



**Country:** Jordan

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

**Date of Documents:** 27/9/2017

**Topic:** Minimum wage

**Agreement type:** Collective Agreement

**Number of beneficiaries:** Unavailable



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**Collective Employment Agreement Between the Jordanian Hotel Association and the owners of the hotels of the company Zara Investment Holding and the General Union of workers of public services and professions free**

**First Party:** The owners of the hotels of Zara Investment Holding Company, represented for the purpose of signing by Mr. Ahmed Ibrahim Jamjoom, Chief Financial Officer, Address: Jabal Amman - Al Shareef Al Hussein Bin Ali Street - Astra Plaza Building 137 - Seventh Floor, Tel 96264011104, Fax: 96264646782- PO Box 5315 Amman 11183 Jordan.

**Second Party:** General Union of workers in Public services and liberal professions. And represented for the purpose of signing Mr. Khalid Abu Marjoub, Head of the union, address: Shmeisani - Street Judge Ayas.

The first party represents the owners of hotels, Amman Tourism Investment Company, owner of Grand Hyatt Amman, National Hotels and Tourism Company, owner of Movenpick Hotel Dead Sea, Nabatie Hotels Company, owner of Movenpick Hotel Petra, Al-Nabati Castle, Red Sea Hotels & Tourism Company, owner of Movenpick Hotel Aqaba, and Zara for the development of the South Coast, owner of Movenpick Hotel Talabih, and where the second party represents all employees in the hotel sector, It was agreed that:

1. The first party shall comply with the minimum wage for the monthly wage rate as defined by the regulations and its contents, which is set at 220 JD per month.
2. The first party shall pay the service charge according to the laws and regulations applicable to all employees equally.

3. The first party is committed to granting financial incentives to employees, according to the level of financial and moral achievement of each hotel and the rate of one month salary for the year in which net operating profit exceeds 110% of the net operating profit approved for the year concerned. If the percentage of operating profit exceeds 120% of the net operating profits approved for the year concerned, the salary of the two months will be paid. The system will be operational from 2018 until 30/9/2019.

4. The first party is committed to continue to provide the best health insurance for employees and coverage of the best companies in the Kingdom.

5. The first party is committed to continuing to comply with the laws governing any bonuses and / or other benefits to employees.

6. The first party is committed to continuing to abide by the laws applied in respect of pension coverage and work injuries.

7. The first party is committed to continue to be fair and equal to the procedures of performance evaluation and promotion of the systems of international operators.

8. The first party is committed to continuing the role of the Social Authority for all hotels, which is managed by a selected committee of staff to consider any emergency assistance.

9. The duration of this agreement is two years and ends on 30/9/2019 .

10. The Second Party shall abide by any communication or communication through the Jordan Hotel Association and the Association shall abide by its members to abide by the provisions of this Agreement.

11. This Agreement has been edited from two pages, eleven items, including this item, three copies, each with a copy and a copy of the deposit with the Ministry of Labor.

2. The contract was Release on 27/9/2017.

**First Party: The owners of the hotels of Zara Investment Holding Company.**

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