



**Country: Jordan**

**Sector: Petroleum**

**Date of agreement: 23/10/2012**

**Subject: Wages**

**1. End of service system**

**2. Housing system for employees**

**Agreement type: Collective agreement**

**Number of beneficiaries: 350 workers**

## **A collective employment contract under the provisions of the Jordanian Labor law No.8 for the year 1996**

**First party:** Indian -Jordanian Chemical Company Ltd, Jordan.

**Represented by:** Eng: Ibrahim Rawashdeh / General Manager of The Company

**Second Party: Representatives of the employees of the Indian-Jordanian Chemical Company**

**Represented by: His Excellency Mr. Khalid Al-Ziyud, Head of The General Trade Union of Workers in Chemicals and Petroleum**

**On 22/10/2012 a meeting was held between the representatives of the Indian-Jordanian Chemical Company and Minutes of the meeting attached as follows:**

1. Approve the disbursement of an increase in the cost of living allowance of the amount of 40 dinars, effective from 1/1/2013 and 40 JDs, effective from 1/1/2014.
2. Approve the application of any amendment to the system of end of service in the Phosphate Mines Company at the end of service system in the Indian-Jordanian Chemical Company.
3. Approve the disbursement of advances to employees from the Provident Fund without interest.
4. Approve the study the issue of the disbursement of the production bonus at the end of the year and be determined in due time and according to the financial position of the company.

5. Approval of the standardization of the disbursement of the production reward to all departments.
6. Approve the retention of the shift allowance as per the internal regulations.
7. Approval of the assignment of employee Ahmed Khatib to work in the warehouse staff association in Maan and take legal advice status
8. Approval of the abolition of the updated level A 7/ 4A, so as not to lead to any additional financial costs.
9. Approve of the system of premium paid in 2012 (production, maintenance and public safety) in the Indian-Jordanian company, as is done in the Phosphate Mines Company.
10. The Council shall be allowed to study the subject of Egyptian employees in light of the provisions of the law and the union's request for their fairness.
11. Approve the operation of an annual Umrah trip for (10) employees, according to the system in force in Phosphate Mines Company.
12. The implementation of the housing system as of 1/1/2013 and the commencement of disbursement on 1/6/2013 according to the possibilities of the Fund and the support of the company.
13. The second party doesn't allow to make any claims of the financial effect for two years from the date of signing the labor agreement.
14. This agreement was organized on three copies, each of the two keeps one and the third shall be deposited with the Ministry of Labor

**First party: Indian -Jordanian Chemical Company Ltd, Jordan:.**

**Second party :Trade Union of Workers in Chemicals and Petroleum**