

Country: Jordan

Sector: Petrol and chemicals

Date of document: 3/2/2015

Topic: wages and incentives

Agreement type: Collective Agreement

Number of beneficiaries: 280 workers



The project is cofunded by the European Union and ITUC

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Logo of the Ministry of Labour and Social Security of Jordan

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

First party: management of the Indian-Jordanian Chemical Company Limited.

Represented by: HE Mr. Abdulkarim Al-Malahmeh - Chairman of the Board of Directors of the Indian-Jordanian Chemical Company.

Second Party: representatives of the employees of the Indian-Jordanian Chemical Company.

Represented by: HE Mr. Khalid Al-Zayod - Chairman of the General Union of Jordanian Petroleum and Chemical Workers.

On 29/1/2015 a meeting was held between the representatives of the Indian company Al-Ardenia for Chemicals has been agreed With the minutes of the attached meeting as follows:

First : an increase in excess of the cost of living allowance of (20) JD Act of 1/5/2015.

Second: All employees of the company were granted a production bonus for the whole of 2014 at a sum of (1500) JD for each person who was at his head on 31/12/2014 and for each according to the length of his service.

Third: Granting an exceptional increase in the basic salary for the year 2015.

Fourth: Approving the study of the end-of-service system to be applied in the phosphate mines company as a basis 'in terms of two months salary with a maximum of 4000 dinars per salary.

Fifth: Install the production bonus as a percentage of 2% of the annual profits from next year 2015 as it is in the Jordan Phosphate Mines Company.

Sixth : No amendment to the regulations and allowances applied in the Indian company Alarndina and originally from the Jordan Phosphate Mines Company .

Seventh: The second group cannot make any claim of the financial impact for two years from the date of the signing of the labor agreement.

Eighth: In the event of any strike, the provisions of this Agreement shall be deemed null and void.

Ninth: None of the employees who participated in the current strike shall be held free of charge.

Tenth: This agreement shall be issued in three copies of each copy and the other copy shall be deposited with the Ministry of Labor.

First party: management of the Indian-Jordanian Chemical Company Limited.

Second Party: representatives of the employees of the Indian-Jordanian Chemical Company.