



**Country:** Jordan

**Sector:** Public services and liberal professions sector.

**Date of Documents:** 29/12/2014

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 2100 Workers



The project is cofunded by the European Union and ITUC

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## **Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996**

**First Party:** Jordan Telecom Group Orange.

Represented by: Mr. Raslan Diranieh, Group Executive Vice President.

**Second Party:** General Union of workers in Public services and liberal professions.

**Represented BY:** Mr. Khalid Marjoub / Head of Union.

This Annex was signed on Monday, 29-12-2014, and it was agreed that: This Annex shall be considered as an integral part of the collective labor agreement concluded between Jordan Telecom Group Orange and the General Union of Employees in the General Services and the Free professions on 6/3/2014. The two groups agreed that the duration of the agreement shall be three years, ending on 6 March 2017, in order for the first group to be able to implement the following items set out below:

First: As of 1 January 2015 and during the above mentioned period of the Convention and its Annex, the First Group agreed to grant each non-seconded employee (offer or incentive) It is agreed in writing to terminate the contract of employment as part of the company's policy of reducing the number of employees provided that the vacancy is canceled and a decision is issued by the executive committee of the company to approve granting the employee concerned the incentive or offer mentioned.

### **And according to the following offers:**

1. The grant of two months salary for each year not more than 40 months for a grade.

2. Grant two months salary for each year not exceeding 35 months for the degree B.

3. Grant two months salary for each year not exceeding 30 months for grade C.

- The incentive is calculated based on the employee's last basic salary.

- For the purpose of this offer, the term of service of the employee shall be from the date of his appointment with a permanent contract.

Second: As of 2014, the first group approved the 2015 and 2016 grants to grant 20 employees who qualify for housing loans, The value of 1000 dinars annually and for only 8 years, within the framework of a specific policy and instructions will be issued by the company for this purpose and a contribution from the company to cover part of the benefits of the housing loan.

Third: The first team agreed to rearrange the career path and / or grades and the staff of the group through contracting with a specialized company in this area, and the mechanism and implementation will be completed and announced during the year 2015.

Fourth: the first group agreed to install only 10 of the provisional contract categories for 2014, 20 for 2015 and 20 for 2016.

Fifth: The first group agreed to solve the problem of seconded employees who will be terminated from the company and granted the incentive, according to item No. V above of this agreement as an exception provided they return to the government before 4/1/2015

**First Party:** Jordan Telecom Group Orange.

**Second Party:** General Union of workers in Public services and liberal professions.