



**Country:** Jordan

**Sector:** Public services and liberal professions sector.

**Date of Documents:** 31/8/2014

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 24000 workers.



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## **Collective Employment Agreement**

**First Party:** : General Union of Beauty Salons in the Hashemite Kingdom of Jordan, represented by the Chairman of the Union /Eyad Samara and its address for the purposes of this Convention is: General Union Building for Beauty Salon Owners - PO Box 927826 / Tel 06/5673794, Tel 0796001512.

**Second Party:** General Union of workers in Public services and liberal professions. Represented by: Mr. Khalid Marjoub / and address for the purposes of this Convention is the headquarters of the union located in Shmeisani Union of Trade Unions Building PO Box/20407 / Tel 06/5697244.

Since the two parties above wish to extend the bridges of cooperation between them in various areas of joint and since the first party represents the owners of beauty salons and the second party represents all the workers in these salons, the two parties agreed on the following:

First: The first party is committed to generalizing all salon owners and beauty centers with the following:

- Commitment to the minimum wage.
- Commitment to subject all workers to social security.
- Commitment to the provisions of Jordanian law in terms of commitment to:
  - \* The number of daily working hours.
  - \* Annual and sick leave, and holidays.
  - \* Extra work allowance allowance.

- A Commitment to give priority to Jordanian workers to work in this profession at the time of appointment.

Second; the two Parties agree to generalize the owners of salons and beauty centers and their employees to the necessity of signing work contracts between the owner of the salon and the worker to protect the rights of each party.

Third: Obligations of the Second Party / The second party is committed to generalizing the beauty salons to:

1 - Commitment to the duties of the workers in the salons during the hours of work scheduled in full.

2 - Commitment to the terms of employment contracts signed between the worker and the employer.

3 - Holding activities and training courses to raise the efficiency of staff in coordination with the first party.

4 - Return to the first Party in the event of any dispute between the worker and the employer before resorting to any other.

Fourth: the two parties commit themselves for seeking to resolve differences that may arise between the worker and the employer.

Fifth: The two parties agree that anyone who works in his profession of beautification of women must have a license to practice his profession.

Sixth: The two parties agreed to coordinate between them to conduct the necessary professional tests eligible for a license to practice the profession, And informing the relevant authorities of the issuance of permits to practice the profession names of persons who passed these tests.

Seventh: The two parties agreed to coordinate with each other to help any worker who wishes to open a salon or center to beautify the ladies.

Eighth: The two parties agreed that any of the workers and employers shall abide by the need to coordinate with the two parties when establishing any public professional activity called by the employers and professionals in the profession.

Ninth: The two parties shall make joint efforts with the official authorities to cooperate with the two parties in the affairs of organizing the profession and its owners and employees.

Tenth: The second party directs members wishing to open beauty salons to benefit from the services of the first party.

Eleven: The number of the provisions of this agreement is eleven items, including this item. It has been signed in three copies, each party kept copies thereof, and the third version is deposited with the Ministry of Labor.

Signed in Amman on 31/8/2014

**First party**

**Second Party**

**\*Signatures are seen**