

**[ POEA GOVERNING BOARD RESOLUTION NO. 9 s,  
1994, July 12, 1994 ]**

**REQUIRING THE SUBMISSION OF ACTUAL WAGE SCHEDULES  
ALLOWANCES AND BENEFITS**

Whereas, there have been widespread violations of the POEA minimum wage guidelines and Employment Contract provisions and cases of contract substitution arising from the employment of Filipino overseas contract workers in Malaysia's growing industrial plants and factories;

Whereas, the Malaysian market for industrial and factory workers is a newly emerged, promising market governed by minimum wage legislation in Malaysia which is applied uniformly to both their local and foreign work forces;

Whereas, the conditions of employment and the overall package of benefits offered by Malaysia-based companies to industrial and factory workers generally provide adequate protection, rewards and incentives to foreign workers;

Whereas, the Office of the Philippine Labor Attache in Kuala Lumpur has been established to monitor market conditions and conduct jobsite inspections, among others, to ensure compliance with employment contract provisions in accordance with the laws of Malaysia and the Philippines;

Whereas, it is imperative for the Administration to implement a policy of full disclosure of market realities to overseas contract workers and making them equally responsible for the guided decisions they make for overseas work;

NOW, THEREFORE, the POEA Governing Board in a meeting duly convened, hereby resolves, as it is hereby resolved that, for purposes of accreditation of Malaysia-based employers and principals involved in industrial plant and other factory operations, submission of actual wage schedules, allowances and benefits offered shall be required PROVIDED that such terms in the contract adhere to the standards imposed by the host country, PROVIDED, further, that their respective agencies in the Philippines are in good standing and with good track record; and PROVIDED, that such terms as defined in the Employment Contract are fully disclosed to all workers to guide them in their decision-making at the time of application in all required media such as, but not limited to, posters, advertisements and pre-employment and pre-departure orientation seminars.

Adopted: 12 July 1994

(Sgd.) MA. NIEVES R. CONFESOR  
*Secretary*

(Sgd.) FELICISIMO O. JOSON, JR.  
*Administrator*

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