

1998 POEA ANNUAL REPORT

Contents

MESSAGE FROM THE ADMINISTRATOR.....	3
MAJOR DEVELOPMENTS	4
HIGHLIGHTS OF ACCOMPLISHMENTS	6
Policy Developments	6
Sectoral Consultative Meetings	6
Governing Board Resolutions	7
Memorandum Circulars	8
Employment Facilitation	9
Deployment of OFWS	9
Global Destinations	10
Manpower Registry	11
Accreditation of Foreign Principals	11
Employment Contracts Processing	11
Jobs Fairs.....	11
Industry Regulation	12
Workers Protection and Welfare Promotion....	13
Workers Education Program	13
Anti-Illegal Recruitment Program	14
Welfare and Legal Assistance Program ..	15
Adjudication of Cases	16
International Cooperative Linkages	16
Bilateral and Multilateral Efforts	16
OFW Remittances	17
Corporate Activities	18
CHALLENGES AND OPPORTUNITIES	21
1999-2004 PROGRAM THRUSTS	21
FINANCIAL STATEMENT	22
POEA GOVERNING BOARD	24
POEA DIRECTORATE	24

Message

from the Administrator



Ushered by a new dispensation at mid-point during the year, which saw changes of leadership in all levels of the government, POEA hurdled another transition period and emerged with significant accomplishments in its institutional agenda.

A revitalized top management has ensured that POEA sustained the labor migration continuum with utmost concern for quality employment for our modern-day OFWs, which guarantees their dignified existence.

The planned immediate programs and services that were committed to be delivered within the first 180 days of the Estrada administration have been realized for the benefit of our clients and stakeholders.

To the delight of arriving OFWs, courtesy lanes at the international airports have been put up and maintained to provide them not only a warm welcome but also a smooth and safe passage. Vital agencies, which collaborated and forged a Memorandum of Agreement to extend various assistance to OFWs and families, were DFA, POEA, OWWA, Bureau of Immigration, Bureau of Customs, Office of the Presidential Adviser on Migrant Affairs, and the NAIA Authority.

DOLE Secretary and POEA Governing Board Chairman, Bienvenido E. Laguesma, with his "back-to-basics" guiding policy and management style has given the POEA Administrator the authority to approve the renewal of license of recruitment agencies. The greater responsibility entrusted to POEA has benefited the clientele. The process cycle time in issuance of licenses for industry participants has considerable reduced.

Consistent with the deregulation thrust, the administration worked on its continuous streamlining efforts in other major areas of operations. Accreditation of employers and principals, including processing of employment contracts have been integrated. We now have One-Stop Documentation Centers to cater separately for landbased and seabased sectors.

The move has resulted in marked improvements in services where accreditation certificates can be issued in two to three days, while approved employment contracts and overseas employment certificates (OEC) can be released within eight working hours. Before such operational restructuring, accreditation and contract processing took five days and 24 hours to complete, respectively. The same showed an impact on the final deployment of a total of 755,684 OFWs, which registered a 1.07 % increase over the previous level.

As we face the dynamic concerns of the program, the administration shall carry on performing its functions and address the myriad issues surrounding labor migration. We shall persist to come up with an invigorated delivery of better services to serve the interests of our customers, particularly the OFWs.

REYNALDO A. REGALADO

Major Developments

Appointment of a new Administrator. In July, Reynaldo Averilla Regalado, a seasoned Labor Attaché, became the fifth Administrator of the POEA. At 36, he was the youngest and the only lawyer among his predecessors.

Designation of the POEA Administrator as the authorized representative of the DOLE Secretary on matters related to licensing and exemptions. The Secretary of Labor and Employment, by virtue of Administrative Order No. 144 issued on July 7, authorized the POEA Administrator to act on matters related to the issuance and renewal of licences and authorities to engage in the recruitment and placement of workers for overseas employment, and the grant of exemptions from the ban on direct hiring and from the age requirements for overseas workers.

1997 Top Performers and Excellence Awards. In January, 15 recruitment agencies, one from the private recruitment industry sector and fifteen from the manning agency sector, were given due recognition for their sustained implementation of quality standards in the deployment of competitive Filipino workers. These recruitment and manning agencies are the government's partners in preserving and generating the job market overseas.

National Employment Summit. The Employment Summit is the Labor Department's response to the Estrada Administration's call for the generation and preservation of jobs. On February 2, various sectors, both from the government, private and non-government organizations, including the overseas employment sector, met to harmonize their efforts as well as maximize employment opportunities in a changing and mobile labor market.

