



**Country:** Jordan

**Sector:** Food industries

**Date of document:** 5/2/2015

**Topic:** Wages /Social protection

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 100 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: 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. As several meetings were held between the two Parties during the current year in order to continue improving the conditions of the staff of the first party and in recognition of their distinguished efforts in 2014, 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 2.81%, which is the amount of inflation for 2014 and announced on a minimum of 10 dinars per month.

**Third:** It was agreed to raise the percentage of the savings fund to 1% and from the parties to 7.5% of each Party for a total of 15% and to be on the salary subject to social security.

**Fourth:** The general Union is obliged not to submit the special demands to amend the end of the service system.

**Fifth:** The union is committed not to submit the request to amend the savings fund.

**Sixth:** Health insurance for contract workers: The amount of 10 JDs for each year of service is paid to those who have served in the company's service for three years from 1/1/2015 up to 10 years and up to a maximum of 100 JDs annually.

**Seventh:** Increase the family health insurance for the fixed employees by the 15 JDs per month to become 530 dinars instead of 350 dinars.

**Eighth:** The provisions of this Agreement shall apply exclusively to the following items, from 1/1/2015 to 31/12/2015.

- 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, 3/2/2015**

First Party: Yeast Industries Co. Ltd.

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

**\*Signatures are seen**