

**AGREEMENT ON DOMESTIC WORKER RECRUITMENT BETWEEN  
THE MINISTRY OF LABOR OF THE KINGDOM OF SAUDI ARABIA  
AND THE DEPARTMENT OF LABOR AND EMPLOYMENT OF THE  
REPUBLIC OF THE PHILIPPINES**

The Ministry of Labor of the Kingdom of Saudi Arabia and The Department of Labor and Employment of the Republic of the Philippines, hereinafter referred to as the parties; Desiring to enhance cooperation on domestic worker recruitment in a manner that realizes the interest of both countries, maintain their sovereignty, secure the rights of both the worker and the employer; and; Realizing the importance of promoting cooperation between both countries in this field, have agreed as follows:

**Article 1  
PARTIES**

Parties to the Agreement are: First Party: Ministry of Labor of The Kingdom of Saudi Arabia; Second Party: Department of Labor and Employment of the Republic of the Philippines.

**Article 2  
PURPOSE**

This Agreement aims to protect the rights of both the employers and domestic workers and regulate the contractual relation between them.

**Article 3  
AREAS OF COOPERATION**

The Parties shall:

1. Work towards a mutually acceptable recruitment and deployment system for Filipino domestic workers for employment in the Kingdom of Saudi Arabia, pursuant to the applicable laws, rules and regulations.
2. Adopt a standard employment contract for domestic workers, the text of which shall have been, accepted by the competent authorities of the two countries, which shall be binding among the contracting parties (Employer, Domestic Worker, Saudi Recruitment Office and Philippine Recruitment Agency).
3. Ensure the recruitment domestic workers through recruitment offices, companies or agencies that practice ethical recruitment and are licensed by their respective governments;
4. Regulate or endeavor to control recruitment costs in both countries.
5. Ensure that recruitment offices, companies or agencies of both countries and the

employer shall not charge or deduct from the salary of the domestic worker any cost attendant to his/her recruitment and deployment or impose any kind of unauthorized salary deductions.

6. Grant to the contractual parties the right of recourse to competent authorities in case of contractual dispute, in accordance with applicable laws, rules and regulations;

7. Take legal measures against the recruitment offices, companies or agencies for any violation of applicable laws, rules and regulations; and

8. Resolve any issue arising from the implementation and enforcement of any provision of this agreement.

#### **Article 4**

#### **RESPONSIBILITIES OF THE FIRST PARTY**

The First Party shall:

1. Ensure that the recruitment, hiring and placement of domestic workers under this Agreement shall be in accordance with the relevant laws, rules and regulations;

2. Ensure that the welfare and rights of domestic workers employed in the Kingdom of Saudi Arabia are promoted and protected in accordance with applicable laws, rules and regulations;

3. Ensure the authenticity of the employment contract which shall provide among others, the rights and obligations of the employer and domestic worker and the minimum terms and conditions of employment;

4. Ensure the implementation of the employment contract between the employer and the domestic worker;

5. Facilitate the opening by the employer of a bank account under the name of the domestic worker for the deposit of his/her monthly salary as provided in the employment contract;

6. Endeavor to establish a mechanism which will provide 24-hour assistance to the domestic workers;

7. Endeavor to facilitate the expeditious settlement of labor contract violation cases and other cases filed before appropriate Saudi authorities/courts; and

8. Facilitate the issuance of exit visas for the repatriation of domestic workers upon contract completion, emergency situations or as the need arises.

#### **Article 5**

#### **RESPONSIBILITIES OF THE SECOND PARTY**

The Second Party shall:

1. Provide qualified and medically fit workers needed by the First Party according to