



Country: Jordan

Sector: Food industries

Date of document: 30/10/2017

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



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 AND all its
amendments**

First Party: Al Zawraa Industrial Company.

Represented by: Mr. Mohammed Abdul Razzaq Ahmed Qutaish

Mrs. Nasreen Ahmed Joiper Al-Otaibi

Second Party: the general union of workers in the food industry in Jordan.

Represented by : Mr. Ahmed Abu Khadra, the head of the union, Ms. Bushra El-Salman and members of the trade union committee .

The work of the two Parties will continue to be an embodiment of advanced working relations and according to national, Arab and international working standards In the interest of the company and its employees, which reflects positively on the development of production quantity and quantity. And in order to manage the company to improve the conditions of its employees and to confirm the users of the company to raise the level of production and maintain it, It was agreed that:

The Preamble to this Agreement shall be deemed to be an integral part of the Agreement and shall be read with it.

1. Provide health insurance within the insurance policy and the policy in force in the company as per the table below.

Functional grade (A) Third Degree

Functional grade (B) Third Degree

Functional grade (C) Second Degree

Functional grade (D) First Degree

Functional grade (E) First Degree

2. Disbursement of the annual increase in the number of management to study and evaluate the performance and salaries of the collection of staff and determine the appropriate increase during the first three months of each year as per the table below:

Functional grade (5 JDs) only

Functional grade (7 JDs) only

Functional grade (10 JDs) only

Functional grade (12 JDs) only

Functional grade (14 JDs) only

The company paid a one-time bonus instead of the annual increase by the end of 2016 according to the following items:

- Grant employees who are in the company during the month of 6/2016 or below, a month salary bonus.
- To grant employees who have been appointed to the company from the beginning of the month of 7/2016 until the end of the month of 9/2016, a half month salary reward.

3 . An appropriate working environment and provide job security for its employees.

4. Provide workshops on social systems and laws and industrial labor relations.

5. A committee of the parties shall be formed to deal with any fault caused by its application.

* The provisions of this Agreement shall apply from 1/10/2017 and end on 30/9/2018.

Released and signed on Monday, 30/10/2017.

First Party: Al Zawraa Industrial Company.

Second Party: the general union of workers in the food industry in Jordan.

Signatures are seen