

Employment conditions MOL Care Digital Platform

1. Scope of employment

- Housekeeping
- Childcare worker
- Care worker for older persons
- Care worker for persons with special needs

2. Type of employment

- Full time (maximum 8 hours a day and 48 hours per week)
- Part time

3. Duration of employment

- 1 year contract
- monthly contract (Specify number of months):
- weekly contract (Specify number of weeks):

4. Accommodation of the worker

- Live in arrangement (*In the case of live-in arrangement, a private room with adequate ventilation and lighting, meeting the sanitary standards and equipped with a lock, the key to which shall be only provided to the service provider to ensure privacy.*)
- Live out arrangement: (*In the case of live-out arrangement, employers should pay transportation fees in line with the official daily rate defined for workers in the private sector 250 thousand Lebanese pounds, and the value changes with official amendments.*)

5. Wages

Wages shall be paid in full, in cash against a receipt. Payment to be made:

- regularly at the end of the month if the contract is monthly or yearly
- at the end of the duration if the contract is weekly or daily

*Both parties shall keep a copy of the payment receipts.

The applicant agrees to the wage amounting to:

- The minimum wage, i.e. 9,000,000 LBP, followed by any increase decided by the government on the minimum wage
- Above the minimum wage as follow:

6. Occupational Safety and Health

- The employer must ensure the safety of the worker and healthy conditions in the workplace and do whatever necessary to protect the worker and preserve his/her health

- The worker has the right to remove him/herself from any situation that may put him/her in immediate danger until the situation is addressed.
- The employer shall bear the costs of treating any work-related accidents.

7. Freedom of movement and communication and contact with others

- The worker has the right to freedom of movement and communication and to be in contact with others. Workers, including live-in, have the right to leave the household and spend his/her time freely during their daily and weekly rest periods, annual leave and public holidays.

8. Weekly and daily working hours and breaks in case of full-time employment

- The maximum weekly working hours are forty-eight (48 hours) at an average of eight hours per day.
- Overtime can be maximum two hours per day and is paid at an additional 50% of the normal hourly rate.
- In case of work on a public holiday, the service provider is entitled to compensatory time-off or payment to be agreed between the two parties.

9. Leaves and holidays

- Full time worker with a contract period of one year or above, will benefit from:
 - o an annual paid leave of (15) days. The annual leave days can be consecutive or intermittent agreed upon between the two parties.
 - o (15) days sick leave full pay and a further fifteen (15) days half pay based on medical report.
 - o 10 weeks paid maternity leave.
 - o National holidays should not be considered part of the annual leave.

In the event of part-time employment or if the contract period is less than one year, the above leaves and holidays are calculated pro-rata.

10. Additional Benefits (Optional): The employer may contribute to additional benefits, particularly:

- Contribution to health care
- Contribution to social protection
- Other:.....

10: Termination of the employment

a- Termination with notice

- Either party may unilaterally terminate the employment relationship by giving a one (1)-month prior notice to the other party if the contract duration is one year or above.

b. Termination without notice

- Either party may terminate the employment relationship without notice in case:
 - any of the above commitment were violated.
 - violence, sexual harassment or assault, abuse or verbal humiliation
 - serious harm due to negligence

11: Settlement of disputes

- In case of dispute between the two, either party may lodge a complaint with the Ministry of Labour directly or through the complaint section in the digital platform to try to reach an appropriate solution, otherwise the two parties can file a lawsuit before the labour tribunal councils.