



**Country:** Jordan

**Sector:** Road transport

**Date of document:** 19/7/2012

**Topic:** Wages and Training

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 50 workers.



The project is cofunded by the European Union and ITUC

A project implemented by



BUSINESSMED

ISCOS  
CIEL

annd  
Arab Network for Development

ISTITUTO  
PROGETTO SUP

AID  
ARABIC UNION OF INSTITUTIONS FOR COOPERATION AND DEVELOPMENT

solidar

MAK  
Mediterranean Arab Network

Logo of the Arab League in Arabic.

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

**First Party:** General Trade Union of Workers in the road transport and mechanics. Jordan-Amman .Tel: 4765830.

Represented by: Mr. Mahmoud Maaytah / Head of the union.

**Second Party:** Mansour Abdul Raouf Abu Tabnajah Co. Registered under the trade name: Taxi, Irbid / Tel 02-7260608 and registered under Commercial Registration No. (103950) on 25/3/2012 and authorized signatories partners together or separated.

1. Mansour Abdul Raouf Khalaf Abu Tabngeh.
2. Inas Azmi Mohammed Arshidat.
3. Rawan Ibrahim Mohammed Tabash.

In order to promote and strengthen cooperation between the two sides in order to achieve the public interest and in order to consolidate the working relations between the two parties to serve and reflect on the members of the first part who working for the second party, And to maintain the wheel of production and continuity of work of the second Party and where the union is the legal and regulatory cover for workers in the transport sector and responsible to all official bodies for its employees And is keen to provide the appropriate conditions for their workers. **This agreement has been concluded to demonstrate the duties of each party to achieve its objectives as follows:**

1. The preamble of this agreement is considered as an integral part and read with it as one part.

2. The second party is committed to sign the unified work contract for the public transport drivers in the Kingdom with the drivers who work or will work for it, according to the approved model from the official authorities supervising the public transport sector, The first party is committed to providing approved contract forms for the second party, and the second party is committed to providing the first party with copies of each contract signed and the driver keeps copies of the contract signed with him.

3. The driver of the second party (before the approval of this collective agreement and the unified contract) shall retain all labor rights and privileges ,unless the standard labor contract or this agreement arranges better rights and privileges and excludes from the period of experience stipulated in the Labor Law and the Unified Labor Contract.

4 . The two Parties agreed to coordinate between them to use the first party to secure the necessary number of drivers to work for the second party, according to a specific announcement include the job opportunities and terms of the job required and signed by the driver on the work instructions issued by the second party.

5. The second Party is committed to work to provide privileges and incentives for employees and workers according to the company's capabilities.

6. The two Parties agreed that no driver should be worked except after attending a culture and awareness-raising session for the first party in accordance with the Prime Minister's directives to focus on traffic awareness to reduce accidents on roads and obtain a certificate from the Institute of the first party in this regard.

7. The Second party agreed to transfer the annual contributions of its staff to the first party.

8. The Second Party agreed to provide the first Party with copies of any actions taken against any worker, whether a warning or dismissal.

9. In view of the role played by the Hussein Institute for Traffic Awareness and Culture in spreading traffic awareness among the drivers' sectors, which is translated into the directives of His Majesty King Abdullah II Bin Al Hussein and focused on the axis of traffic safety, the second party agreed to provide annual or monthly support to support programs of activities Al Hussein Institute for Awareness and Traffic Culture.

10. The provisions of this Agreement shall come into force on the date of 18/7/2012 and shall be deemed null and void in case of non-compliance with the conditions contained therein by the Second Party.

11. This Agreement shall be effective from the date of its signing by the two parties for a period of one year. Both copies shall be kept identical to each other and a copy shall be deposited with the Ministry of Labor.

12. This Convention consists of twelve items and an introduction.

**\*Released on 18/7/2012.**

**First Party: General Trade Union of Workers in the road transport and mechanics...**

**Second Party: Mansour Abdul Raouf Abu Tabnajah Co.**

**\*Signatures are seen**