shall apply from 1/1/2014 to 31/12/2014. The agreement was issued on 9/1/2014 in three copies, one copy should be kept for each party and another copy should be submitted to the Ministry of Labor.

\*The agreement was signed on 9/1/2014.

**First party: Danish Jordanian Dairy Company.**

**Second Party: The General union of workers in food industries and the General Trade Union Committee of the Danish Jordanian Dairy Company.**

**Signatures are seen.**