



MINISTRY ORDER NO. 00511
Series of 2023

GUIDELINES ON FACE-TO-FACE PRE-EMPLOYMENT ORIENTATION SEMINAR (PEOS)

I. LEGAL BASIS

Pursuant to Book VI, Title IX, Chapter 4, Section 17 (a) of the Bangsamoro Autonomy Act No. 13, otherwise known as the "Bangsamoro Administrative Code", the Overseas Workers Welfare Bureau (OWWB) shall implement the Pre-Employment Orientation Seminar (PEOS) for overseas workers from the Bangsamoro Autonomous Region for their adjustment concerns in their countries of destination.

II. BACKGROUND AND RATIONALE

Working abroad entails sacrifices, and trade-offs and requires a rational view of what you are about to get into. As a broad and pervasive program, the Pre-Employment Orientation Seminar will provide prospective overseas workers with adequate information as well as the possible challenges and risks when they work abroad. They have to make the ultimate decision on whether to be a migrant worker or not.

Initially, PEOS was meant to serve as a welfare intervention initiative taken as a first step in pursuing a career overseas. In 2016, Labor Secretary Rosalinda D. Baldoza said "The PEOS is instituted as a welfare intervention to complement the Pre-Departure Orientation Seminar in providing information that prepares and guides workers in making a responsible choice about working abroad.

PEOS is a seminar which provides comprehensive training modules, highlighting essential know-how that job seekers need to know about working overseas.

Overseas Bangsamoro Workers (OBWs) are usually faced with critical issues like emotional problems caused by homesickness, culture shock on the account of dealing with different customs and traditions, all types of maltreatment, job displacement due to economic difficulties of the host country, imprisonment, or victims of illegal recruitments and of human trafficking and other distressful



situations, like COVID-19 pandemic, employment contract violations, workplace adjustment, cultural adjustments, physical adjustment and difficulty in understanding a foreign language. In this regard, the Ministry through the Overseas Workers Welfare Bureau (OWWB) finds it necessary to help prospective overseas job seekers with basic information about overseas employment.

III. PROGRAM DESCRIPTION

The face-to-face Pre-Employment Orientation Seminar is a comprehensive client-specific, instructional program that seeks to provide prospective OBWs with relevant, quality, and more accessible basic information about overseas employment. It is also an educational strategy to prevent illegal recruitment and human trafficking.

It is a one-day orientation consisting of modules on factors to consider before working abroad, planning to work abroad, avoiding illegal recruiters, employment contract, country-specific, health and safety information, required fees, and requirements.

IV. OBJECTIVES

General Objective:

The program aims to provide basic information to Filipinos residing in BARMM who are seeking land-based work abroad with means and information about overseas employment.

Specific Objective:

1. To conduct a face-to-face PEOS to guide overseas job seekers in understanding the realities of working overseas and to help them make an enlightened decision before pursuing overseas employment.

V. COVERAGE AND TARGET BENEFICIARIES/PARTICIPANTS

The participants will be those prospective overseas jobseekers residing in BARMM who are seeking land-based work abroad for the first time.



VI. PEOS REQUIREMENTS

The following are the requirements before taking the face-to-face PEOS, to wit:

1. One (1) passport-size ID picture;
2. Photocopy of one (1) valid ID (e.g. SSS ID, GSIS e-card, PRC ID, Driver's License, Postal ID, NBI, and others);
3. Must be at least 23 years old at the time of orientation; and
4. Photocopy of PSA Birth Certificate.

VII. FUNDING SOURCE

The funding for the implementation of this program shall be charged to the annual budget of the Ministry of Labor and Employment under the General Appropriations Act of Bangsamoro (GAAB).

VIII. REPEALING CLAUSE

All prior orders and issuances which are inconsistent with this Order are hereby repealed and/or modified accordingly.

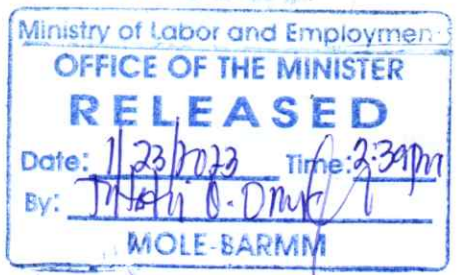
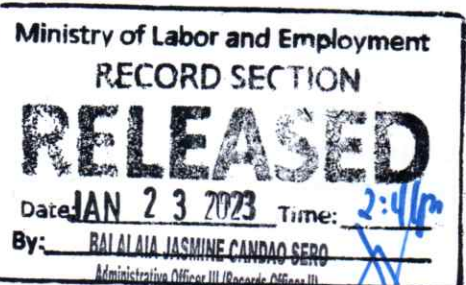
IX. SEPARABILITY CLAUSE


If any provision or part of this Order is held invalid or unconstitutional, the remainder of this Order not affected thereof shall remain valid and effective.

X. EFFECTIVITY

This Order shall take effect immediately.

Issued this 23rd day of January, 2023 at Cotabato City.




MUSLIMIN G. SEMA
 Minister