



## ADVISORY

### STRICT IMPLEMENTATION OF NO DIRECT HIRE POLICY

The Philippine Embassy has been advised by the Philippine Overseas Employment (POEA) that it is strictly observing the full implementation of the policy on direct hires as mandated by the 2016 Revised Rules and Regulations on the Recruitment and Employment of OFWs as follows:

**SECTION 123. *Ban on Direct Hires.*** — No employer shall directly hire an Overseas Filipino Worker for overseas employment.

**SECTION 124. *Exemption from the Ban on Direct Hiring.*** — The following are exempted from the ban on direct hiring:

- a. Members of the diplomatic corps;
- b. International organizations;
- c. Heads of state and government officials with the rank of at least deputy minister; or
- d. Other employers as may be allowed by the Secretary of Labor and Employment, such as:
  1. Those provided in (a), (b) and (c) who bear a lesser rank, if endorsed by the POLO, or Head of Mission in the absence of the POLO;
  2. Professionals and skilled workers with duly executed/ authenticated contracts containing terms and conditions over and above the standards set by the POEA. The number of professional and skilled Overseas Filipino Workers hired for the first time by the employer shall not exceed five (5). For the

purpose of determining the number, workers hired as a group shall be counted as one; or

3. Workers hired by a relative/family member who is a permanent resident of the host country.

***Direct hires application under Section 124 (d) will have to be done at the POEA in Manila.***

For Filipino workers coming from the Philippines into Pakistan (and for those coming from outside Pakistan), the Embassy will issue NOCs and authenticate contracts strictly only of those recruited through accredited manning agencies, in compliance and in accordance with official POEA regulations and procedures (see POEA Website at [www.poea.gov.ph](http://www.poea.gov.ph)).

For Filipino workers who are already in Pakistan under accredited agencies, the Embassy will only renew their contracts under these agencies, again in accordance with POEA regulations and procedures. In case of change of agency, the worker has to go back to the Philippines and may process his/her documents through other accredited agencies only, in accordance with POEA regulations and procedures.

This supersedes all previous Advisories issued by the Philippine Embassy in Islamabad, especially the Advisory dated 16 October 2015 on NOCs and agency hiring.

In compliance with the rules of the POEA, the Philippine Embassy would likewise strictly implement the "No Direct Hire" policy. Processing and issuance of the No Objection Certificate would only be done for workers recruited through a duly-accredited manpower agency.

All queries in this regards and on work contracts, manning agencies, NOCs, as well as Assistance-to-Nationals (ATN) matters shall be directed to Consul Lorenzo Rhys G. Jungco, IV (Mobile No. 03335244762), the ATN Supervising Officer in the Embassy.

END.

