



**Country:** Jordan

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

**Date of Documents:** 6/8/2015

**Topic:** Wages

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 1300 workers.



The project is cofunded by the European Union and ITUC

A project implemented by



## **Collective Employment Agreement**

**On Sunday 16/8/2015, a meeting was held at 11:00 am in the presence of the following:**

**First Party:** The Jordanian Hotels Association.

Represented by:

1. Michel Nazzal, President of the Jordanian Hotel Association.
2. Abdul Hakim Al Hindi, Vice President of the Jordanian Hotel Association

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

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

The meeting was an atmosphere of understanding based on friendly relations and mutual respect between the two sides, and all stressed their keenness to maintain constructive dialogue, In order to promote the tourism sector, especially the hotel sector and its progress and prosperity, as well as provide a decent life and climate suitable for workers in this sector, As the tourism sector is going through a difficult period affected by the situation of the political region, which reflected negatively on the numbers of visitors coming, In order to keep the Jordanian Hotel Association to keep the workers in the sector without any serious influence and in the interest of the union on its employees and the workers

in the tourism and hotel sector to ensure the continuation of the upgrade And to maintain the services provided to them, The Jordanian Hotel Association and the General Union of Workers in Public Services and Free Trades agreed on the following:

1. The Jordanian Hotel Association is considering the establishment of salaries for hotel workers due to the high cost of living, Through consultations between the Jordanian Hotel Association and hotels and the General Union of Public Services and Free Trades.

2. The Jordanian Hotel Association agreed with the General Union and the free professions to maintain communication, 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 employees.

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

4. The Jordanian Hotel Association confirms 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. It also approved the memorandum issued by the Jordanian Hotel Association to the Ministry of Tourism and Antiquities in 1990 and the approval of the ministry. The above percentage shall be distributed to the employees and in the case of any deductions or instructions from the Ministry of Tourism and Antiquities and related to the percentage of the service Distributed proportionally to the parties concerned.

5. Health insurance is one of the necessities of life and the Association of Hotels recognizes that it is the same as the 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 in the interest of the country. Accordingly, the Association of Hotels will support the union to cover the costs of participation in the training courses of 1000 dinars monthly from the date of signing the Convention.

7. Any communications with the hotel sector shall be through the Jordanian Hotel Association and the Association shall abide by its members' compliance with the contents of this Memorandum.

8. Any previous communications between the Association and any members of the Hotel Association shall be deemed null and void after the signing of this Agreement.

9. This agreement has been edited in three copies of each copy and copied to the Ministry of Labor.

\* This contract shall enter into force on 30/9/2015 for one year

**First party**

**Second Party**

**\*Signatures are seen**