Maritime Exhibit. In June, the POEA participated in the maritime exhibit in Posedonia, Greece where advanced information and technology of European countries in international seafaring industry were displayed.

Consultation with OE Industry on Seafarers' Standard Employment Contract. The emergence of new trends as well as coming to terms with the international policies on seafaring called for this meeting in July for the possible updating of the seafarers' standard employment contract.



The Bagong Bayani Awards. For the year, the Bagong Bayani Foundation, Inc. conferred eleven overseas Filipino workers the Bagong Bayani Awards. They were Edgardo Olindan (posthumous), Silvino Mendoza (posthumous), Lauro Perez, Antonio Bautista, Peter and Gloria Evangeline Torres, Reuel Castro, Ruben Villadarez, Lito Mercado, Encarnacion Montales and Eugene del Rosario. The BBA is aimed at recognizing the role of OFWs in the Philippine economy. The awardees fostered high standards of responsibility, efficiency and integrity in their field of endeavor as well as displayed heroic deeds for their fellowmen.

Participation in the PHIL-JOBNET. POEA took part in the launching of PHIL-JOBNET, a computerized info-based registry on local and overseas employment opportunities for jobseekers. POEA has coordinated with the Bureau of Local Employment for the seminar and training for its users.

Opening of One-Stop Landbased and Seabased Documentation Center. The center was conceived to improve efficiency from 5 days to 2 to 3 days for accreditation of principals/employers and contract processing from 24 hours to 8 hours.

Inauguration of the One-Stop Balik-Manggagawa Processing Center. The Center was opened last December 14, where the documentary requirements of a returning worker, including those issued by GSIS, SSS, Medicare, OWWA and plane tickets can be processed.



1998 BBA awardee Encar Montales with President Joseph E. Estrada during his visit in Singapore.



Phil-Jobnet attracts job applicants at POEA.



Senator Franklin Drilon and Secretary Bienvenido Laguesma formally open the One-Stop Balik-Manggagawa Processing Center.

Highlights of Accomplishments

POLICY DEVELOPMENTS

Sectoral Consultative Meetings

- POEA led a tripartite consultative conference to discuss the possible reduction of the minimum age of overseas performing artists (OPAs). The forum participants recommended 18 years as minimum age.
- POEA consulted with the government sectors on the draft of Revised Minimum Requirements and Qualification Standards (MRQS) for seafarers. The participants agreed to consult with other sectors before finalizing the MRQS.
- The overseas employment industry was also consulted on the proposed revision of the standard employment contract for seafarers. The contract was formulated to adopt to the developments in the shipping industry and to the accordance with international standards and local laws.





Secretary Laguesma meets the members of the POEA Governing Board.

POEA Governing Board Resolutions

GBR No. 01 - Adopted the per contract policy in the assessment of OWWA membership contributions to provide adequate welfare and protection programs and services to the Overseas Filipino Workers. Whereas, under the said policy all contract workers deployed overseas whether landbased or seabased including workers under a renewed/extended contract whether expressed or implied, shall be levied a uniform membership fee in the amount of US\$ 25 or its peso equivalent at an exchange rate based on the applicable conversion rate pursuant to a previous agreement with the seabased and landbased sectors embodied in OWWA memorandum of instruction no. 104, s.1991. Returning workers on vacation, holidays, emergency leave and other similar reasons, going back to complete their original contract were exempted.

GBR No. 02 - Adopted a uniform placement fee ceiling of one month salary plus documentation and processing costs for all landbased workers including those hired for Taiwan and Korea

GBR No. 03 - Created an Overseas Performing Artists (OPA) Center in pursuit of rationalizing the system of training, testing and certification of performing artists to ensure that only performing artists in possession of an Artists Record Book (ARB) shall be deployed overseas.

GBR No. 04 - Amended the existing guidelines on the hiring of landbased workers for Taiwan with the ultimate aim of implementing an accreditation system for Taiwan Manpower Agencies as employers/principals, As such, Taiwan Manpower Agencies will be equally responsible with their principals and Philippine agents over Filipino workers they recruit or hire.

