



**Country:** Jordan

**Sector:** Ports and Clearance

**Date:** 3/12/2012

**Subject:** Wages and training

**Agreement type:** collective agreement

**Number of beneficiaries:** Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



## **A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996**

**First party:** IBM Terminals Jordan.

**Represented by :** General Manager / Mr. Donovan Bob.

**Second Party:** General Union of Workers in Ports and Clearance.

**Represented by:** Represented by: Mr. Mahmoud Mansour Adbis.

### **Introduction:**

**The second party represents the workers in the ports and clearance sector and the keenness of the two parties on the availability of employment opportunities and training the youth of Aqaba and within the labor sector in ports In order to employ the expertise and efficiency of the employees of Aqaba Container Port Company in order to transfer these skills to the newly graduated youth and within the framework of developing labor relations and interaction with the local community and developing working conditions and employment In order to return the best return to society through the training and employment of young people and create jobs for them, the parties agreed on the following:**

First: The above is an integral part of the agreement and read with him

Second: The attached annex is also part of the agreement and reads with it.

Third: IBM Terminals Jordan supports the right of workers in trade union organization and freedom of association within the levels of international action.

Fourth: The two sides agree on the importance of continuity of the training program launched last year to provide more training opportunities for the Aqaba community.

Fifth: The provisions of the Social Solidarity Fund shall apply to employees of IBM Terminals Jordan.

Sixth: The health insurance company shall insure the employees and their family members according to the applicable health insurance system.

Seventh: In accordance with the provisions of the law, the company submits the draft rules of procedure of the Ministry of Labor to be ratified.

Eighth: The employment contract with the successful completion of the annual training program at Aqaba Container Terminal with IBM Terminals and within indefinite contracts within the provisions of this Agreement.

Ninth: The wage shall be deducted from the wage according to the Labor Law for the purposes of tax, social security, any other legal obligations, the Takaful Fund and health insurance.

Tenth: Employees within the agreed salary scale shall be granted a housing allowance of JD 125 and a savings allowance of 10% of the basic salary from the date of the employment of each employee with IBM Terminals Jordan.

Eleven: The provisions of this agreement shall not apply to the trainees and the trainee who is enrolled in an operational training program for the purpose of preparing it in preparation for its employment after the completion of the annual training program successfully. IBM Terminals Jordan has a functional vacancy in its qualification and acquired skills.

Twelfth: This Agreement shall be null and void regardless of the applicable part thereof and during its validity period in the event of an unlawful strike or suspension of work.

Thirteenth: This agreement was made in three copies on 2/12/12 and for two years from the date of construction. and It consists of an introduction and a text containing thirteen items in addition to the appendix.

**First party: IBM Terminals Jordan.**

**Second Party: General Union of Workers in Ports and Clearance.**