

**[POEA MEMORANDUM CIRCULAR NO. 4 S. 1983,
February 18, 1992]**

**CODE OF DISCIPLINE FOR FILIPINO WORKERS ON OVERSEAS
EMPLOYMENT**

In view of the increasing complaints for misbehavior and the involvement by some Filipino contract workers in felonies while working overseas and in order to preserve the image of Filipino contract workers as responsible, hardworking, industrious and dependable, this Code of Discipline is hereby issued for the guidance and observance by all Filipino contract workers while working overseas.

SECTION 1. Responsibility of Workers Overseas — It shall be responsibility of every Filipino worker overseas to abide by the terms and conditions of his employment contract, to behave in the best manner and tradition of a Filipino and to obey the laws and respect the customs, mores, traditions and practices of the country where he is working. It shall also be his responsibility to abide with the remittance requirements as well as to provide material help to his family during the period of his overseas employment.

a. **Duty to Family:** the worker shall

- 1) see to it that while employed abroad, ample financial and moral support is given his family left in the Philippines.
- 2) communicate with his family as often as he can and make his presence felt just as if he is around.

b. **Duty to a Fellow CW:** the worker shall

- 1) endeavor to assist and cooperate with other contract workers working in the same site;
- 2) restrain from degrading a colleague in order to get his position or rank;
- 3) not maliciously withhold information or knowledge in order to put another Filipino worker in a difficult situation;

c. **Duty to Country:** the worker shall

- 1) at all times uphold the ideals of the Republic and be ready to defend it if warranted;
- 2) abide by the rules and regulations set up by government entities