



POST ARRIVAL ORIENTATION SEMINAR



WHY PAOS?

- The PAOS, a follow-through to the Pre-Departure Orientation Seminar (PDOS), is an orientation given to Overseas Filipino Workers (OFWs) upon arrival in the host country.
- It aims to prepare the OFWs on understanding cultural diversity and dealing with cultural differences, and;
- Provide OFWs with information on their working and living conditions, their rights and obligations, including the Philippine government's programs and services on-site.



OBJECTIVES:




The PAOS aims to provide OFWs with:

- Relevant information on the customs, culture and traditions in their new work environment;
- Strategies to be able to relate and adopt to their new work environment;
- Information on their rights and obligations, including remedies available to them in case their rights are deemed to be disregarded; and
- Information on Philippine government's programs and services for the OFWs.

TOPICS:

- Customs, Culture and Traditions;
- Political and Regulatory Framework on Labor and Immigration;
- Employment Contract;
- Philippine Government's Role;
- Emergency Services Availments;
- Health and Safety Benefits;
- Training Initiatives;
- Social Support Systems Services;
- Filipino Community (FilCom) Initiatives

CHECKLIST:

MGA BAGAY NA DAPAT NAGAWA KO NA	
1. Nabasa ko na ang aking contrata at naintindihan ko ang nilalaman nito.	✓
2. Gumawa ako ng kopya ng lahat ng aking mga dokumento at nag-iwan sa aking pamilya o kaibingan.	✓
3. Binigyan ko ang aking pamilya o kaibigan sa Pilipinas ng address at contact number ng agency ko sa Pilipinas, ng Agency ko sa UAE at ng Employer ko.	✓
4. Na orient na po ako sa “Domestic Worker Manual” ng bansang UAE	✓

