



Country: Jordan

Sector: Public services and liberal professions sector.

Date of Documents: 20/10/2013

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 20000 workers.



The project is cofunded by the European Union and ITUC

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Collective Employment Agreement

On Monday, 30/9/2013, a meeting was held at the tenth hour in the presence of the gentlemen:

First Party: Association of owners of Jordanian tourist restaurants

Represented by: The Chairman of the Board of Directors /Mr. Michael Nazal. Abdul Hakim Al Hindi, Secretary of the Jordanian Hotel Association.

Second Party: General Union of workers in Public services and liberal professions.

Represented BY: Mr. Khalid Musa Abu Marjoub /Head of the Union.

The meeting held an atmosphere of understanding based on friendly relations and mutual respect between the parties, All stressed their keenness to sustain the meaningful dialogue aimed at promoting the tourism sector, especially the hotel sector and its progress and prosperity, As well as providing a decent life and a suitable climate for workers in this sector, As the tourism sector is going through a difficult period affected by the political situation in the region, which has negatively affected the numbers of visitors coming In order to keep the workers in the sector without any significant influence, The Association of Jordanian Hotels and the General Union of General Services and Free Trades Workers agreed on the following:

1. The Hotel Association shall consider the salaries of hotel workers due to the high cost of living, Through consultations between the Hotel Association and the General Union of workers in public services and free professions.

2. The Jordanian Hotel Association agreed with the General Union of workers in public services and free professions to maintain communications And work to develop and improve the professional performance of workers working in the hotel sector, And the preservation of their labor rights guaranteed by the Jordanian Labor Law and any gains allocated by the hotel to its employees.

3. The Association shall continue to raise the professional level of the employees of the hotels sector in coordination with the union and its members.

4. The Jordanian Hotel Association asserts that part of the service allowance is the right of employees in all tourist establishments in the proportions determined by the Ministry of Tourism and Antiquities, As it had approved the memorandum issued by the Jordanian Hotel Association of the Ministry of Tourism and Antiquities in 1990 and the approval of the Ministry, Provided that the above percentage shall be distributed to the employees and in case of any deductions by the instructions of the Ministry of Tourism and Antiquities, And related to the percentage of service distributed proportionately to the parties concerned.

5. Health insurance is one of the necessities of life and the association of hotels as it is entrusted to workers in the sector is committed to providing workers in hotel facilities.

6. The Jordanian Hotel Association sees the need to raise the level of union work for the interest of the homeland, The Jordanian Hotel Association will support the General Union of Workers in Public Services and Free Trades, To cover the expenses of the participation of its members in the training courses and exchange of experiences in the

amount of one thousand dinars per month. As of the date of signature of the Convention to be reconsidered after one year from date and as needed.

7 . The cooperation between the Association and the Union of workers in public services and free professions aims at continuous coordination Between the General Union of workers in public services and the free professions and the Jordanian Hotel Association in relation to the sector in general. Therefore, the Association undertakes to make any communications or contacts with the hotel sector through the Jordanian Hotel Association, The union is also obliged to bind its members to the contents of this memorandum.

8. Any previous communications between the General Union of Employees in the General Services and the Free professions of the members of the Jordan Hotel Association shall be deemed null and void after the signing of this Agreement.

9. This Convention is made up of three copies, a copy of each copy of which is deposited with the Ministry of Labor.

|*Edited on 30/9/2013.

First party

Second Party

***Signatures are seen**