

[POEA GOVERNING BOARD RESOLUTION NO. 1, S. 1987, January 09, 1987]

Pursuant to the powers granted to it by law and in line with the new thrust of the POEA to enhance protection to workers, and in order for the penalties for violation of the law and the rules to have deterrent effect, the POEA Governing Board in a meeting duly called hereby approves and adopts the [following] Schedule of Penalties for violation of the rules and regulations of the POEA.

Adopted: 9 Jan. 1987

(SGD.) FRANKLIN M. DRILON
Chairman

(SGD.) TOMAS D. ACHACOSO
POEA Administrator

Re-issued: 18 Feb. 1992

(SGD.) JOSE N. SARMIENTO
Administrator

REVISED SCHEDULE OF PENALTIES

**Imposed By the POEA For Offenses
Committed By Licensed Employment
Agencies/Manning Agencies and
Contracting Companies**

NATURE OF OFFENSES

PENALTY

**A. Offenses Against
Workers**

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| 1. Collecting, charging, imposing receiving or requiring directly or indirectly from workers any amount, fees, deposits, guarantees, goods or services not authorized by the Administration or that which is greater than the authorized fees in | Suspension of license for two (2) months and until settlement of the claims or fine equal to the amt. collected or received but not less than P20,000.00, plus restitution of the amount collected or received in both instances. |
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consideration of overseas employment

The act of collection from each complainant or worker constitutes one count of violation of Art. 32 or Art. 34 of the Labor Code or both, and the above penalty shall be imposed cumulatively provided that if the suspension period totals 12 months, the penalty of cancellation shall instead be imposed.

2. Recruitment or deployment of workers under false documents or through false representation or the use of deceit or other illegal machination. Ex. Using fake WTEP, passports, airline tickets, accreditation, job orders, or causing the publication of false advertisement, making false statement as to availability of Jobs, substitution or altering employment contract duly approved by POEA, deploying workers to principals, projects or vessels other than for which they were processed, and other falsities or deceitful acts.

Suspension of license for two (2) months or fine of P20,000.00

The manner of application of penalty shall be the same as that under offense 1.

3. Withholding of travel and employment documents of workers for reasons not authorized by the Labor Code

Suspension of license until return of documents.

4. Refusal or failure to deploy workers without valid reasons within the prescribed period.

Suspension of license for two (2) months and until either; deployment of the workers or (b) return of his documents and refund of his expenses for documentation and placement fee or fine equal to the amount collected from