

Labor Contract for Domestic Workers

Attention!
This model contract applies only to domestic workers who do not work on more than 3 days per week for one employer. *Services at Home Scheme*

The undersigned

(name) _____

Address _____

Tel. _____, hereinafter to be called employer

and

(name) _____

Born at _____ on (date) _____

address _____

Tel. _____, hereinafter to be called employee

Declare to have reached the following agreement

Employment

1. Worker is employed by employer per (date) _____

Kind of services

2. Employee undertakes housekeeping and/or personal services at the house of employer. The following work is to be undertaken:

Scope of Employment and Working Hours

3. Employee works _____ hours per week/alternate week* The working hours are:

On _____ day, from _____ to _____

On _____ day, from _____ to _____

On _____ day, from _____ to _____

Wages

4. The wages of employee amount to € _____ gross per week at the start of the employment. The wages are paid each week in cash.

Or: The wages are paid every four weeks into the bank account number IBAN

_____*

Holiday allowance

5. Employee is entitled to a holiday allowance of 8 percent of the gross wages. The holiday allowance is paid out annually in the month of _____.

Or*: The holiday allowance is paid out weekly as allowance on top of the wages. 108% of _____ (see 4 above) = _____ euro.

Vacation

6. Employee is entitled to _____ paid vacation hours per vacation year, which runs from 1st of June to and including 31st of May (4 x the working hours per week (see 3 above) and to _____ additional leave hours. The vacation is taken after and in consultation with the employer. Employee is entitled to an uninterrupted period of vacation of _____ vacation weeks.

Sickness

7. In case of sickness employee gives notice to employer before 9 .00 AM. Employee is entitled to continued payment of wages during the first 6 weeks of sickness.

Additional provisions

8. Employee is entitled to*

- _____ percent of the wages as a reservation for pension provision (f.i. 20%)**
 - _____ percent of the wages as an employer's contribution for health insurance (f.i. 5 %)**
 - _____ percent of the wages as a reservation for unemployment/long term sickness (f.i. 18 %)**
 - _____ percent of the wages as an end of the year or Christmas bonus
 - _____ euro as travel costs compensation
 - Other provisions:
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Duration and Termination of the Labor Contract

9. The labor contract has been entered into for an indefinite period of time.

Employee and employer may terminate the labor contract in accordance with the legal term of notice. The term of notice for the employee is one month.

The term of notice for the employer depends on the duration of the labor contract. The term of notice is one month with a duration of five years or less. For every next five years a month term of notice is added (a maximum of four months).

Thus agreed upon, made out in twofold and signed at _____ on _____ (date)

Signature employer

Signature employee

*=delete what does not apply

**= the percentages relate to what employers have to pay to other employees (other than domestic workers)