GBR No. 05 - Allowed the deployment of household workers with duly approved employment contract only in countries where the rights of Filipino migrant household workers are protected; The resolution also called for the implementation of the policy of minimum age at twenty one (21) years old except in countries where the age requirement for household workers is higher and without prejudice to the pre-identified countries where the legal employable age of 18 years old as minimum age requirement has been allowed; and the adoption of pre-qualification requirements for foreign placement agencies and employers hiring household workers; It also recognized the continued recruitment of household workers through licensed agencies and through direct hiring and name hiring subject to the guidelines on accreditation and contracts processing to be formulated by POEA and the strengthening of the existing Household Workers Center in POEA that shall carry out the intents and objectives of the resolution.

Memorandum Circulars with policy implications (Series of 1998)

Memorandum Circular No. 2 - deregulated the requirements for advertisements of overseas job vacancies. Licensed agencies were already allowed to publish advertisements for accredited principal with approved job orders.

Memorandum Circular No. 3 - sought to rationalize the issuance of overseas employment certificates to vacationing Filipino cabin crew/flight attendants of commercial aircrafts of foreign registry. This was put in place to curb the apparent abuse of the privilege by some crew who continued to secure overseas employment certificate (OEC) even for personal travels as well as those who were no longer connected with the airlines.

Memorandum Circular No. 8 - provided for the issuance of temporary authority of agencies to operate for a period of 90 days upon compliance with certain requirements, while the application for renewal is in process.

Memorandum Circular No. 9 - provided for a uniform placement fee ceiling of one month salary exclusive of documentation and processing costs as fixed under D.O. 34, series of 1998, adopted for all landbased workers including those hired for the Taiwan and Korean Markets.

Memorandum Circular No. 10 - issued guidelines in the deployment of OFWs to Philips Electronics in Taiwan.

Memorandum Circular No. 12 - issued guidelines for the revalidation of Pre-Departure Orientation Seminar (PDOS) Certificates.

Memorandum Circular No. 17 - issued guidelines on transfer of accreditation of landbased principals.

Memorandum Circular No. 19 - issued supplementary guidelines issued on the deployment of household workers to the Kingdom of Saudi Arabia.



EMPLOYMENT FACILITATION

Deployment of Overseas Workers

A total of 755,684 Overseas Filipino Workers (OFWs) were deployed to some 182 destinations in 1998, which registered a 1.07% hike against 1997's total deployment figure of 747,696.

Deployed landbased workers increased slightly by 0.56% to 562,384 against last year's 559,227.

Deployment figure of Filipino seafarers continued its up-swing trend with a 2.56% increase or 193,300 for 1998 compared with last year's 188,469.

Total Deployed OFWs

	1997	1998
TOTAL	747,696	755,684
a. Landbased	559,227	562,384
1. New Hires	222,139	223,589
LAC NAIA	221,241	222,933
LAC Mactan	847	642
LAC Davao	51	14
2. Rehires	337,088	338,795
LAC NAIA	328,798	330,953
LAC Mactan	7,388	6,966
LAC Davao	875	834
LAC Laoag	27	42
b. Seabased	188,469	193,300
Central Office	187,438	192,799
POEA RCs/REUs	1,031	501

Deployment of Newly Hired OFWs by Skills Category, by Sex

SKILL CATEGORY	Female	Male	F/M	Total
Professional and Technical Workers	41,766 75%	13,810 25%	3	55,576
Managerial Workers	80 21%	305 79%	0	385
Clerical Workers	1,304 45%	1,577 55%	1	2,881
Sales Workers	1,117 45%	1,393 55%	1	2,510
Service Workers	73,275 91%	7,642 9%	10	80,917
Agricultural Workers	13 3%	375 97%	0	388
Production Workers	15,955 21%	59,267 79%	0	75,222
Invalid Category	277 20%	1,090 80%		1,367
TOTAL	133,787 61%	85,459 39%	2	219,246

f/m - Proportion of female to male OFWs
% - Percentage from annual total

^fBased on EDP Report 1992-1998

Global Destinations

For 1998, the top ten destinations of OFWs were the Kingdom of Saudi Arabia, Taiwan, Hong Kong, Japan, United Arab Emirates, Kuwait, Singapore, Brunei, Italy, and Qatar.

Despite a decline by 1.34% (160,302 to 158,148) in the deployment volume to Saudi Arabia, the Kingdom maintained its hold on the top spot, UAE (26,737) maintained being in the 5th rank, Kuwait (15,359) caught up from 8th to 6th place and Qatar, with minimal decrease of 12 OFWs(8,282) moved one step above from 11th.

However, from among the top destinations here in Asia like in Hong Kong, deployment against last year's figure plunged by 18.3% (64,160), same with Malaysia which dived by 65.7% (4,660) and Singapore fell by 16.7% (13,373).

