



حوار أبوظبي بين الدول الآسيوية المرسلية والمستقبلة للعمالة  
Abu Dhabi Dialogue among the Asian Labor-Sending and Receiving Countries

## **An Abu Dhabi Dialogue Pilot Project Between the UAE and the Philippines: “Strengthening Joint COO and COD Government Oversight and Monitoring of Recruitment Practices”**

(Draft)

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### **Framework for Pilot Design**

The governments of the UAE and the Philippines propose to create and test an alternative recruitment model, which enables joint government oversight and monitoring of the recruitment process between the two countries. The time frame of the pilot project is to be determined.

The key building blocks of the pilot design are as follows:

- 1) The UAE-based employer or a retained UAE private recruitment agency files a standard demand application letter electronically through a designated input platform. This application shall contain detailed information on:
  - a. Number of jobs being recruited for;
  - b. Job descriptions and requisite qualifications;
  - c. Terms of offer (including salary range, benefits etc.);
  - d. Costs that will be borne by employer (including recruitment fee for recruiter)
- 2) The application is vetted by the Ministry of Human Resources and Emiratisation (MOHRE). If approved, select information recorded in the application is shared with the Government of the Philippines. In turn, the Government of the Philippines vets the application.
- 3) If approved, the Government of the Philippines will post the jobs listed in the demand letter, referenced by employer number / application unique number, on a relevant Government of Philippines website.
- 4) Access to the information on the Government of Philippines website is accorded to the public employment agency (if applicable) and accredited private recruitment agencies, only.
- 5) Private recruiters in the Philippines may post candidates whose profiles fit the job descriptions. These are uploaded onto the website, referenced by the recruitment agency's unique number.



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- 6) Employers or their recruitment agents in the UAE select suitable candidates presented by one or more recruiter and submits job offers to the candidates through MOHRE.
- 7) Job offers that are approved by MOHRE are shared with the Government of the Philippines.
- 8) The Government of the Philippines attests the candidate's acceptance of the terms of the offer.
- 9) MOHRE sends notification to the employer to apply for the work permit.

*A detailed flow chart of the proposed decision making mechanism is contained within the chart "UAE – Philippines Pilot Design".*

It is worth noting that the option to incorporate additional areas of interest exists within this pilot. For example:

- Accreditation of private recruitment agencies in the Philippines may be dependent on the provision of CIOP training to potential recruits
- The technological platform for recruitment may be scoped with a view to providing broader functionality beyond recruitment over the long term, e.g. skill verification and attestation