

REGULATING PRIVATE SECTOR PARTICIPATION IN RECRUITMENT AND OVERSEAS PLACEMENT

POEA MEMORANDUM ORDER NO. 2-A S. 1983, January 14, 1983

Read online (full-text search, related cases, audio case brief): <https://batas.org/library/27dce83163ad/>

Pursuant to the power vested by Executive Order 797 to the Philippine Overseas Employment Administration to regulate private sector participation in the recruitment and overseas placement offenses committed by licensed employment agencies, shipping/manning agencies and contracting companies, to take effect on 15 January 1983, is hereby promulgated.

NATURE OF OFFENSE

PENALTY

First Offense

Subsequent Offense

1. Charging or collecting an amount not authorized by POEA but not to exceed P50,000.00 Suspension of documentary processing until case is settled but in no case less than two (2) months, plus fine equivalent to the amount collected.

Cancellation of license or authority

2. Charging or collecting an amount not authorized or in excess of that authorized by POEA when the amount collected exceeds P50,000.00 but not P200,000.00 Suspension of license or authority until case is settled but in no case less than six (6) months, plus fine equivalent to the amount collected.

Cancellation of license or authority

3. Charging or collecting an amount not authorized by POEA when the amount collected exceeds P200,000.00 Suspension of license or authority until case is settled but in no case lower than one (1) year plus fine equivalent to the amount collected

Cancellation of license or authority

4. Deploying workers without their contracts being approved by POEA. Suspension of authority or license for six (6) months.

Cancellation of authority or license

5. Processing of passport and travel documents of workers not covered by approved employment contracts. Suspension of license or authority for six (6) months, in addition to confiscation of passports and refund of payments of workers.

Cancellation of authority or license.

6. Participating in the false documentation of workers, i.e. fake passports, fake or stolen airline tickets, fake J.O., etc. Suspension of authority or license for a period of six (6) months, in addition, refund of expenses of workers, confiscation of passports of workers.

Cancellation of authority or license

7. Allowing other persons or entities to use license or authority by POEA. Suspension of authority license for six (6) months.

Cancellation of authority or license.

8. Operating outside of authorized office without authority by POEA. Suspension of authority or license for three (3) months.

Cancellation of authority or license.

9. Withholding of travel documents of workers for reasons not authorized by the Labor Code and its Implementing Rules. Suspension for six (6) months. Cancellation of authority or license.

Other offenses or violations not herein listed shall be penalized in accordance with the specific regulations or policy issuances which penalize them or other rules which the POEA may subsequently issue.

When two or more of the above listed are proven to have been committed all the penalties which the offenses carry, shall be imposed cumulatively.

Offenses or violations which may be taken cognizance by the POEA in the exercise of adjudicatory function shall be penalized in accordance with the provisions of the Labor Code or the rules which the Administration may prescribe.

Adopted: 14 Jan. 1983

(SGD.) CRESENCIO M. SIDDAYAO

Officer-in-Charge

Re-issued: 18 Feb. 1992

(SGD.) JOSE N. SARMIENTO

Administrator

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at <https://batas.org>

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.