Taiwan and Japan, on the other hand, increased by 9.5% (79,664) and 14.7% (38,122), respectively while Brunei swelled by 28.8% (12,337).

Due to the financial crisis in Asia, the Middle East countries overtook the region as the top destination of OFWs. Middle East deployment totaled 226,803 against Asia's 221,257.

Deployed Overseas Landbased Workers by Major World Group

	1997	1998
AFRICA	3,5175	548
ASIA	235,129	221,257
AMERICAS	7,058	8,210
EUROPE	12,626	15,682
MIDDLE EAST	221,047	26,803
OCEANIA	1,970	2,062
US TERRITORIES	5,280	6,483



Manpower Registry

With the country's unemployment rate of 10.1% for 1998 as a result of the Asian financial crisis, the POEA's registration facility yielded some 28,301 landbased workers for 1998. This is a steep surge of 75.71% compared with 16,107 last year.

A total of 35,248 seabased workers were registered in 1998. This figure is 5.11% higher than 33,533 seabased workers registered last year.

Accreditation of Foreign Principals

Principals accredited for landbased workers were almost fixed at 3,059 this year against 3,058 in 1997.

A 2.58% growth (438) on accredited foreign principals for seabased workers was noted for 1998 against 1997's 427.

Employment Contracts Processing

Landbased workers with contracts processed dropped by 3.13% to 535,171 for 1998 compared with 552,440 in 1997. This, however, is not representative of the deployment figure since the peak season for vacationing workers, when spending the Christmas holidays with their loved ones, cuts across the yearend and start of the following year. Some of these workers were from the provinces comprising 11.2% or 58,966 of the landbased workers' total deployment figure.

Some 204,986 contracts of seafarers were also processed, an increase of 1.02% from 202,910 in 1997.

Jobs Fairs

Six authorities for jobs fairs were issued. The jobs fairs were held in Kalookan City, Cebu City, Quezon City, Iriga City, Lingayen and Tacloban City.



INDUSTRY REGULATION

The POEA maintains its supervision over private sector participants without prejudice to the businessmen and especially the welfare of worker-applicants. For 1998, the figure showed the growth of the industry as the Administration issued 105 new licenses to 79 landbased and 26 seabased companies. This is an increase of more than half or 54.41% compared to 68 new licenses issued in 1997.

Licenses renewed for 1998 totaled 642, with 437 for landbased and 205 for seabased companies. The remarkable increase is 71.66% compared to 374 licenses renewed last year.

The POEA inspected a total of 1,730 recruiting agencies. This is a 7.54% decrease from last year's 1,871 agencies/entities inspected.

A total of 273,300 manpower requests were approved with 242,093 for the landbased sector and 31,207 for the seabased sector. The total manpower requests approved is 3.62% below against last year's 283,572.



Administrator Regalado inducts the officers of the association of liaison officers of recruitment agencies conducting business with POEA.

WORKERS' PROTECTION AND WELFARE PROMOTION

Workers Education Program

The conduct of Pre-departure Orientation Seminars (PDOS) guides OFWs on basic knowledge of the culture, laws and regulations and the working environment in their country of destinations. POEA conducted 515 PDOS in 1998 with 19,926 worker-participants which is 22.58% more than those who attended last year (16,255). At the same time, the POEA continuously supervised and monitored the PDOS activities of its accredited non-government organizations, industry associations, licensed recruitment and manning agencies.

There is a continuing need to educate and enlighten the people on the risks and rewards of overseas employment. This is why the POEA public is not concentrated on the applicants or OFWs alone. The POEA is aware that overseas employment affects their families and the whole community. Part of the advocacy of the Administration is to reach out to the grassroots and expose the inherent effects – both positive and negative — of overseas employment, thereby empowering them to make the correct decisions. For 1998, 485 PEOS were done by POEA nationwide consisting of 32,249 participants. This is higher by 16.87% against last year's 415 with 31,885 participants.



Anti-Illegal Recruitment (AIR) Program

The success of an AIR campaign relies on how aware the people are about illegal recruitment and consequently take concrete steps to make their community free from its malpractices. Thus, they become vanguards of their own safety. For the year, the POEA conducted one AIR Seminar for Law Enforcers in Manila and another one in La Union with the local government authorities.

POEA also signed Memorandum of Agreements (MOA) on AIR with the Integrated Bar of the Philippines (IBP) Baguio (St. Louis University College of Law) and IBP Cebu.

