



**Philippine  
Overseas  
Employment  
Administration**

Republic of the Philippines  
Department of Labor & Employment

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**GOVERNING BOARD RESOLUTION NO. 4**  
Series of 2001

**WHEREAS**, Department Order No. 34, Series of 1996 prescribes the allowable placement fee that a landbased agency may demand and collect from its hired workers at a ceiling equivalent to one month salary, exclusive of documentation and processing costs;

**WHEREAS**, there are countries where the prevailing system, either by law, policy or practice, does not allow the charging and collection of placement fee from hired workers as it is the employers who are required to defray the costs for placement and recruitment services;

**WHEREAS**, it is the policy of the Administration to secure the best terms and conditions of employment for the workers.

**NOW THEREFORE**, the POEA Governing Board in a meeting duly convened, hereby resolves to adopt a no placement fee policy in countries where the prevailing system, either by law, policy or practice, does not allow the charging and collection of any placement fee from a worker as it is the employer who defrays the costs of placement and recruitment services.

Violation of this issuance shall be a ground for cancellation or revocation of the license.

The POEA Administrator shall formulate the necessary country specific implementing guidelines to carry out this Resolution.





Signed this 7th of September, year Two Thousand and One  
in Mandaluyong City.

*Patricia A. Sto. Tomas*  
**PATRICIA A. STO. TOMAS**

Secretary of Labor and Employment  
and Chairman of the Board

*Rosalinda Dimapilis-Baldoz*  
**ROSALINDA DIMAPILIS-BALDOZ**  
Member

*Gregorio S. Oca*  
**GREGORIO S. OCA**  
Member

*Ezekiel T. Alunen*  
**EZEKIEL T. ALUNEN**  
Member

*Vicente F. Aldanese*  
**VICENTE F. ALDANESE**  
Member

*Luzeviminda L. Elbinias*  
**LUZVIMINDA L. ELBINIAS**  
Member

*Rosalina Villamorel*  
**ROSALINA VILLAMOREL**  
GB Secretary