

MINIMUM PROVISIONS FOR WORKING CONTRACT FOR DIRECT HIRES PER POEA

- Complete name and address of the employer/company;
- Position and jobsite of Overseas Filipino Worker;
- Basic monthly salary including benefits and allowances and mode of payment; coverage
- Food and accommodation;
- Commencement and duration of contract;
- Free transportation from and back to the point of hire;
- Regular work hours and day off;
- Overtime pay for services rendered beyond the regular working hours; rest day or holidays;
- Vacation leave, sick leave for every year of service;
- Life and accident insurance coverage;
- Free emergency medical and dental treatment;
- Just/valid/authorized causes for termination of the contract or of the services of the workers, taking into consideration the customs, traditions, norms, mores, practices, company policies and the labor law and social legislations of the host country
- Settlement of disputes;
- Repatriation of worker in case of imminent danger due to war, calamity, and other dangerous circumstances, at the expense of the employer; and
- In case of worker's death, repatriation of Overseas Filipino Workers human remains and personal belongings, at the expense of the employer.

**The contract must have a duration of at least one (1) year.*