Rulers of the 7 Emirates



1 Abu Dhabi
H.H. Sheikh Mohammed
bin Zayed Al Nahyan
UAE President



2 Dubai
Sheikh Mohammed
bin Rashid Al Maktoum
*Vice President and
Prime Minister*



3 Sharja
H.H. Dr Sheikh
Sultan bin
Mohammed
Al Qasimi



4 Ajman
H.H. Sheikh
Humaid bin
Rashid Al Nuaimi



5 Umm al-Quwain
H.H. Sheikh
Saud bin Rashid
Al Mualla



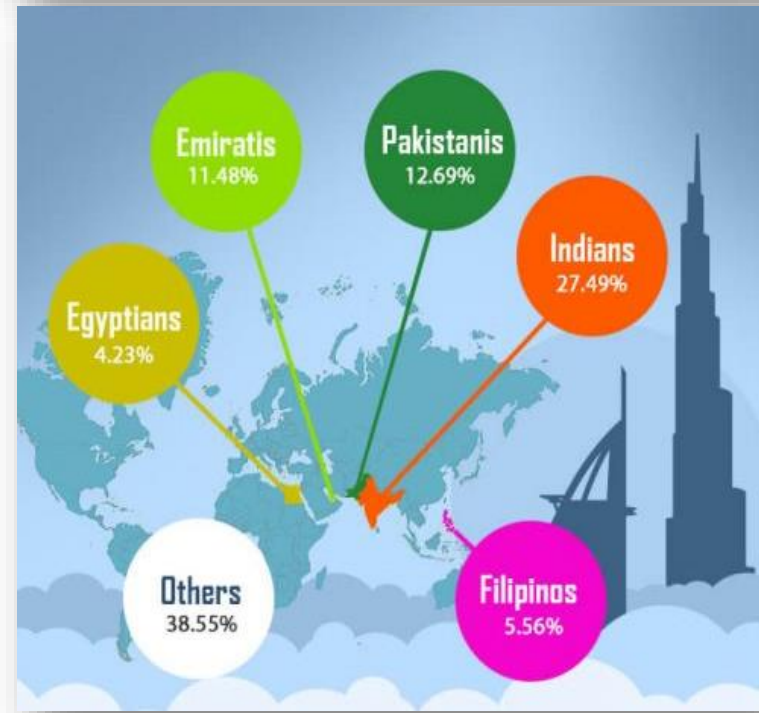
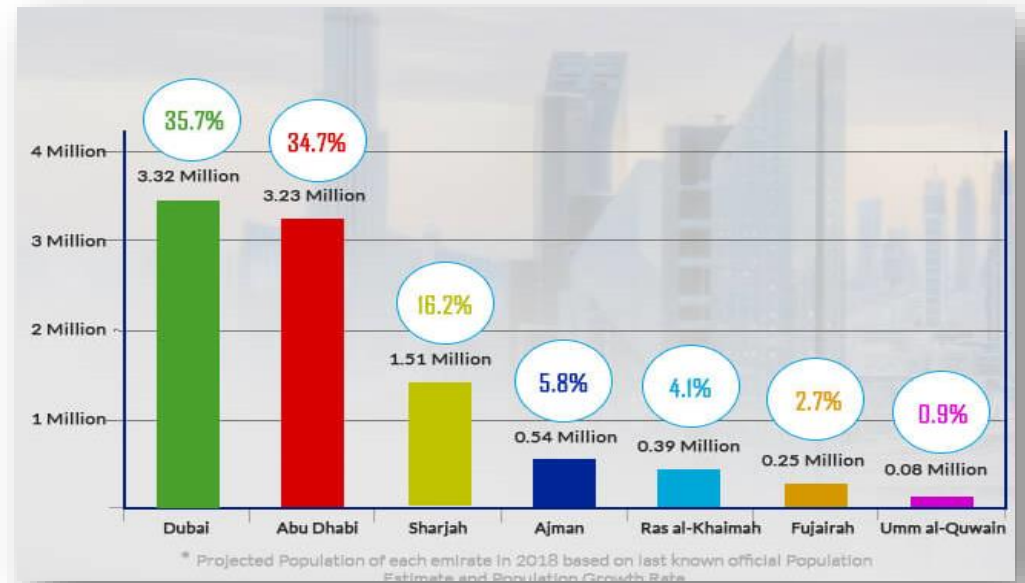
6 Ras al-Khaima
H.H. Sheikh
Saud bin Saqr
Al Qasimi



