

GUIDELINES ON DIRECT HIRING OF SEAMEN

Read online (full-text search, related cases, audio case brief): <https://batas.org/library/989fc6ec34f1/>

It has been observed that the growing number of seabased workers being processed as direct hires have raised apprehensions and questions as to the extent of responsibility over them by the manning sector. To reconcile the divergent interests of workers and Employers without having to constrict market or employment, the following guidelines shall be observed.

- a. If the seaman obtained his employment thru his own efforts, the seaman's contract may be processed as a direct hire;
- b. However, if the employer is an accredited principal of a duly licensed manning/crewing agency, hiring should strictly be done thru the said manning crewing agency unless the manning/crewing agent expressly agrees to the direct hiring.

If under the next preceding paragraph the seaman requests to be processed as a direct hire for reasons which constitute a cause of action against the employer/principal's agent, such as exaction of placement fees, a formal complaint should be filed by said applicant seaman so that the corresponding sanction may be imposed by this Office.

Adopted: 2 Oct. 1986

(SGD.) TOMAS D. ACHACOSO
Administrator

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.