



EMBASSY OF THE REPUBLIC OF THE PHILIPPINES
Philippine Overseas Labor Office
Tokyo, Japan

ADVISORY No. 2021 - 006

**CONTRACT SUBSTITUTION UNDER THE TECHNICAL
INTERN TRAINING PROGRAM (TITP)**

TO ALL SUPERVISING ORGANIZATIONS:

Please be informed that the act of substituting or altering, to the prejudice of the trainee, employment contracts approved and verified by the Department of Labor and Employment from the time of actual signing thereof by the parties up to and including the period of the expiration of the same without the approval of the Department of Labor and Employment is expressly prohibited under Philippine law. Such act, otherwise known as contract substitution, is a criminal and punishable offense pursuant to Section 6(i) of Republic Act No. 8042 (Migrant Workers and Overseas Filipinos Act), as amended by Republic Act No. 10022.

Accordingly, in order to prevent contract substitution, supervising organizations are advised to see to it that all implementing organizations under its supervision faithfully comply with the terms and conditions indicated in the Standard Employment Contract approved by the Philippine Overseas Employment Administration (POEA). Moreover, they must likewise ensure that:

1. all their trainees have copies of their Employment Contracts;
2. all their trainees have copies of their Technical Intern Training Plan; and
3. the status and condition of all their trainees be regularly monitored.

For information and guidance.



MARIE ROSE C. ESCALADA
Labor Attaché

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