



Country: Jordan

Sector: Construction Sector.

Date of document: 27/2/2014

Topic: Social protection and wages

Agreement type: Collective Agreement

Number of beneficiaries: 300 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

First party: Jordan Wood Company / Jawiku.

Represented by: Mr. Makram Adel Qabain / Deputy General Manager.

Second Party: General Union of Workers in Construction sector / Jordan.

Represented by: Mr. Mahmoud Hayari, Chairman of the General Union.

Whereas the second party has submitted to the first party workers' demands concerning the conditions of work for the staff of the first party under the letter of the union No. (N / A /N 55/2013 date (13/8/2013) and the letter No. N/A/N 13 / 8/2013. And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, Stressing the consolidation of good working relations between the two parties, and the availability of common concern for the continuity of development and promotion of work in this company in order to develop and provide the national economy, And based on the positive spirit and relations between the parties and the result of the flexibility was shown by the parties and understand each other's interest, A settlement of the workers' demands was reached on the subject of the aforementioned union's book, where the parties agreed on the following:

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

2. The Company shall ensure the security and job stability of all employees in the Company according to the Jordanian Labor Law.

3. Adjustment of salaries and cost of living:

The first party adjusted the salaries for the year 2014 by (5) five dinars on the basic salary and the cost of living by (5) five dinars and the cost of a total of (149,000) one hundred and ninety-four thousand dinars).

4 . End of service reward:

The first party agreed to spend the amount of (1000) thousand dinars for the first ten years of service and (100) hundred dinars for each year after the tenth year, Subject to the approval of the senior management of the first party upon the termination of the services of the employee or employee and this is optional for the employee or worker if he wishes to benefit from it, As well as the right of the senior management of the first party to increase this amount in light of what is permitted by the company's internal law.

5. Health insurance:

The health insurance applied at the first party ends on 1/5/2014 will be considered raising the proportion of the first party from 80% to 85% , As is currently underway, where new offers will be solicited from new insurance companies for this purpose.

6. Rules of procedure:

The second party has been provided with the company's rules of procedure.

7. Fix contracts / topic under study at the first party.

8. Granting employees a thirteenth salary: will be studied in the event of improvement in the financial situation of the first party.

9. Establishment of a savings fund for the employees of the first party, a committee of management and workers will be formed at the first party to study the subject and to lay down the relevant rules and regulations.

10. A joint committee of the parties shall be formed to follow up the implementation of this contract and any dispute arising therefrom.

11. The Second Party shall not make any claims during the validity of this Agreement.

12. The term of this Agreement shall be one and a half years from the date of 1/1/2014 and ending on 1/6/2015.

*This contract was signed on Thursday, 27/2/2014, corresponding to 27/2/2014.

First party: Jordan Wood Industries Company / Jawiku.

Second Party: General Union of Workers in Construction sector / Jordan .