

ATTN: MR. IMSON

AGREEMENT ON MANPOWER

BETWEEN

THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES

AND

THE GOVERNMENT OF THE HASHEMITE KINGDOM OF JORDAN

The Government of the Republic of the Philippines and the Government of the Hashemite Kingdom of Jordan, with the aim of strengthening the existing friendly and brotherly ties between the two Countries, further developing their relations and finding solutions to their labour and manpower problems, have agreed upon the following:

Article 1: The Governments of the two Countries, through the Department of Labour and Employment of the Republic of the Philippines and the Ministry of Labour of the Hashemite kingdom of Jordan, have decided to enhance means of recruiting manpower and have agreed to exchange information and experts on these matters. In the Philippines, the Philippines Overseas Employment Administration (POEA) and in Jordan, the Ministry of Labour are authorized to implement the above objectives.

Article 2: The POEA and Jordan's Ministry of Labour, in accordance with their respective legislations, shall undertake continuing studies for sending manpower to the two Countries and shall exchange information thereupon.

Article 3: The requests for manpower from the employers of the two countries shall be conveyed through the diplomatic representative of the requesting country to the concerned government agency. The employer can personally deal with the necessary procedures pertaining to the selection of workers or may appoint a representative for such purpose. The requests are to be made without

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naming specific individuals or regions or provinces. Circumstances for demanding specific names shall be included in an Administrative Agreement which shall be concluded at the earliest convenience between the two Parties. The demand for manpower shall be met fully from amongst the candidates presented by the concerned government agency of the sending Country.

✓ Article 4: Job offers shall include information as to the required qualifications, experience, duration of employment, details of working conditions, wages, transportation, residence, maintenance and other details.

Article 5: The employer undertakes to pay for the travel expenses of the worker from his residence in his home Country to his workplace and, upon the termination of the employment contract, and in cases of the cancellation of the contract unilaterally by the employer, or unsatisfactory performance by the worker during the probation period, his return travel expenses to his residence in his home Country. The return travel expenses shall not be borne by the employer if the worker unilaterally quits the job or cancels the contract before its expiry date.

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Article 6: The workers shall be employed according to a contract, the text of which shall have been accepted by the competent authorities of the two Countries, concluded between the employer and the worker. The employment contract shall include working conditions, together with the obligations and the rights of the workers, and shall be prepared in Philippino Arabic and English.

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In case disputes occur, try to solve the difficulties arising from the implementation and the interpretation of the provisions of this Agreement ,

If deemed necessary , put forward proposals for the amendment of some or all of the Articles of this Agreement or , for the conclusion of a new Agreement, meet at least once a year ,

Decide the date and place of the meetings through diplomatic channels , and

Hold meetings in the Philippines and Jordan alternately.

Article 12 : The Parties shall, in order to lay out the terms of implementation of the provisions of this Agreement , conclude an Administrative Agreement at the earliest convenience,

article 13 : This Agreement shall be implemented as of its date of entry into force. However , it shall be applicable to those workers who have been employed prior to its date of entry into force .

Article 14: This Agreement shall be amended only after necessary proposals and ratifications are made through proper procedures .

* Article 15 : This Agreement . within the framework of the Laws of the two Countries, shall be in force temporarily following its signing and permanently after its ratification . The

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Article 7: The guest workers shall enjoy fully from the rights and privileges accorded to the workers of the host Country in accordance with the provisions of the Labour and Social Security laws in the concerned Country.

Article 8: The POEA and the Ministry of Labour of Jordan shall observe the implementation of the provisions of the employment contract. The above authorities shall act as intermediary for solving, in a friendly manner, the disputes arising between the worker and the employer. In cases where the disputes cannot be solved through such means, the matter shall be conveyed to local legal authorities. (of where country?)

Article 9: If the contract has expired or has been cancelled with the consent of both parties, the worker can search for another job within a period of thirty days and in accordance with effective laws and regulations. The employer undertakes to protect all the rights of the worker and meet his travel expenses back to his residence in case the worker cannot find another job and conclude an employment contract.

Article 10: The workers shall, within the context of the monetary regulation of the Country of employment, be able to transfer their savings abroad in a convertible currency.

Article 11: a joint Committee shall be formed consisting of the representatives of the relevant Ministries/Departments and the Agencies of the two Countries, which shall fulfill the following :

Provide necessary coordination between the two Countries for the implementation of this Agreement.

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Agreement shall be in force for three years . Unless a contrary written statement is submitted by one of the Parties at least six months prior to its expiry date, this Agreement shall automatically be renewed for another three years .


This Agreement was signed in Amman , Jordan , on 3 November 1988, in Arabic and English, the two texts being equally authentic . Arabic text is the main reference when it is needed .

For the Government of the
Hashemite Kingdom of Jordan

For the Government of the
Republic of the Philippines



MARWAN TUDIN


Minister of Labour


FRANKLIN M. DRILON

Secretary of Labour