

**[POEA ADVISORY NO. 21, SERIES OF 2005,
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**BAN ON THE IMPOSITION OF SALARY DEDUCTIONS BY LOCAL
AGENCIES AND SPONSORS/EMPLOYERS FROM DOMESTIC
HELPERS IN THE UNITED ARAB EMIRATES (UAE)**

Philippine Ambassador to the United Arab Emirates, Libran N. Cabactulan, has instructed the Philippine Overseas Labor Office (POLOs) in Abu Dhabi and Dubai to strictly implement the ban on the imposition of three (3) months salary deductions from domestic helpers (DHs) by local agencies and sponsors/employers in the UAE effective 01 January 2006.

Licensed recruitment agencies deploying domestic helpers to UAE are advised to comply and be guided by the following:

1. Stop the practice of letting the DHs sign a promissory note that they agree to three (3) months salary deductions which is one of the major causes of run-aways.
2. Provide all departing DHs with a copy of their contracts and passports since all DHs have reported that they were not given copies of their contracts by the Philippine agencies. A copy of the contract is required by courts for filing of cases against local employers.
3. Ensure that all DHs bound for UAE are properly trained as domestic workers are able to operate modern electrical appliances and are properly oriented on the customs, traditions, culture and law in UAE.
4. Deploy literate DHs, able to read and write.
5. Deployment should not be based on the DH's willingness to agree to sign anything the agencies give them but should be based on their work experience and training. They should also be psychologically prepared to work as DHs.

Non-compliance shall result in the blacklisting of the employers from hiring domestic workers from the Philippines and imposition of appropriate sanction against the local recruitment agency by the Administration.

For the information and guidance of all concerned.

Adopted: 27 Dec. 2005

(SGD.) ROSALINDA DIMAPILIS-BALDOZ
Administrator