A Regional AIR Command Conference participated in by government and private sectors was held this year to map out improvements and formulate new strategies to effectively combat illegal recruitment.

STATUS OF ILLEGAL RECRUITMENT CASES

	1997	1998
Cases Handled	562	716
Pending Cases at the beginning	68	120
Cases Received	494	596
* Number of Workers/Complainants Involved	1,040	1,067
Cases Acted Upon/Disposed	442	594
* Complainants Involved	-	-
Cases pending at the end	120	122
Disposition Rate	78.65	82.96
Persons Arrested	31	37
Establishments Closed	3	2



A suspected illegal recruiter being interviewed by the POEA-CIS Task Force on Illegal Recruitment

Welfare and Legal Assistance

Some 4,733 welfare cases were handled and around 2,130 were disposed this year compared with 7,747 and 5,893, respectively, last year. Since POEA is now handling only recruitment violations and welfare cases, the Overseas Workers Welfare Administration and the Philippine Overseas Labor Office played significant roles in the settlement of the cases especially those which are coordinated in the police authorities of the host country. Recruiting agencies, on the other hand, share the responsibility with the government in securing the safety and well being of OFWs particularly those they have deployed.

In close coordination with the Philippine National Police and the Department of Justice, the POEA handled 716 illegal recruitment (IR) cases or 27% higher compared last year. Some 596 of these were disposed and filed for preliminary investigation at a disposition rate of 83 percent..

A One-stop OPA Center has been conceptualized in pursuit of rationalizing the system of training, testing and certification of OPAs. It also aims to ensure that only those in possession of an Artist Record Book (ARB) are deployed overseas.

POEA also initiated meetings and discussions on the turnover of the function of accrediting training centers for OPAs from POEA to TESDA. However, the latter suggested that POEA retain handling the function.

For in-country/local welfare assistance, the POEA has forged a MOA with NAIA, BOI, OWWA, BOC, and the Office of the Presidential Adviser on OFW Affairs to set up an Express Lane for OFWs at the LAC. The express lane has been operational as of November 1998 as well as the facilities at the duty free area.

STATUS OF WELFARE CASES

	1997	1998
I. Cases Handled	7,747	4,733
A. Cases Pending at the beginning	5,108	1,854
B. Cases Received	2,639	2,879
II. Cases Disposed	5,893	2,130
A. Regular	1,309	2,130
B. Inventory	3,985	0
C. Archived	599	0
III. Cases pending at the end	1,854	2,603

Adjudication of Cases

The Administration handled 3,995 adjudication cases and disposed 2,899 cases for the year which is almost half the figures of 1997, 6,161 and 4,925, respectively. There is a slight increase of disposition rate of 73.44% compared to 1997's 72.56%. This was hastened by the three decision writing workshops conducted in Subic for the year.

STATUS OF ADJUDICATION CASES

	1997	1998		
Cases Handled	6,161	3,995		
- Employment Related	NB	NB		
- Recruitment Regulation	NB	NB		
Pending Cases at the Beginning		4,179	1,636	
- Employment Related	NB	NB		
- Recruitment Regulation	NB	NB		
Cases Received	1,982	2,359		
- Employment Related	685	699		
- Recruitment Regulation	1,297	1,660		
Cases Disposed	4,525	2,899		
Regular Disposition	3,001	1,945		
- Employment Related	1,787	1,458		
- Recruitment Regulation	1,214	487		
AO Task Force	-	-		
Decision Writing	1,524	954		
Cases pending at the end	1,636	1,096		

Legend: NB - No breakdown available

International Cooperative Linkages and Participation in International Fora

We realize the importance in various international fora especially in putting forward the protection of welfare and well being of Filipinos hosted by several countries. The breaking down of barriers between countries has been a major agenda because of the unabated illegal migration of different nationalities in developed countries. The concept of Filipinos being an "internationally-shared (and most often, preferred) human resource" becomes the focus of the active involvement of the government to maintain the linkage and bond with OFWs host countries. Some of these are:

- The 7th Manila-Taipei Joint Cooperation Council in Manila.
- The 37th Colombo Plan Consultative Committee in Manila.
- The 3rd IOM Regional Seminar on Irregular Migration and Migrant Trafficking in Bangkok, Thailand.

For the coming year, 1999, administrative and technical preparations are already underway for the following:

- 19th HRDWG-APEC Meeting on January 25-29, 1999 in Chile.
- Proposed MOU on the deployment of Filipinos to Belgium & Luxembourg.
- Missions in Taiwan, Saipan & Guam, United Kingdom and CNMI.