7 Fujairah
H.H. Sheikh
Hamad bin
Mohammed
Al Sharqi

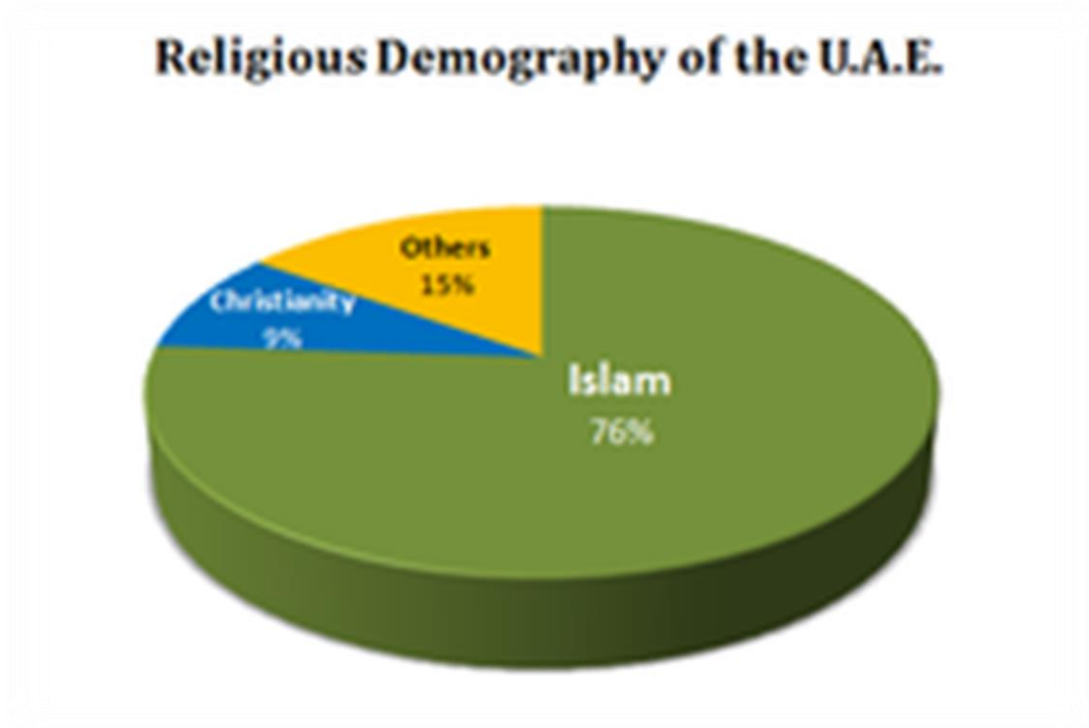


- Population of UAE in 2018 is at 9.54 million ;
- Abu Dhabi emirate is second most populous with 3.23 million;
- As per ethnicity the Emiratis are only 11.48%, the highest were the Indians and Pakistanis;
- Filipinos are 5.56% mostly in the service sector.



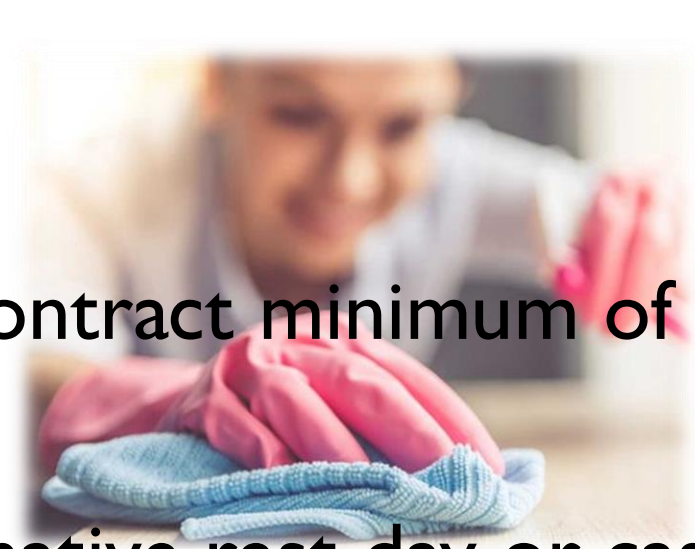
Major religion in UAE is Islam at 76% of the population;

- It is followed by Christianity at 9%;
- Others which includes Hinduism and Buddhism at 15%



- Federal Law No. 9 of 2022 on Domestic Workers
 - Covers the Hiring and Employment of workers
 - Those that are outside of UAE
- The official currency is the UAE Dirham
- The UAE community respects all religions and tolerates all races, and racial discrimination is punishable by law.

YOUR RIGHTS:



- Month Salary as mentioned in the signed contract minimum of Aed 1,500.00;
- Weekly Rest (if worked, have right of alternative rest day or cash allowance equivalent to the full pay for that day);
- Daily Rest (not less than 12 hours; with at least 8 hours continuous) ;
- Annual Leave (30-day paid annual leave)
- Sick Leave (15 days paid; not exceed 30 days for every year)
- Severance Pay (if completed 1 year or more)

CASH ALLOWANCES AND TICKETS:



- Leave allowance equal to your basic salary;
- Round-trip ticket every 2 years;
- Cash allowance for accrued leave that were not availed;
- Return ticket to home country plus equivalent compensation to a 1 month salary, if the contract is terminated by the employer for reasons that are not your fault.



EMPLOYER'S OBLIGATIONS:



- Issuing your work permit;
- Finding decent accommodation for you and providing you a suitable place to sleep, with sufficient privacy;
- Providing you with the necessary tools for work;
- Providing the appropriate clothes or uniform;
- Ensuring access to medical treatment;
- Treating you in a way that preserves your dignity and your body's integrity;
- You are entitled to obtain a copy of the employment contract and the employer must give it to you.
- Providing 3 three meals a day, or fulfilling your need of meals.
- You are free to practice your religious rituals in the places designated for such purposes.

