



Country: Jordan

Sector: Public services and liberal professions sector.

Date of Documents: 20/11/2017

Topic: Minimum Wages

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



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Collective Employment Agreement

First Party: The Jordanian Hotel Association

Represented by: Mr. Michel Nazzal, Chairman of the Board

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

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

The meeting held an atmosphere of understanding based on the friendly relationship and mutual respect between the two parties, All participants stressed their keenness to pursue constructive dialogue aimed at promoting the tourism sector, especially the hotel sector, and its prosperity, As well as providing a decent life and climate suitable for workers in this sector, as the tourism sector is undergoing a hard phase affected by the political situation in the region, Which resulted in a negative impact on the number of visitors coming in order to keep the Jordanian Hotel Association to keep the workers in the sector without any significant impact, And in the interest of the union on its staff and workers in the tourism sector and hotel to ensure the continuation of upgrading and maintenance of services provided to them, The Jordanian Hotels Association and the General Union of Workers in Public Services and Free Professions have agreed on the following:

1. The Jordanian Hotel Association shall consider the salaries of hotel workers due to the high cost of living through consultations between the General Association of Hotels and the General Union.

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

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

4. The Jordanian Hotel Association confirmed that the service allowance is 10% and that part of the service allowance is 7%. It is the right of workers in all tourist establishments in the proportions determined by the Ministry of Tourism and Antiquities. As approved by the memorandum issued by the Jordanian Hotel Association of the Ministry of Tourism and Antiquities in 1990 and the ministry's approval to distribute the above percentage of the workers as is currently done.

5. Health insurance is one of the necessities of life. The hotel association recognizes that, as it is entrusted to the workers in the sector, it is committed to securing the hotel institutions.

6. The Jordanian Hotel Association considers it necessary to raise the level of union work for the benefit of the country, The Association of Jordanian Hotels will support the General Syndicate to cover the expenses of participation of its members in the training courses and exchanging experiences with 1200 JD monthly, As of the date of signature of the Agreement, To be reviewed after two years of its history and as needed.

7. The existing cooperation between the association and the union aims at the continuous coordination between the union and the association in relation to the sector in general, The Association undertakes to make any communications or contacts with the hotel sector through the Association and the Association is committed to abide by its staff to the contents of this memorandum.

8. The General Union grants two scholarships to teach a student at Ammon Applied University / Bachelor's branch and one student to study the course of the diploma, To consider the provision of grants to the General Union to resolve the termination of the two students for the hours of study and graduation.

9. The second party is committed to working to involve the employees of the hotel facilities in the Social Takaful Fund for the employees of the hotel establishments and in all hotel facilities. Which will work on the first team to establish immediately after obtaining approvals from the professional bodies.

10. The duration of this Agreement shall be two years from the date of signature of the Agreement on 20/11/2017 and ending on 19/11/2019.

11. Any previous communications from the second party (General Union of Employees in the General Services and Free Professions) to any member of the association or association shall be null and void after the signing of this Agreement, With the exception of the workers' demands of hotels previously submitted by the union and the cooperation between the two parties will be resolved.

12. The parties affirm that the minimum wage for all the hotel establishments is 220 dinars as the prime minister approved and in

isolation from what the employee receives from the service allowance 10%.

13. This agreement is made up of thirteen items, in which this item and 3 copies for each team copy deposited with the Ministry of Labor.

* Signed on 19/11/2017.

First Party: The Jordanian Hotel Association

Represented by: Mr. Michel Nazzal, Chairman of the Board

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

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