



**Country:** Jordan

**Sector:** Petroleum and Chemicals

**Date:** 26/1/2014

**Subject:** Incentives

**Agreement type:** collective agreement

**Number of beneficiaries:** 780 workers



The project is cofunded by the European Union and ITUC

A project implemented by



## **Collective work contract with the General Union of Petroleum and Chemical Workers**

Representatives of the employees of the Indian-Jordanian Chemical Company Limited held on Wednesday, 15-1-2014 at 3:30 in the company's offices – Amman.

**A meeting was held on 15-1-2014 between:**

**First party: Management of the Indian-Jordanian Chemicals Limited Company .**

**Represented by:**

1. Mr. Abdulkarim Al-Malahmeh /Chairman of the Board of Directors
2. Dr. Shafeeq Al-Ashqar /Vice Chairman
3. Mr. Ibrahim Al-Rawashdeh /General Manager of the Indian Chemical Company of Jordan
4. Engineer Abdulwahab Al Rowad/ Factory Manager
5. Engineer Hamadallah Al-Habshan / Deputy Acting Director of Factories
6. Mr. Iyad Al-Mubaidain/ Senior Administrative Officer, Amman.

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

**Represented by:**

1. Mr. Khaled Al-Zayyud/ Head of the union
2. Mr. Awad Al-Tarawneh Chairman of the Trade Union Committee
3. Mr. Hassan Al-Lawama
4. Mr. Mustafa Tarih
5. Mr. Mohammed Shadi
6. Mr. Mohammed Abu Odeh
7. Mr. Jabr Salama
8. Mr. Anas Al Khawaldeh

**The two parties agreed that:**

First: Approval of granting all employees of the company a production bonus for the whole of 2013 of an additional month's salary, which will be effective from 1-3-2014 for those who were on his job on 31-12-2013 and each according to the length of his service.

Second: To study the system of end of service benefits during the year 2014 and apply to those who retire as of 1-2014.

Third: Exceptional increase in the basic salary for all eligible employees and in accordance with the Personnel Regulations as of 1-2014 and 2014 only.

Fourth: To approve the support of the housing fund by 250000 dinars by the company and half a million from the account of the fund for the provision of employees for this year, a total amount of 750,000 dinars.

Fifth: The Second Party shall not be entitled to make any claims of the financial effect for two years from the date of signing this labor agreement.

Sixth: All documents mentioned in a collective agreement registered in the Ministry of Labor shall be documented within two weeks of its date.

**First party: Management of the Indian-Jordanian Chemicals Limited Company .**

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