

Addendum to the Employment Contract for Project to Accept Foreigners Conducting Housekeeping Service in National Strategic Zones

1. Contract Duration _____

2. Termination of Employment

- a. Termination by employer: The employer may terminate this Contract on the following just causes: serious misconduct, willful disobedience of employer's lawful orders, habitual neglect of duties, absenteeism, insubordination, revealing secrets of establishment, when housekeeper violates customs, traditions, and laws of Japan and/or terms of this Agreement. The housekeeper shall shoulder the repatriation expenses.
- b. Termination by Employee:
 - b.1 The housekeeper may terminate this contract without serving any notice to the employer for any of the following just causes: serious insult by the employer, inhuman and unbearable treatment accorded to the housekeeper by the employer; commission of the crime/offense by the employer. Employer shall pay the repatriation expenses back to the Philippines.
 - b.2 The housekeeper may terminate this contract without just cause just by serving one (1) month advance notice to the employer. The employer upon whom no such notice was served may hold the housekeeper liable for damages. In this case, the housekeeper shall shoulder all the expenses relative to her repatriation back to her point of origin.
- c. Termination due to Illness : Either party may terminate the Contract on the ground of illness, disease or injury by the housekeeper. The employer shall shoulder the cost of repatriation.

3. Free transportation to the site of employment and in the following cases, free return transportation to the origin: a. expiration of the contract; b. termination of the contract by the employer without just cause; c. if the housekeeper is unable to continue work due to work connected of work aggravated injury on illness; and e. in such other cases when contract of employment is terminated through no fault of the housekeeper.

4. In the event of death of the housekeeper during the term of this agreement, the housekeeper remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. In case the repatriation of remains is not possible, the same may be disposed of upon prior approval of the housekeeper's next of kin and/or by the Philippine Embassy/consulate nearest the jobsite.

5. Settlement of disputes: All claims and complaints relative to the employment contract of the housekeeper shall be settled in accordance with _____. In case the housekeeper contest the decision of the employer, the matter shall be settled amicably with the participation of the Labor Attaché or any authorized representative of the Philippine Embassy/Consulate nearest in a competent or appropriate government body in Japan or in the Philippines if permissible by Japan laws at the option of the complaining party.

6. This addendum shall be integral part of the Employment Contract which shall be in full force and effect.

Employer:

Housekeeper:

Address:

Address:

Signature

Signature

Date: _____

Date: _____