



Country: Jordan

Sector: Food industries

Date of document: 19/3/2014

Topic: Wages /Social protection

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



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**

17/3/2014

First Party: Yeast Industries Co. Ltd. Hereinafter referred to as 'the First party' or the Yeast Industries Company.

Represented by:

1. Eng. Raymond Hilteh / General Manager of the company .

Second Party: The General Trade Union of workers in the food industries.

Represented By:

1. Mr. Ahmed Abu Khadra / Head of the Union
2. Mr. Yahya Al-Qar'an/ Secretary General.
3. Mr. Adawi Ibrahim Al-Jamal/ Member of the Administrative Board

Continuing cooperation between the two parties, which resulted in the signing of several collective agreements between the two parties during the past years, in order to improve the working environment and living conditions of the staff of the first party and Based on the objective of the company to maintain its continuity, the business environment is characterized by maintaining a leading position in the Jordanian market. The first party always seeks to improve the benefits and wages of all employees within a systematic and comprehensive systematic plan. The previous collective agreement included the following:

- 1- Grant the salaries of the thirteenth, fourteenth, fifteenth, and sixteenth.
 - 2- Provide comprehensive health insurance for the worker.
 3. Provide the savings fund.
 - 4- Grant End of service bonus.
 - 5 - Granting alternate allowances and shift allowance.
- And many other advantages.

On the other hand, the company continued its investments and work to improve production lines in addition to efforts in the development of human resources and public safety, In order to improve the working conditions and create a more safe and secure environment, which reflected positively on the improvement of operating conditions and production and enable the ISO22000 to ensure the safety of the product.

As several meetings were held between the two parties during the current year in order to continue to improve the conditions of the staff of the first party and in recognition of their distinguished efforts in 2013, **the two parties agreed on the following:**

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

Second, an increase of 5.6% is the amount of inflation for 2013 announced.

Third, Increase the cost of living from (10) JDs to (110) JDs.

Fourth, a one dinar shall be paid for each year of service and at the highest limit of JD (15).

Fifth, The union is committed not to submit the special request to amend the cost of living until 31/12/2015.

Sixth, Subjecting employees to contracts who have completed a service of (5) years in the company's savings fund.

Seventh, Discuss The development of end of service benefits shall be considered after the termination of this Agreement.

Eighth, The provisions of this Agreement shall apply exclusively to the items included from 1/1/2014 to 31/12/2014.

- A committee shall be formed from both parties to deal with any defect that occurs when applying this Agreement.
- This agreement was edited in three copies, so that each party keeps its copy and the third copy is deposited with the Ministry of Labor.

The Board of Directors of the General Union appreciates the efforts of His Excellency the Director General and And expresses its thanks and appreciation to His Excellency and through him to the members of the Board of Directors for their sincere understanding of international labor standards.

***Signed on Tuesday, 17/3/2014**

First Party: Yeast Industries Co. Ltd.

Second Party: The General Trade Union of workers in the food industries.

Third party: Ministry of labor

***Signatures are seen**