



Republic of the Philippines  
**Department of Migrant Workers**

Blas F. Ople Building, Ortigas Avenue cor. EDSA, Mandaluyong City 1501

**NOTICE TO ALL DIRECT HIRE – APPLICANTS**

In order to facilitate the processing and deployment of Overseas Filipino Workers (OFWs) hired by qualified employers exempted from the ban on direct hiring pursuant to DOLE Administrative Order No. 196, Series of 2018, in relation to Article 18 of the Labor Code (Ban on Direct Hiring); and the Revised Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers of 2016, all direct hired applicants are hereby reminded to ensure that they have completed their documentation with the Department of Migrant Workers (DMW), and that their Overseas Employment Certificates (OECs) have already been issued prior to acquiring plane tickets for their work destinations.

In order to avoid unnecessary expenses and inconvenience, employers are further advised that flight bookings/departure schedules and itineraries should be finalized and confirmed ONLY upon the issuance of DMW Clearances to the worker. Plane tickets and even confirmed itineraries are not acceptable bases to do away with the process of evaluation of documents and proper documentation of workers.

For the information and guidance of all concerned.

24 May 2023, Mandaluyong City.

  
**HANS LEO J. CACDAC**  
OIC-Secretary