Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DEPARTMENT ORDER NO. 248 - C Anna DOLE-AS 27OCT'26 14:57
Series of 2026

AMENDING DEPARTMENT ORDER NO. 248-B, SERIES OF 2026, TO SIMPLIFY THE ALIEN EMPLOYMENT PERMIT (AEP) PROCESS

WHEREAS, the Department is committed to simplifying its frontline services in line with Republic Act No. 9485, the Anti-Red Tape Act of 2007, as amended by Republic Act No. 11032, the Ease of Doing Business and Efficient Government Service Delivery Act of 2018, and the issuances of the Anti-Red Tape Authority;

WHEREAS, Article 40 of the Labor Code vests in the Secretary of Labor and Employment the authority to decide on employment permits of aliens, including their revocation, as recognized in General Milling Corporation v. Torres, G.R. No. 93666, April 22, 1991;

WHEREAS, a review by the Bureau of Local Employment (BLE) of the Alien Employment Permit (AEP) process recommended further streamlining;

NOW, THEREFORE, Department Order No. 248-B, Series of 2026, is hereby amended as follows:

SECTION 1. Other-Agency Prerequisites Dispensed With. The Philippine Construction Accreditation Board License, Professional Regulation Commission Special Temporary Permit, Department of Justice Authority to Employ Alien, and Department of Environment and Natural Resources Authority to Hire Foreign National, or proof of application for any of them, are no longer required for the filing and evaluation of AEP applications. This does not relieve the applicant of compliance with the laws of those agencies.

SECTION 2. Publication Notice. Publication in a broadsheet at the applicant's expense is discontinued. Notice for the Labor Market Test shall instead be published in the Official Portal / Public Repository of the Department of Labor and Employment or, alternatively, filed with the Office of the National Administrative Register at the University of the Philippines Law Center, in accordance with Republic Act No. 8792 and Republic Act No. 11032.

SECTION 3. Processing Time. The processing period is reduced from fifteen (15) to ten (10) working days, extendible once by ten (10) working days, within the twenty (20) working-day maximum under Republic Act No. 11032.

SECTION 4. Agents and Authorized Representatives. The accreditation of agents and appointment of authorized representatives under Department Order No. 221-A are dispensed with. Employers shall process applications through their own human resource officers, personnel, or owners, with the option of legal counsel, and shall be directly accountable for the documents submitted.

SECTION 5. Payment Workflow. The Order of Payment Slip shall be issued only upon approval of the application after technical evaluation. No fee shall be collected upon submission.

SECTION 6. Embassy-Endorsed Applications. The embassy or consulate of the foreign national's State may endorse an AEP application by an official note from its head or authorized officer, sent to the BLE directly or through the Department of Foreign Affairs, attesting to the foreign national's identity and lack of derogatory record, to streamline evaluation.

SECTION 7. Orientation. Foreign national applicants may be required to undergo an orientation on Philippine history and cultural diversity.

SECTION 8. Healthcare and Benefits. Lawfully employed foreign nationals may be afforded medical care benefits in government hospitals, including the Philippine General Hospital, on terms no less favorable than those for Filipino workers, consistent with International Labor Organization Convention Nos. 97 and 143.

SECTION 9. Authority of the Secretary. The Secretary may grant an AEP in meritorious cases, such as in cases of special economic or international agreements, and may revoke an AEP on grounds of national security, among others.

SECTION 10. Repealing and Separability. All provisions of Department Order Nos. 248-B and 221-A and other issuances inconsistent with this Order are repealed or modified accordingly. If any provision is declared invalid, the rest shall remain in effect.

SECTION 11. Effectivity. This Order takes effect fifteen (15) days after its publication in a newspaper of general circulation.

Issued this 27th day of October 2026, at Intramuros, Manila, Philippines.

(sgd.)
FRANCIS N. TOLENTINO
Secretary

Department of Labor and Employment
Office of the Secretary
"067380"