Bilateral and Multilateral Efforts

1. POEA initiated the negotiations for bilateral labor agreements (BLA) with United Arab Emirates, Palau, Cyprus, Taiwan, Libya, Lebanon, Bahrain, Oman and Qatar

2. There were BLAs initiated by the host countries most of which are on Maritime such as in Norway, France and The Netherlands.

OFW Remittances

In 1998, overseas Filipino workers has contributed to the local economy some US\$ 4.925 billion in foreign exchange remittances, a decrease of 14.22% against 1997's US\$ 5.742 Billion.

Landbased workers' remittances, which comprise 94.42% of the total OFW remittances, dropped by 15.20% to US\$ 4.651 Billion from US\$ 5.484 Billion last year. Because of the continuing uptrend of our deployment in Taiwan and Japan, the decrease is attributed to the intense effect of the Asian financial crisis especially during the first semester of the year where a 1.17% increase was recorded against the same period last year.

The seabased sector remittances, on the other hand, posted an increase of 6.57% to US\$ 274.55 Million from US\$ 257.61 Million, because of the increased deployment figure of seafarers for the year. The seabased remittances form only 5.58% of the total OFW remittances.



TOTAL REMITTANCE, TOP TEN COUNTRIES* (1998, In Thousand US Dollars)

COUNTRY	AMOUNT
USA	3,961,215
Landbased	3,758,955
Seabased	202,260
KSA	33,433
Landbased	33,432
Seabased	1
HONG KONG	171,353
Landbased	163,398
Seabased	7,955
UK	130,961
Landbased	121,661
Seabased	9,300
JAPAN	107,807
Landbased	100,474
Seabased	7,333
GERMANY	82,268
Landbased	53,286
Seabased	28,982
SINGAPORE	69,288
Landbased	67,748
Seabased	1,540
KUWAIT	13,550
Landbased	13,550
Seabased	0
NETHERLANDS	18,447
Landbased	18,123
Seabased	324
GREECE	6,264
Landbased	2,381
Seabased	3,883
**TOTAL	4,925,309
Landbased	4,650,760
Seabased	274,549

* Source : Bangko Sentral ng Pilipinas

** Includes other countries

CORPORATE ACTIVITIES

EDSA Day. POEA has become a regular venue for the celebration of People Power Anniversary. In 1998, aside from the usual jobs fair and medical services, the main activity was a teleconference among OFWs in various job sites, their families in the Philippines and government officials led by President Fidel V. Ramos.

Migrant Workers' Day. The Migrant Workers' Day is observed every June 7th to commemorate the signing of Republic Act 8042 in 1995. In coordination with other government and private agencies, the POEA grounds conducted free medical services for OFWs and their families such as conduct of X-ray, blood testing, and distribution of free medicines; legal assistance for distressed workers. ERAP mobile stores sold low priced basic commodities such as rice, sugar, soap and canned goods



Mid-Year and Year-End Performance

Assessment Exercises. Plans of action were drafted and re-aligned during the conduct of these exercises. Financial capability was also discussed and assessed vis-à-vis accomplishments of the Administration and the programs ahead.



Pamaskong Handog Para sa OFWs

Pamaskong Handog was a yearly offering of various services to returning overseas workers which included fast lanes for processing of employment documents, free medical services, free calls, trade fair and entertainment

Client Orientation. The Philippines' overseas employment program is becoming the model for other labor-sending countries. Last year, government officials from Eritrea, Bangladesh, Sri Lanka, Hong Kong, and CNMI visited us and were given orientation on POEA operations.



Migrants Advisory and Information Network.

This inter-agency effort aims to provide a comprehensive view of the initiative of the Philippine government to address migration-related issues and concerns. Five (5) seminar-workshops of MAIN focal persons were conducted in Tuguegarao, Cagayan, Baguio, Cebu, General Santos and Cagayan de Oro in close coordination with the Commission on Filipinos Overseas.

Team-building Exercise. The institutionalization of this activity emphasized the importance of “building bridges instead of walls”. Every participant is acquainted of his/her role in the community as the importance of being a team player is instilled in the work environment.

Human Resource Training. More focused seminars and courses were given and offered both to officials and rank and file employees such as the Supervisory Development Training, Civil Service Rules, Values Orientation Workshops, the government’s reiteration on Moral Recovery Program, among other specific trainings. In-house trainings were also conducted such as the Community Forum to cascade new internal and external policies from high officials down the line. Staff from the regional offices were also compelled to enhance their customer handling and communication skills being in the frontline service.

