



Country: Jordan

Sector: Construction Sector.

Date of document: 16/7/2015

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 348 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 Industries Company SAOC / Jawaco.

Represented by : Mr. Ramiz Naguib Qabain, Deputy General Manager.

Second Party: General Union of Construction Workers in Jordan.

Represented by: Mr. Mahmoud Salem Al-Hayari / Chairman of the General Union of Construction Workers in Jordan.

As the second team has submitted to the first team workers demands regarding the workers of the first team under the book of the union No. NB / 33/2015, sent on 27-5-2015 and the book number NAP / 34/2015, sent on 9 -6- 2015 And in the interest of both parties to maintain an atmosphere and an appropriate working environment, which is characterized by friendliness, understanding and mutual appreciation between the two parties and a confirmation of 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 in the spirit And the relations between the parties and as a result of the flexibility shown by the parties and the understanding of each other's interest has been reached a settlement of the demands of workers and the agreement between the two parties as follows:

1. The introduction to this Agreement shall be considered an integral part of its terms and shall be read with it.

2.13th salary: the first party cannot pay the thirteenth salary of the company's financial situation, but will be paid dividends by 8% to all employees when the company achieve any profit.

3. Health insurance: The health insurance, which is effective at the first party on 1-6-2015, is better than the health insurance applied before that date, where the medical network was expanded and the coverage of chronic diseases improved.

4. End of service indemnity: The first party agrees to pay end of service benefits, according to the amounts shown in the following table:

More than the prescribed year of remuneration	The amount of the bonus	Years of service	NO
0	1150	10	1
115	1250	11	2
115	1380	12	3
115	1495	13	4
115	1610	14	5
115	1725	15	6
115	1840	16	7
115	1988	17	8
115	2070	18	9
115	2185	19	10
115	2300	20	11
115	2415	21	12
115	2530	22	13
115	2645	23	14
115	2760	24	15
115	2827	25	16
115	2990	26	17

115	3105	27	18
115	3220	28	19
115	3335	29	20
115	3450	30	21

Subject to the approval of the senior management of the First Party upon the termination of the services of the employee or employee, 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. Install contracts: Contracts will be installed for all employees of the company, effective from 1 - 7-2015, so that all employees will be installed without exception and to consider the fixed term contracts signed and in force to date Term contracts and therefore each new employee will be installed for us after the end of the 3-month trial period which applies from the beginning of the first appointment to an indefinite contract.

6. Establishment of a savings fund for employees of the first part: The first party has asked the legal advisor to prepare a legal system for the Provident Fund and will be presented to the second party as soon as possible for discussion, adoption and application by the parties.

7. Adjustment of salaries and cost of living: The first party in January each year to increase the salaries of employees based on the policies adopted by the company and economic conditions. As for the cost of living, the first party, Increase the cost of living by 10 dinars to become the cost of living allowance from 45 dinars to 55 dinars from 1 to 7-2015.

8. A Joint Committee of the Parties called each Party shall be formed within one month from the date of signature of this Agreement, each Party

designated to follow up the implementation of the provisions of this Agreement and any dispute arising therefrom.

9. This Agreement shall be binding upon its Parties during its entry into force.

10. The duration of this Agreement shall be one-and-a-half years from the date of 1 July 2015 and ending on 31-12-2016.

This contract was signed and signed on Thursday, July 16, 2016

First party: Jordan Wood Industries Company SAOC / Jawaco.

Second Party: General Union of Construction Workers in Jordan.