



Country: Jordan

Sector: Public services and liberal professions sector.

Date of Documents: 1/3/2015

Topic: Wages

Agreement type: Collective Agreement

Number of beneficiaries: 100 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: Alshaya International Company.

Represented by: lawyer Zaid Saleh Al-Seyouf1.

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

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

The second party has submitted to the first party, workers demands concerning the terms and conditions of work for the staff of the first party under the letter of the union: N / K / A / 2014 / sh/ 730 / 30/11/2014, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, and to emphasize the consolidation of good working relations between the parties, , And the common concern for the continuity of development and promotion of work in this institution in order to develop and provide the national economy , And in the spirit of positive and friendly relations that prevailed in the atmosphere of the meetings of negotiations and conciliation procedures and to maintain the continuation of these relations between the parties, As a result of the flexibility shown by the parties and the understanding of each other's interests , A settlement was reached

to the workers' demands mentioned in the above book and the parties agreed on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The two parties confirm that the first party is committed to the provisions of the Jordanian labor law in force and not to resort to any other law.
3. The two parties confirm that the first party is committed to the labor law, Including commitment to annual holidays, religious holidays, national and extra work .
4. The first party is committed to studying the salaries of employees in restaurants of the Alshaya International Company in all its branches in Jordan and compare them with the production and profitability of these restaurants, And compared with the rate of salaries in other restaurants, but this study does not consider the approval of the first party to qualify the second group to claim salary increases.
5. The two parties confirm that the first party is committed to inform staff of the regulations and instructions in place in the restaurant for their knowledge and work on it.
6. In the framework of supporting the culture of workers and encouraging the activities carried out by the union in this area, the first party provides financial support to the union worth 1000 JDAs a contribution to support the activities carried out by the General Union of workers in public services and the free

professions And raise the level of employees of the company, for the entire duration of the contract.

7. The two parties confirm that the first party is committed to providing public safety and occupational safety and providing a suitable place to eat meals for employees.

8. The Parties shall confirm that the First Party is committed to paying the entitlements owed to them by employees without delay.

9. The second party is committed not to submit any workers' demands of financial effect for the duration of this contract and by signing the contract, the labor dispute between the two parties is terminated, By way of settlement before the conciliation representative for all the claims of the second party and the party represented by it.

* The contract was signed on Sunday, March 1, 2015.

First party

Second Party

***Signatures are seen**