



**Country:** Jordan

**Sector:** Printing and Photography

**Date of Documents:** 14/5/2012.

**Topic:** Wages.

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 135 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:** Packaging Materials Company.

Represented by: M. Bashir Adnan - Deputy General Manager.

**Second Party:** General Union of Workers in Printing, Photographic and Paper.

### **Represented BY:**

1. Mr. Mohamed Zoubi / Head of the General Union.

Mr. Nizar Othman - Chairman of the trade union committee of the company

Referring to the meetings with representatives of the union to discuss the workers' demands, several meetings were held between the two parties at the company headquarters, which was characterized by understanding and keenness on the interest of the company and its employees. The company stressed the importance of continuous improvement in the conditions of employees and their keenness to provide the improvement of their conditions whenever financial conditions allow, And in addition to ensuring the provision of security and job stability and accordingly, **the parties agreed on the following:**

**First,** It was agreed to increase the amount of JD15 for employees who served less than a year and a half in the company without exception.

**Second,** It was agreed to increase the JD 22 for those who served more than one year and a half of all employees in the company without exception for workers whose functional rank is lower than the functional level.

**Third,** it was agreed to increase the amount of JD 25 for all technicians and supervisors who have a functional grade of 12-14 without exception.

**Fourth,** it was agreed that the increase shall not be less than 5% of the salaries of all previous categories.

**Fifth,** The provisions of this agreement shall apply from 1/4/2012, benefiting from this agreement 135 employees by about 40 thousand dinars.

**Sixth,** Approved the amendment of the salaries of some workers up to the minimum wage as of the date of the government decision as appropriate.

**Seventh,** Each party keeps its copy of the agreement and a copy shall be deposited with ministry of labor.

**First Party:** Packaging Materials Company.

**Second Party:** General Union of Workers in Printing, Photographic and Paper.

**\*Signatures are seen**