

**[POEA MEMORANDUM CIRCULAR NO. 19 S. 1985,
July 15, 1985]**

**IMPLEMENTING GUIDELINES ON THE CERTIFICATION OF
ENTERTAINERS**

In order to promote the welfare and protect the interest of entertainers being recruited and hired for overseas employment and further to Rule VIII, Book VII (Certification of Entertainers) of the Rules and Regulations on Overseas Employment, as amended, the following guidelines on the audition, certification and deployment of Filipino entertainers for overseas employment are hereby issued for the information and guidance of all concerned:

**I
General**

SECTION 1. Coverage — These guidelines shall apply to all Filipino entertainers seeking overseas employment as well as to licensed private employment agencies engaged in the recruitment and placement of Filipino entertainers for overseas employment.

SECTION 2. Certification as a Pre-requisite for Overseas Employment of Entertainers — Only entertainers duly auditioned and certified by the Philippine Entertainment Certification Center shall be eligible for overseas employment. The certificate shall be valid for 3 years and renewable thereafter unless sooner revoked. Presentation of the certificate shall be a pre-requisite for processing of travel exit passes of entertainers at the Contracts Processing Department and for their departure clearance by the Labor Assistance Center at the Manila International Airport.

SECTION 3. The Philippine Entertainment Certification Center — A special unit called the Philippine Entertainment Certification Center (PECC) is hereby set up at the Manpower Registry Department, Workers' Assistance and Adjudication Office, to undertake the function of auditioning and certification of entertainers for overseas employment. The PECC shall be a joint undertaking with the private sector represented by the Chamber of Industries in Music and Entertainment (CHIME).

SECTION 4. PECC Advisory Committee — A PECC Advisory Committee composed of as many members as may be designated by the Administrator coming from both the private and public sectors is also created to assist in effective policy formulation and implementation relative to the certification of entertainers. The Director of Workers' Assistance and Adjudication Office shall be Chairman of the Committee.

**II
The Board of Auditioners**

SECTION 5. Pool of Auditioners — There is established in the PECC a Pool of

Auditioners from which shall be drawn the three (3) members of the Board of Auditioners which shall in turn be tasked with the actual audition of entertainers. Membership in the pool shall be limited only to those designated by the Administrator from among the nominees of CHIME pre-qualified by the PECC Advisory Committee based on the criteria enumerated in the following section.

SECTION 6. Qualification of Auditioners — Auditioners shall possess the following qualifications:

- a. Adequate experience and expertise in his specific sector of the entertainment industry;
 - 1. for entertainers: five (5) years professional experience either in the local entertainment circuit or overseas
 - 2. for instructors or professors and professional practitioners: five (5) years experience as dance, song or music instructor or professor in a reputable school of music or dance or entertainment production firms.
 - 3. for talent managers: five (5) years experience in the management and/or training of talents for overseas or local employment
 - 4. for agency staff: five (5) years experience in the actual booking and employment of talents either locally or overseas
- b. Filipino citizenship; and
- c. Good moral character.

SECTION 7. The Board of Auditioners — Every audition shall be conducted before a Board of Auditioners composed of three (3) members drawn from the Pool of Auditioners. The identification of auditioners who shall constitute the Board for a particular audition session shall be by drawing lots which shall be done at least two (2) days before the particular audition session to give the auditioners drawn the chance to confirm participation in the Board. The Secretariat shall ensure that each Board shall have representation coming from (1) entertainer-auditioners, (2) instructor practitioner-auditioners and (3) manager/agents — auditioners.

SECTION 8. Prohibition on Manager-Auditioners. — An auditioner who is engaged in the overseas deployment of talents either as a talent manager, promoter or agency manager shall at all times inhibit herself/himself from participation in a particular Board of Auditioners if any of his/her talents shall be auditioned before that particular Board. Violation of this inhibition clause shall cause the removal of the auditioner from the pool.

III

The Rating System

SECTION 9. Categories of Entertainers — For purposes of audition and certification, entertainers shall be categorized as follows:

- a. Singers;
- d. Novelty Act Performers;

- b. Dancers; e. Showgirls; and
- c. Musicians; f. Self-contained Performers

SECTION 10. Audition Criteria — The following shall be the criteria and their corresponding percentage weights for the audition and certification of entertainers:

	Percentage Weight
a. SINGERS (Individual/Group)	
1) Tonal Quality/Harmony	30%
2) Rhythm and Tempo	30%
3) Phrasing and Diction	20%
4) Stage Personality/Showmanship	20%
b. DANCERS (Individuals/Groups)	
1) Timing/Musicality Visual Appeal	30%
2) Technique Precision	30%
3) Projection Technique	20%
4) Stage Personality Projection	20%
c. MUSICIANS	
1) Expertise and Technique	20%
2) Tonal Quality (Musicianship)	30%
3) Rhythm, Tempo and Flow	30%
4) Projection or Showmanship	20%
d. NOVELTY ACT PERFORMERS	
1) Mastery	30%
2) Impact	30%
3) Costume and Props	30%
4) Showmanship	10%
e. SHOWGIRLS	
1) Visual Appeal	30%
2) Production Value	30%
3) Projection	20%
4) Precision	20%
f. SELF-CONTAINED PERFORMERS (Individual/Group)	
1) Tonal Quality/Harmony	30%
2) Phrasing and Diction	20%
3) Rhythm and Tempo	30%
4) Stage Personality/Showmanship	20%