



HOUSE OF REPRESENTATIVES

H. No. 4836

BY REPRESENTATIVES REVILLA, BRIONES AND PRIMICIAS-AGABAS

AN ACT REQUIRING THE PARALLEL TRANSLATION IN FILIPINO
OR IN ANY MAJOR PHILIPPINE REGIONAL OR INDIGENOUS
LANGUAGE OF THE EMPLOYMENT CONTRACT OF THE
OVERSEAS FILIPINO WORKER

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 SECTION 1. *Scope.* – This Act shall cover all employment contracts
2 prepared by recruitment agencies, employment agencies, labor providers or
3 direct hire foreign employers that Filipino workers will sign before they will be
4 deployed overseas.

5 SEC. 2. *Translation in the Filipino Language.* – It shall be mandatory
6 for all recruitment agencies, employment agencies, labor providers or direct
7 hire foreign employers to provide a parallel translation in the Filipino language
8 or in any of the major Philippine regional or indigenous language that the
9 Filipino worker understands, of the employment contract and any of its
10 annexes and attachments.

11 SEC. 3. *Ban on All Noncomplying Recruitment Agencies, Employment*
12 *Agencies, Labor Providers or Direct Hire Foreign Employers.* – All
13 recruitment agencies, employment agencies, labor providers or direct hire

1 foreign employers shall be prohibited from recruiting or employing any
2 Filipino worker if they do not comply with the requirements of this Act.

3 SEC. 4. *Implementing Agency.* – The lead agency in the
4 implementation of this Act shall be the Philippine Overseas Employment
5 Administration (POEA). It shall determine, define and disseminate information
6 regarding the requirements of this Act. The POEA shall also be responsible
7 for monitoring compliance with this Act.

8 SEC. 5. *Penalties.* – A fine of twenty-five thousand pesos (P25,000.00)
9 shall be imposed on any recruitment agency, employment agency, labor
10 provider or direct hire foreign employers for violation of the provisions of this
11 Act.

12 SEC. 6. *Implementing Rules and Regulations.* – The POEA shall issue
13 the necessary rules and regulations for the effective implementation of this Act
14 not later than three (3) months from its effectivity.

15 SEC. 7. *Effectivity.* – This Act shall take effect fifteen (15) days after
16 its publication in at least two (2) newspapers of general circulation.

Approved,

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