REITERATION OF MINIMUM REQUIREMENTS FOR CONTRACTS AND ALLOWABLE SALARIES AND WAGES FOR OCWS

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In line with the provisions of Book V, Rule 1, Sections 1 and 3 of the Rules and Regulations Governing Overseas Employment which are quoted hereunder, to wit:

> "Section 1. Minimum requirements for contract. The following shall be considered the minimum requirements for contracts of employment:
>
> a. Guaranteed wages for regular working hours and overtime pay for service rendered beyond regular working hours both of which shall be in accordance with the standards established by the Administration;
>
> b. Free transportation from point of hire to site of employment and return;
>
> c. Free emergency medical and dental treatment and facilities;
>
> d. Just causes for the termination of the contract or of the services of the workers;
>
> e. Workmen's compensation benefits and war hazard protection;
>
> f. Repatriation of worker's remains and properties in case of death to the point of hire or if this is not possible under the circumstances, the proper disposition thereof, upon prior arrangement with the workers' next of kin and the nearest Philippine Embassy or Consulate or Regional Labor Center;
>
> g. Remittance of worker's salaries, allowances or allotments to his beneficiaries;
>
> h. Adequate board and lodging facilities;
>
> i. Grievance machinery for workers.
>
> "Section 3. Allowable salaries and wages. Workers hired for overseas employment shall receive salaries or wages in accordance with the standards promulgated by the Administration. The Administration shall undertake the periodic review of salaries and wages prevailing at worksites."

all agencies and entities are enjoined to observe the above quoted provisions of the Rules in all transactions with foreign employers or partners relative to the utilization and hiring of Filipino services and manpower. All acts of an agency or entity which undermine or tend to downgrade the above prescribed employment standards shall be a cause for the exclusion of said agency or entity from the overseas employment program.

Strict observance hereto is enjoined.

Adopted: 1986

(SGD.) CRESCENCIO M. SIDDAYAO
Deputy Administrator and Officer-in-Charge

Re-issued: 18 Feb. 1992

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Administrator

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