Information Campaign. The anti-illegal recruitment seminars and conferences is the Administration’s flagship information program which was especially visible in the provinces. The Regional Coordinators in the Centers for Visayas and Mindanao got an extensive exposure from the local tri-media. Nationwide government radio station, Radio ng Bayan, thru its public service programs was supportive of the government’s initiatives for the grassroots especially in the employment aspect.

Aside from these, efforts were also undertaken to link with the popular media and disseminate the communication programs to the public. First-hand news, advisories and developments in the host countries affecting our OFWs were distributed in tri-media including regular guestings in national radio and television programs. These activities were duplicated in the regional offices through the regional coordinators where they are actively coordinating with the local government units.



Decentralization of Services

Most of POEA services were already available in our regional offices. In 1998, the regional units has processed documents of some 58,705 OFWs including seafarers and has monitored the deployment of 8,999 workers who used the regional airports as exit points.

The regional units received some 356 requests for manpower from 6 foreign employers. The unit also assisted in the inspection of 44 licensed agencies based in the provinces.

But the most important function of the regional offices was the dissemination of correct information to workers in the far flung areas. In Mindanao, particularly in Davao, "Ang OFW sa Radio Agong", a one-hour afternoon show every Sunday hosted by the Regional Coordinator himself, Mr. Francis Domingo, over Radio Mindanao Network was transferred to Manila Broadcasting Company, changing its title to "Overseas Filipino Workers – Bagong Bayaning Pilipino". This features free overseas call "kumustahan" for relatives of OFWs. Another media exposure was with the government station DXRP for the "POEA Hour" every Saturday. These efforts strengthen the pre-employment orientation program of the POEA "on air".

The regional offices has also conducted 355 pre-departure orientation seminars for 6,007 OFWs and 485 pre-employment orientation seminars with 32,249 participants.



Challenges and Opportunities

CHALLENGES

1. The need to review and amend provisions of the Labor Code, Republic Act 8042 and POEA Rules and Regulations to provide a more conducive environment for responsive management of the risks and opportunities in overseas employment.
2. The challenge to ensure protection of undocumented workers and arrest illegal recruitment activity through continuous operational streamlining in the mobilization of OFWs as well as improvement of the grassroots outreach of overseas placement and reintegration services.
3. The continued nationalization program of Middle East countries which will result to a lesser demand for OFWs and the need for mechanisms to meet the continuous permanent return of OFWs to the country..
4. Stiff competition from sending countries such as China, Indonesia, Thailand, Vietnam, Korea, Russia, Bangladesh, Pakistan, India, Cambodia, Nicaragua, Nepal, and Sri Lanka will also pose a threat to the continued demand for Filipino workers. The lower standards of employment accepted by these countries demands a continuous reevaluation of policies and standards in overseas employment.
5. In the maritime industry, competition as well as the international requirements for higher standards of quality performance serve as a challenge to upgrade and implement a continuing professionalization program for the Filipino seafarer and the shipmanning industry as well as to enable us to maintain our global stronghold.

OPPORTUNITIES

1. The current globalization trend of economies as indicated in the volume of activities of international organizations such as WTO, APEC, BIMP-EAGA, IMO, IOM, among others is resulting to the continuous migration of OFWs and seafarers to countries and flags of registries experiencing manpower and seafarers shortages. OFWs will remain to be in demand because of their attitude towards work, education, ability to easily learn host country languages and adaptability to foreign culture.
2. Deployment of off-shore/oil rig workers will increase because of the worldwide exploration projects in search of oil and natural gas.
3. Overseas employment is becoming a conduit to learning technology and skills. Returning OFWs are highly potent sector in building the economy because of their collective learning and earnings that can be tapped for the progressive

PROGRAM THRUSTS

1999-2004

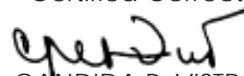
1. Job Generation
2. Further Streamlining of Operations
3. Empowerment through Workers Education Programs
4. Industry Management
5. Intensified AIR Campaign
6. Full Computerization
7. Case Disposition (pending cases at current level)
8. Strengthened Linkages/Networking (both overseas and domestic)
9. Human Resource Development and Management/Employee Benefits
10. Statistical/Research Agenda
11. Fiscal Management

