



**Philippine
Overseas
Employment
Administration**

Republic of the Philippines
Department of Labor and Employment
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**MEMORANDUM CIRCULAR 02
Series of 2017**

TO : ALL CONCERNED LICENSED RECRUITMENT AGENCIES
SUBJECT : Fake/altered Certificate of Employment

It is the policy of the Administration to uphold the welfare and protection of Filipino workers and ensure their careful selection in order to guarantee that they possess the necessary skills, knowledge and experience.

Recently, the Administration has received reports and complaints regarding fake or altered certificates of employment of Filipino nurses recruited and deployed for Saudi Arabia and the United Arab Emirates. Investigation of these incidents is underway. The scheme, allegedly perpetrated by licensed recruitment agencies, and in some cases, with the acquiescence of applicants, involved the submission of fake or altered employment certificates to reflect compliance with work experience and training requirements of employers. Primary source verification by employers, however, revealed that some applicants had not undergone or completed training programs, or had not been employed by medical institutions issuing such certification. This scheme gravely endangers the welfare of Filipino nurses and exposes them to possible deportation, detention and blacklisting which could deny them future employment not only in Saudi Arabia and UAE but also in other Gulf Cooperation Council (GCC) Member States.

In light of the above, all concerned licensed recruitment agencies deploying nurses to the Middle East are hereby reminded of the duly notarized undertaking executed through their proprietor, managing partner or president, as the case may be, to select and deploy only medically fit and competent workers. The undertaking also includes adherence to ethical standards in the recruitment and deployment of workers.

All concerned are hereby advised to exercise due diligence in verifying the authenticity of documents submitted by job applicants. They are likewise cautioned against possible administrative and criminal liabilities arising from violations of relevant laws and rules and regulation on overseas employment which include, among others, as follows:

2016 POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Workers of 2016 (Rule III, Section 143)

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o. Engaging in any other acts of misrepresentation in connection with recruitment and placement of workers, such as furnishing or publishing any false notice, information or documents in relation to recruitment and employment.

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BY CRD ON 23 MAR 2017**

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x. Failure to comply with any of the undertakings submitted to the Administration in relation to Section 4 (F).

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kk. Violations of the pertinent provisions of the Labor Code and other relevant laws, rules and regulations, guidelines and other issuances on recruitment and placement of workers for overseas employment and the protection of their welfare.

Republic Act No. 8042, as amended by Republic Act No. 10022, otherwise known as the 'Overseas Filipinos and Migrant Workers Act of 1995' (Section 6).

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(b) To furnish or publish any false notice or information or document in relation to recruitment or employment.

(c) To give any false notice, testimony, information or commit any act of misrepresentation xxx xxx for the purpose of documenting hired workers xxx.

Further, reported cases of irregularities in the issuance of employment certificates committed by medical and training institutions will be indorsed to the appropriate authorities for investigation.

FOR STRICT COMPLIANCE.


ARISTODES R. RUARO
Officer-in-Charge

28 February 2017

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BY CRD ON 23 MAR 2017