

**[ POEA MEMORANDUM CIRCULAR NO. 02, S. OF  
1997, January 17, 1997 ]**

**GUIDELINES ON THE ESTABLISHMENT AND  
OPERATIONALIZATION OF ONSITE WELFARE AND MONITORING  
CENTERS**

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Pursuant to Department Order No. 21, series of 1996, mandating the overseas entertainment industry associations to implement comprehensive welfare programs for Filipino overseas performing artists (OPAs) and establish monitoring centers with their counterpart associations in the host countries, the following guidelines are hereby issued for the guidance of all concerned:

1. Memorandum of Agreement

A Memorandum of Agreement (MOA) shall be entered into by a duly registered Philippine entertainment industry association and its counterpart industry associations in the host country and shall contain among others the following minimum terms and conditions:

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1.1 The parties shall agree to establish welfare and monitoring centers at the worksites.

1.2 The parties shall be jointly responsible for the proper implementation of the booking contract and other terms and conditions of employment.

1.3 The parties shall not allow their Overseas Performing Artists (OPAs) to engage in dohan or other similar practices, do lewd shows, or perform other indecent acts and do menial jobs, such as waitressing, janitorial and other non-contract related work.

1.4 The parties shall undertake to ensure that the OPAs are booked only in performance venues which comply with the rules and regulations of the Philippines and the host countries.

1.5 The parties shall not allow or tolerate its members to perform in venues other than that indicated in their contract.

1.6 The parties shall not allow or tolerate its members to hire undocumented and/or overstaying OPAs.

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2. Accreditation of Onsite Welfare and Monitoring Centers (OWMC's)