Financial Statement

GENERAL FUND

Cumulative Results of Operation (CRO) at the Beginning of the Year			
Continuing Appropriations	P	12,339,960.87	
Overdraft in Appropriations		(996,544.29)	P 11,343,416.58
Add: Allotments received during the year - Republic Act No. 8522	P	189,535,157.00	
Others (Republic Act No. 8250)		8,589,035.58	198,124,192.58
Total Allotments During the Year			209,467,609.16
Less: Obligations Incurred During the year - Personal Services	P	111,129,435.82	
Maintenance and Other Operating Expenses CY 1998		63,592,814.13	
Capital Outlay CY 1998		41,640.00	
Maintenance and Other Operating Expenses CY 1997		1,309,218.12	
Capital Outlay CY 1997		7,276,073.77	183,349,181.84
Excess of Allotments Over Obligations Incurred			26,118,427.32
Add:			
Income	P	240,302,852.03	
Grants		-	
Extraordinary Receipts		-	
Borrowings		-	
Adjustments - Additions or (Reductions)		25,021,308.54	265,324,160.57
Total CRO During the Year			P 291,442,587.89
Less: Reversions to CRO - Unappropriated Income	P	240,302,852.03	
Grants		-	
Extraordinary Receipts		-	
Borrowings		-	
Unexpended Balance of Allotments		14,775,010.74	
Adjustments - Additions or (Reductions)		25,021,308.54	280,099,171.31
CRO at the end of the year			
Continuing Appropriations		12,339,960.87	
Overdraft in Appropriations		(996,544.29)	11,343,416.58

Certified Correct:


CANDIDA B. VISTRO
Chief Accountant

Balance Sheet

AS OF DECEMBER 31, 1998

GENERAL FUND

ASSETS

Current Assets			
Cash	P	178,036,884.46	
Receivables		11,745,422.83	
Inventories		6,393,934.27	
Total Current Assets			P 196,176,241.56
Other Assets			275,729.47
Contingent Assets			139,191.88
Investment and Fixed Assets			
Land and Land Improvements	P	8,000,000.00	
Building and Structure -			
Labor & Employment		99,449,630.87	
Furniture, Fixtures and Equipment -			
Labor & Employment		50,785,998.42	
Furnitures, Equipment and Work			
Animals - In Transit / Process		8,321,490.01	
Total Investments and Fixed Assets			166,557,119.30
Total Assets			363,148,282.21

LIABILITIES

Current Liabilities			
Payables	P	37,311,199.07	
Trust Liabilities		174,568,905.63	
Total Current Liabilities			P 211,880,104.70
Miscellaneous Liabilities			12,680,498.15
Total Liabilities			P 224,560,602.85
Balance forwarded			P 224,560,602.85

RESIDUAL EQUITY

Cumulative Result of Operation:			
Per Statement of Operation	P	11,343,416.58	
National Clearing Account		(39,452,048.40)	
Total Cumulative Result of Operation			(28,108,631.82)
Invested Capital			166,557,119.30
Contingent Capital			139,191.88
Total Liabilities and Residual Equity			363,148,282.21

Certified Correct:


CANDIDA B. VISTRO
Chief Accountant

Governing Board

Chairman

BIENVENIDO E. LAGUESMA

Secretary, Department of Labor and Employment

Members

REYNALDO A. REGALADO

POEA Administrator

PATRICIA A. STO. TOMAS

Women Sector Representative

VICENTE F. ALDANESE

Seabased Sector Representative

RICARDO C. VALMONTE

Landbased Sector Representative

EZEKIEL T. ALUNEN

Private Sector Representative

Directorate

REYNALDO A. REGALADO

Administrator

ANGELES T. WONG-GARCIA

Deputy Administrator
Management Services

VALENTIN C. GUANIO

Deputy Administrator
Licensing, Regulation and Adjudication

FILOMENO B. BALBIN

Deputy Administrator
Employment and Welfare

LORNA O. FAJARDO

Director
Pre-Employment Services Office

VIVECA C. CATALIG

Director
Adjudication Office

JAIME P. GIMENEZ

Director
Licensing and Regulation Office

MA. JESUSA S. CABREROS

Officer-in-Charge
Welfare and Employment Office

Philippine Overseas Employment Administration

POEA Building, Ortigas Ave. corner EDSA
Mandaluyong City, Philippines
Tel. No. 722-11-44, 722-11-55
Fax No. 722-11-83

e-mail: info@poea.org.ph

website: poea.org.ph