YOUR OBLIGATIONS:



- You shall observe the customs and traditions of society and abide by public morals;
- Be committed to the employer's requests unless they violate your contract or the law or public moral which may expose you to legal accountability;
- Do not allow strangers to enter your employer's household;
- Keep your employer's property, work tools, and everything in your custody or at your service, in good working order;
- Respect the privacy of the home and do not disclose secrets ever after the end of the work relationship;

YOUR OBLIGATIONS:



- Do not use work tools outside the workplace without the permission of the Employer;
- Maintain your personal sanitation (especially when dealing with young children)
- Perform the required work according to the guidance and supervision of the employer and what is defined by the contract. Do not be absent from work without an acceptable excuse.
- If you lose or damage your employer's tools due to negligence or violation of instructions, there will be deduction from total salary. If you disagree, you shall communicate with the recruitment office or the MOHRE.

IF YOU HAVE A PROBLEM:



PROBLEMS (Mga Problema)	WRONG SOLUTIONS (Maling Solusyon)	RIGHT SOLUTIONS (Tamang Solusyon)
Bad treatment (pag mamaltrato)	Leaving your employer' house without informing the relevant authorities. (Basta na lang tatakas sa bahay ng amo and hindi nagpapasabi sa tamang awtoridad)	Communicate with your Tadbeer or MOHRE at 600 59 0000. (Tumawag sa inyong Tadbeer o sa MOHRE ang numero 600 59 0000)
Unpaid Wages (Di binayaran ang sahod)	Being absent from work and leaving your employer's house. (Di pagpasok sa trabaho o tatakas sa bahay ng amo.)	Try to discuss your situation with your employer, especially if the problem relates to your rights mentioned in the employment contract. Communicate with your Tadbeer or MOHRE at 600 59 0000. (Kausapin ang inyong Amo hingil sa inyong sitwasyon o anumang problem lalo kung ito'y patungkol sa mga Karapatan ninyo na nasa Kontrata. Tumawag sa inyong Tadbeer o sa MOHRE ang numero 600 59 0000).

THINGS TO REMEMBER:



- Keep your money, passport, and important documents safe at all times;
- Keep a copy of your signed employment contract in safe place;
- Locate the our embassy and information about it for emergencies;
- Respect Islam, the ruling family, and the traditions;
- Always follow the Rules and Regulations of your employer and the UAE.
- Memorize your Tadbeer's, MOHRE's and UAE's emergency numbers.
- Your purpose why you went abroad for work and your eventual reintegration when you'll be back in our country.

DOS AND DON'TS:



Do:

- Respect the ladies' section, including toilets
- Respect Islam, the ruling family, and the traditions.
- Face the person talking to you.
- Use your right hand to greet someone, take, give, or accept something.
- Enjoy tourist facilities and have a great time.

DOS AND DON'TS:



Don't:

- Take photos of strangers or official buildings.
- Drink alcohol, smoke/ smoking, eat “haram” forbidden foods e.g. pork
- Take in drugs because they are strictly forbidden.
- Swim topless if you are a woman(bikinis are allowed)
- Wear short shorts, dresses, skirts, or any type of clothing that reveals much cleavage.
- Sit on someone's lap (children are an exception).

DOS AND DON'TS:



Don't:

- Kiss, hug or hold someone's hand (the reader should be able to differentiate between innocent and sexual behavior)
- Stare at people or point the sole of your shoe to someone's face for they are considered rude.
- Touch a Qur'an if you are not Muslim.
- Practice "Witchcraft" or possess any lucky charms, amulets or talismans

DOS AND DON'TS:



Don't:

- Joke around and shove your companions (friends, family) in public places.
- Employ any worker on someone else's visa, or no visa at all. You could be fined and even deported.
- Litter since it is strictly forbidden in all 7 emirates.
- Cross the street at undesignated areas.
- Ask a lady for directions or instruction if she is accompanied by her husband (ask her husband instead).

