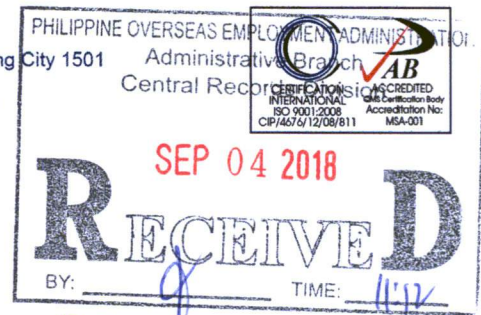




Philippine  
Overseas  
Employment  
Administration

Republic of the Philippines  
Department of Labor and Employment  
BFO Building, Ortigas Avenue cor. EDSA, Mandaluyong City 1501  
Website: www.poea.gov.ph E-mail: info@poea.gov.ph  
Hotlines: 722-1144, 722-1155



GOVERNING BOARD RESOLUTION NO. 03  
Series of 2018

**WHEREAS**, the International Labour Organization (ILO) developed and adopted the International Standard Classification of Occupations (ISCO-2008) to keep up with developments in the international labour market in terms of having comparable data for both statistical and administrative purposes;

**WHEREAS**, on 16 November 2015, POEA issued Advisory No. 36, Series of 2015 on the adoption of International Standard Classification of Occupations (ISCO-2008) for the classification of skill/position titles in its database effective 01 December 2015;

**WHEREAS**, based on the International Standard Classification of Occupations (ISCO-2008), caregivers are classified as health care assistants and home-based personal care workers under the major group Services and Sales Workers;

**WHEREAS**, based on POEA statistical records from 2011 to 2014, caregivers are classified as caregivers and caretakers under the Service Workers major group;

**WHEREAS**, in 2015, caregivers are classified as Personal Care Workers in Health Services under the Services and Sales Workers major group;

**WHEREAS**, consistent with the ISCO-2008, for the period 2016 onwards, deployed caregivers are classified as Health Care Assistants under the Services and Sales Workers major group;

**WHEREAS**, duties of caregivers include among others, caring for the elderly, disabled and person with special needs and other nursing services. They also perform housekeeping jobs such as cooking for the patient and maintaining a clean living environment (room) for the patient.


**NOW THEREFORE**, the POEA Governing Board in a meeting duly convened, **RESOLVES AS IT IS HEREBY RESOLVED**, to reiterate the adoption of ISCO-2008 for the classification of skill/position titles in the POEA database and set records on the classification of caregivers under the Services and Sales Workers major group, hence, said position is not classified as domestic worker.


CONTROLLED AND DISSEMINATED  
BY CRD ON 04 SEP 2018

**RESOLVED FURTHER**, that a placement fee may be charged against the caregiver equivalent to one (1) month of his/her basic salary as specified in the POEA approved contract, except for workers to be deployed to countries where the prevailing system, either by law, policy or practice do not allow the direct or indirect charging and collection of recruitment/ placement fee, and for workers to be deployed through the government-to-government arrangement. Likewise, collection of fees other than what is required under the POEA Rules and Regulations shall not be allowed.


**Resolved Finally**, that the POEA is directed to develop a standard employment contract that defines the specific job description of caregivers.

Done in the City of Manila this 17 day of August 2018.

  
**SILVESTRE H. BELLO III**  
Secretary of Labor and Employment  
and Chairperson of the POEA Governing Board

  
**BERNARD P. OLALIA**  
Administrator and  
Vice-Chairperson of the POEA Governing Board

  
**ESTRELITA S. HIZON**  
Member

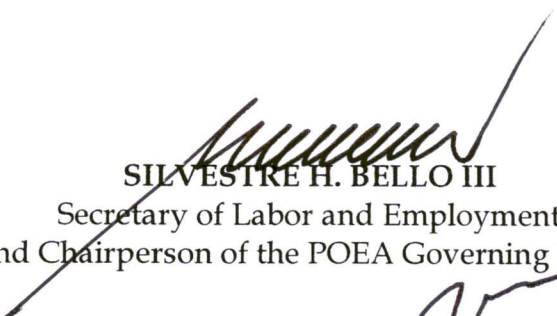
  
**ALEXANDER E. ASUNCION**  
Member

  
**FELIX M. OCA**  
Member

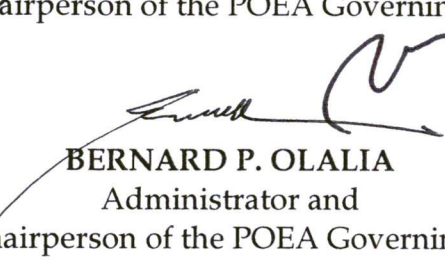
**RESOLVED FURTHER**, that a placement fee may be charged against the caregiver equivalent to one (1) month of his/her basic salary as specified in the POEA approved contract, except for workers to be deployed to countries where the prevailing system, either by law, policy or practice do not allow the direct or indirect charging and collection of recruitment/placement fee, and for workers to be deployed through the government-to-government arrangement. Likewise, collection of fees other than what is required under the POEA Rules and Regulations shall not be allowed.

**Resolved Finally**, that the POEA is directed to develop a standard employment contract that defines the specific job description of caregivers.

Done in the City of Manila this \_\_\_\_\_ day of August 2018.




**SILVESTRE H. BELLO III**  
Secretary of Labor and Employment  
and Chairperson of the POEA Governing Board




**BERNARD P. OLALIA**  
Administrator and  
Vice-Chairperson of the POEA Governing Board



**ESTRELITA S. HIZON**  
Member



**ALEXANDER E. ASUNCION**  
Member



**FELIX M. OCA**  
Member