

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES AND THE
GOVERNMENT OF THE UNITED ARAB EMIRATES IN THE FIELD OF
MANPOWER**

The Government of the Republic of the Philippines and the Government of the United Arab Emirates (herein after referred to as the Parties), bearing in mind the friendly and cooperative relations between the two countries and their people; respecting the regulation of equality and mutual benefit, with a view to promoting existing healthy relations by means of bilateral labor service cooperation, recognizing the benefits to be derived from such cooperation;

Desiring to enhance the existing friendly relations between the two countries through cooperation in the field of manpower based on the principle of mutual benefit;

Recognizing the benefits to be derived by both countries from close cooperation in the field of manpower:

Pursuant to the prevailing laws and regulations in the respective countries;

Have agreed as follows:

ARTICLE 1

For the purposes of this Memorandum of Understanding, the term "manpower" shall mean all the temporary contractual expatriate workers employed in the U.A.E. for a certain period of time.

ARTICLE 2

The Department of Labor and Employment of the Republic of the Philippines and the Ministry of Labour of the U.A.E. shall implement the provisions of this Memorandum of Understanding.

ARTICLE 3

Recruitment of manpower in the Philippines and its workers' entry into the U.A.E. shall be regulated in accordance with the relevant laws, rules and procedures of the Parties.

ARTICLE 4

Manpower placed in the U.A.E. pursuant to this Memorandum of Understanding shall perform work for the employer and shall be recruited through selection according to the needs of the U.A.E., and shall be given protection pursuant to the labour laws and regulations in force in both countries.

ARTICLE 5

The applications for workers shall state the required specifications and qualifications for the jobs and types of jobs needed. They shall include the conditions of