11 UNUSUAL LAWS



1. Swearing on WhatsApp
2. Checking someone's phone
3. Eating or drinking on public transport
4. Carrying foods containing poppy seeds
5. Fundraising
6. Using a VPN
7. Having a dirty car
8. Washing your car
9. Taking photos of people without their permission
10. Snapping and sharing photos of road or aviation accidents
11. Making and spreading rumours

OFFENSES AND PENALTIES:

Offense	Penalty
Public Display of Affection	Warning or Fine (in case of severe breach can lead to jail or deportation)
Alcohol consumption outside designated areas	Fine or jail
Buying alcohol without an alcohol license	Fine or jail
Driving under the effect of alcohol or any other drug	Fine, jail and/or deportation – car confiscation

OFFENSES AND PENALTIES:

Offense	Penalty
Drug consumption or possession	Fine, jail and deportation
Lack of respect for Islam's customs and symbols	Fine, jail and deportation
Lack of respect for other religion's customs and symbols	Fine or jail
Vulgar Language	Fine or jail

OFFENSES AND PENALTIES:

Offense	Penalty
Littering and spitting	Warning or fine
Pet fouling public areas	Warning or fine
Damaging public facilities	Fine
Respect for environment	Warning or fine (cf. Federal Law No. 24/1999 on the protection and development of environment)

OFFENSES AND PENALTIES:

Offense	Penalty
Absconding (Absent without leave)	<ul style="list-style-type: none">• Interrogation on whereabouts, offices and persons interacted• Deportation and banned in UAE for 1 year for 1 absconding; permanent for multiple times• Watch listing / Blacklisting at DMW

MWO SERVICES:



- Verification of Employment Documents (Job Orders, Contracts etc.)
- Issuance of Balik Manggagawa/Overseas Employment Certificate (BM-OEC)
- Migrant Workers and Other Overseas Filipino Resource Center (MWOFRC)
- Membership Program for OWWA
- Assistance to Nationals (labor assistance, legal assistance, repatriation assistance, whereabouts) for workers
- Psychosocial Counselling (c/o SWO)

OWWA MEMBER BENEFITS:

- Assistance on locating OFW's whereabouts
- Psychosocial Counselling
- Mediation/conciliation
- Airport Assistance
- Hospital/prison/work camp visitation
- Legal assistance to OFWs who wish to pursue labor/welfare case against their employer in the host country
- Reintegration Program



EMBASSY OF THE PHILIPPINES:



Consular Services:

- Passporting and Visa Issuance
- Civil Registry
- Notarial Services

Assistance To Nationals:

- Legal Assistance
- Repatriation Assistance
- Whereabouts

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MOHRE:	Call Center 24/7: 600 59 0000 Email: ask@mohre.gov.ae Website: www.mohre.gov.ae
UAE Immigration:	Call Center: 600 52 2222 Website: www.ica.gov.ae
Emergency Numbers:	Police: 999 Ambulance: 998 Fire Department: 997 Coast Guard: 996 Electricity Failure: 991 Water Failure: 922

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MWO:	Labor: +971 56 270 9157 Welfare: +971 54 557 2121 RFA: +971 50 880 6747 (whatsapp) Verification: +971 725 8482
MWO Email:	Labor: mwo_abudhabi@dmw.gov.ph Welfare: abudhabi@owwa.gov.ph
MWO website:	poloabudhabi.weebly.com

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MWO Social Welfare:	Contact Number: +971 56 440 2111 Email: socialwelfaremwoabudhabi@gmail.com
Assistance to Nationals	Contact Number: +971503682274/ +971544566103/ +971554272464/ +971508185632

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
Embassy of the Philippines:	Tel. No.: +971 2 639 0006 WhatsApp: +971 50 813 7836 Email: auhpe@philembassy.ae Website: www.abudhabipe.dfa.gov.ph
Assistance to Nationals Section:	Medical/Death: +971 50 858 4968 Repatriation: +971 54 529 4464 Whereabouts: +971 50 896 3089 Legal: +971 50 443 8003 Email: atn.abudhabi@gmail.com

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
Pag-IBIG Fund	+971 50 357 6308 +971 56 660 4131
Email:	popabudhabi@pagibigfund.gov.ph
POLO website:	https://poloabudhabi.weebly.com/pagibig.html

CONTACT DETAILS:



OFFICE	CONTACT DETAILS
SSS	Landline: +971 2 446 5122 Mobile: +971 56 461 4435
Email:	abudhabi@sss.gov.ph
POLO website:	https://poloabudhabi.weebly.com/sss.html

...Maraming Salamat Po