



Country: Jordan

Sector: Food industry

Date: 11-1-2016

Subject: Maternity

A nursery allowance entitlements for female workers

Agreement type: Collective Agreement

Number of beneficiaries: 47 workers

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

First party: Jordan-water Company "Miyahuna"

Represented by: Engineer Munir Oweis

**Second Party: the General Union of workers in the food industry -
Jordan**

Represented by:

1. Mr. Ahmed Abu Khadra

2. Ms. Bushra Salman: Chairman of working women Committee

Reference to article (72) of the Jordanian Labor law stipulates: "the manager who employs at least twenty women workers should create a suitable place under the supervision of a qualified nanny to care of working women's children who are younger than four years, to at least ten children."

The meeting was held between the two parties at 10 a.m. Sunday, 6/1/2016, in the administrative headquarter of "Miyahuna's company" in order to consult on the possibility of the applicability of the above article of the law, so that all workers benefit entitlements, and shows there are some obstacles, including :

1. The lack of sufficient and suitable place under the right conditions to establish a nursery inside the company.

2. Premises spacing inside the company, making it difficult to collect the children all in one place .

3. And therefore it was agreed between the two parties on a nursery allowance entitlement for female workers, worth 25 dinars/month as of the date of 1/1/2016, In order to participate in the expenses of children's Care.

First party

second party

Signature is seen

Signature is seen