



**Country:** Jordan

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

**Date of Documents:** 6/5/2015

**Topic:** Social protection

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 19000 workers.



The project is cofunded by the European Union and ITUC

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## **Collective Employment Agreement**

**First Party:** Association of owners of Jordanian tourist restaurants

**Represented by:** The Chairman of the Board of Directors /Mr. Essam Fakhr al-Din . Main offices located in Al-Mutasim Street, Jabal Amman district, Zahran area, Al-Dawar Al Thani, Tel: 4621558, PO Box 815492, Amman 11180.

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

**Represented BY:** Mr. Khalid Marjoub / Al-Qadi Ayas Street / Al-Shmeisani District / Abdali Area / Tel: 5606589 . PO Box 20407 Amman 11118.

As the General Union of workers in public services and free professions aimed at the care of workers in public services and the free professions, Defend their rights and provide health and social services to all workers working in public services and free professions It aims to raise the professional, economic and cultural level for them. The General Union of Restaurant Owners and Sweets is concerned with the development of the Jordanian tourism sector, Preserving the interests of its members and representing them inside and outside Jordan.

And where the General Union of workers in public services and liberal professions has submitted a number of labor demands, For the General

Union of Restaurant Owners and Sweets Concerning conditions and conditions of work for employees in the catering sector According to the union's letter No. N / k/ A / 2015 / SH / 901 dated 8/4/2015, and the interest of the parties to establish continuous and balanced working relations And to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties, Stressing the consolidation of good working relations between the two parties, and the availability of common concern for the continuity of development and promotion of work in this institution in order to develop and improve the national economy Based on the positive spirit and cordial relations that prevailed in the atmosphere of the meetings of the negotiations and in order to maintain the continuity of these relations between the two parties and as a result of the flexibility was shown between the parties And understand each other's interest has been reached a settlement of the demands of workers and the agreement between the two parties on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.

2. The first party undertakes to generalize to all members of the owners of restaurants and sweets in the Kingdom as follows:

A. Give priority to the appointment of the Jordanian worker and work hard to replace the national workers instead of foreign workers, Through the promotion and training of national workers on the work of this sector.

B. Restaurants that receive service allowance (10%) should be obliged to pay the service allowance collected in an equal amount equal to all employees withhold them and / or some of them and according to what is

currently practiced and according to the conditions of each tourist restaurant.

C. Commitment to the minimum wage according to the laws and regulations in force. Taking into account the non-service allowance paid to workers as part of the wage to achieve the minimum wage

D. To comply with the applicable laws and regulations in the course of work, hours of work and vacations, Overtime allowance, weekly vacation allowance, and religious and official holidays.

D. The necessity of providing and guaranteeing safe working conditions and environment in accordance with the provisions of the Jordanian Labor Law and Social Security.

E. The owners of the restaurants of the union shall abide by the provision of fair work contracts for workers in accordance with the laws, regulations and instructions in force in the Kingdom.

H. The obligation to involve all employees in social security, including the protection of the employer and the worker at the time.

F. Committing to what is possible to give workers a fair wage with the application of official inflation rates in terms of annual increases or in line with the policy of the restaurant in the annual increases.

3. Any worker who is a member of the Association and any member of his family shall be entitled to the voluntary participation in the group health insurance for the first party, In the case of availability for an annual subscription in accordance with the terms of the contract signed between the first party with the insurance company paid by the worker and his family.

4. This Convention repeals any collective labor agreements concluded between the General Union of Workers in Public Services and the Free Trades and the Association of Restaurants Owners of Tourism, No amendment or revocation of any class rights shall be considered as collective labor agreements concluded previously.

5. The second party is committed not to submit any workers' claims to the first party within two years from the date of signing this agreement. And may be renewed with the consent of both parties unless one of the parties informs the other team in writing of its intention to terminate it at least three months from the date of termination

6. This Convention was organized in six items including this item and was edited in Amman on 6/5/2015 of three copies in Arabic. The copies were handed by each party. The two parties submitted the third version to the Ministry of Labor for registration.

**First party**

**Second Party**

**\*Signatures are seen**