



Country: Jordan

Sector: Printing and Photography

Date of Documents: 17/1/2012.

Topic: Social protection.

Agreement type: Collective Agreement

Number of beneficiaries: 95 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: The Bahraini Jordanian Company for Carton Industry.

Represented by Mr. Hani Hassan Nimr Al Akkad .

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

Represented BY:

1. Mr. Mohamed Zoubi / Head of the General Union.
2. Mr. Ziad Jamil Fendi / Chairman of the union committee in the company.

A meeting was held between the two Parties at the Mafraq Labor Office to discuss the demands of the union in its letter No. 4/207/20011 dated 26/12/2011 where the two parties agreed on the following:

- 1- Health insurance, The company's authorized the resident doctor within the company to look into the sick cases and to transfer the sick cases to the specialized doctors, as the case required And bring the invoices and treatments covered by the company as is currently followed in the company.
- 2- Additional work and meals / The company provides a meal for all employees who work extra time in the company four hours work and more to provide a meal in addition to their financial rights overtime work according to the Jordanian Labor Law.

3- The participation of the employees in the syndicate through the company accountant shall be deducted for the union one dinar per month from the salary of the worker after the company has been officially disclosed to the workers who are participating in the union.

4 - Financial increase of employees: It was agreed to spend the amount of twenty-three dinars as an annual increase for all employees of the company as of 1/2/2012 for all the financial workers of the company of Jordanian nationality.

5- End of service benefits: The two groups have been overtaken by the fact that all workers are subject to the provisions of the Social Security Law.

The company undertook to study the payment of bonus for the workers at the night time and set a system of incentives and reward for workers during the night and evening.

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***Signatures are seen**