

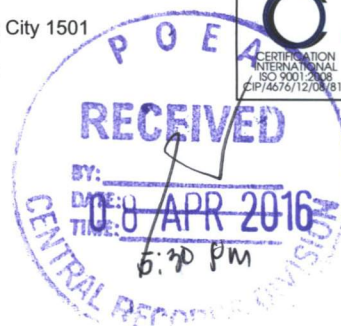


**Philippine
Overseas
Employment
Administration**

Republic of the Philippines
Department of Labor and Employment
BFO Building, Ortigas Avenue cor. EDSA, Mandaluyong City 1501
Website: www.poea.gov.ph E-mail: info@poea.gov.ph
Hotlines: 722-1144, 722-1155



ADVISORY NO. 09
Series of 2016



TO: ALL CONCERNED

SUBJECT: 3rd INTERNATIONAL EMPLOYERS AWARDS

Pursuant to Presidential Proclamation No. 199 and 270, series of 2002, the search for outstanding foreign employers of Filipino seafarers overseas for the 3rd International Maritime Employers Awards (IEA) is on.

The IEA is an institutional event which intends to recognize the valuable contribution of foreign employers in maritime sector in providing employment opportunities to Filipino seafarers and ensures their welfare and protection.

The awards will be conferred at two levels: 1) the DOLE Ministerial Award to be conferred by the Secretary of Labor and Employment, and 2) the Presidential Awards of Distinction that shall be bestowed by the President of the Philippines. The Awarding Ceremony is targeted in late May 2016. The date and venue for both ceremonies shall be announced in a subsequent advisory.

This year's awards have the following objectives:

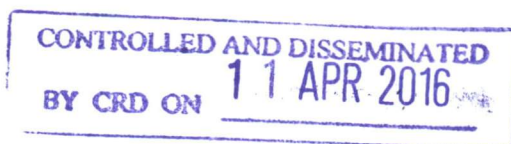
1. To recognize the major contribution of foreign employers in overseas employment generation;
2. To establish a benchmark for exemplary performance for foreign employers that will serve as model for other companies;
3. To highlight the role and contribution of Filipino workers employed by major foreign companies across the globe;
4. To enhance working partnership between the government and the licensed agencies and their employers/principals toward the preservation of decent and productive employment for Filipinos in the global labor arena; and
5. To provide incentives for deserving foreign employers.

Who are qualified for nominations?

All accredited employers/principals with active status in the POEA database as of December 31, 2014 may be nominated.

Who can nominate?

All manning agencies and industry associations may nominate their respective employers/principals.



Deadline for Submission of Nomination

Acceptance of nomination shall commence on April 11, 2016 and will end at the close of office hours on April 15, 2016

Where to Submit Nominations:

Nominations may be submitted to Deputy Administrator Liberty T. Casco, Chairman of the Selection Committee, 2nd Floor, BFO Bldg. Ortigas Avenue cor. EDSA, Mandaluyong City. The attached Nomination Form with Criteria Guide shall be filled up by the nominating party. Only nominations with complete documents and attachments shall be accepted.

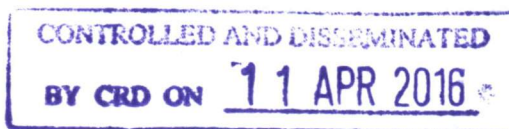
Criteria for Selection

The following criteria with the corresponding point scores shall be adopted:

I. Seabased Employers

1.1 Ministerial Awards

CRITERIA	SCORES		
1. DEMONSTRATED PREFERENCE AND ACTIVE HIRING OF FILIPINO SEAFARERS			<u>30</u>
a. Year started employing Filipino seafarers		10	
a.1 20 years or more	10		
a.2 10 to 19 years	7		
a.3 9 years or less	5		
b.1 VOLUME OF SEAFARERS HIRED WITHIN THE LAST FIVE(5) YEARS (2010 TO 2014)		10	
CARGO SHIPS			
b.1.1 10,000 or more	10		
b.1.2 8,000 – 9,999	8		
b.1.3 6,000 – 7,999	6		
b.1.4 4,001 – 5,999	4		
b.1.5 Less than 4000	2		
CRUISE SHIPS			
b.1.1 50,000 or more	10		
b.1.2 40,000 – 49,999	8		
b.1.3 30,000 – 39, 999	6		
b.1.4 20,000 – 29,999	4		
b.1.5 Less than 20,000	2		
b.2 PREFERENCE FOR FILIPINO SEAFARERS (PERCENTAGE OF FILIPINO SEAFARERS OVER OTHER NATIONALITIES IN THE EMPLOYERS' TOTAL WORKFORCE)		10	
b.2.1 50-up% of total foreign workforce are Filipinos	10		
b.2.2 40-49% of total foreign workforce are Filipinos	8		
b.2.3 30-39% of total foreign workforce are Filipinos	6		



2. PROVISION OF SUPERIOR TERMS AND CONDITIONS OF WORK THAT ENHANCE THE PRODUCTIVITY OF SEAFARERS (DIRECTLY RECEIVED OR ENJOYED BY THE CREW)			<u>20</u>
BENEFITS (additional benefits other than those provided for in the SEC)			
2.1 With 15 or more benefits	20		
2.2 With 10 to 14 benefits	15		
2.3 With 5 to 9 benefits	8		
2.4 With 1-4 benefits	2		
Examples of benefits: <ul style="list-style-type: none"> • Provident Fund/Seafarers Welfare Fund • Special Maintenance Bonus • Ship Type Allowance e.g. tanker allowance • Loyalty Bonus • Service Incentive • Leave Subsistence • Owners Bonus • Life Insurance on top of mandatory insurance • Health Insurance • Standby Allowance/ Provision of Free Board and Lodging • Pension/Retirement • Higher License Allowance • Training Allowance • Rejoining Bonus 			
3. WELFARE PROGRAMS AND ACTIVITIES THAT BENEFIT FILIPINO SEAFARERS & FAMILIES			<u>20</u>
3.1 With 10 and above welfare programs/activities	20		
3.2 With 6 to 9 welfare programs/activities	15		
3.3 With 3 to 5 welfare programs/activities	8		
3.4 With 1 to 2 welfare programs/activities	2		
Example of welfare programs: <ul style="list-style-type: none"> • Educational/Scholarship to seafarer's children • Sponsor cultural and social program for the seafarers and their families (e.g. Family Day, Christmas party, Seminars on Financial Management, coping mechanism, drug abuse prevention, AIDS, etc.) • Hosting of family members on-board (family unification program) • Health/Medical Insurance for dependents • Grant of emergency loan assistance to seafarers and families 			
4. ACTIVITIES/ PROGRAMS THAT CONTRIBUTE TO THE CAREER DEVELOPMENT OF THE FILIPINO SEAFARERS AND THE PHILIPPINE ECONOMY			<u>20</u>
4.1 With 8 and above programs/activities	20		
4.2 With 5 to 7 programs/activities	15		
4.3. With 1 to 4 programs/activities	10		

Examples of activities/programs:			
<ul style="list-style-type: none"> • Establishment of corporate premises/ presence in the country • Investment in human resource development • Espoused technology/ skills transfer 			
5. COMPLIANCE WITH PHILIPPINE LAWS, RULES, AND REGULATIONS ON THE RECRUITMENT AND EMPLOYMENT OF OFWs			<u>10</u>
5.1 No adverse decision against the employer at POEA (Adjudication Office, Repatriation Unit and Conciliation Unit) and NLRC excluding P&I cases	10		
5.2 Pending case against the employer at POEA and NLRC excluding P&I cases			
➤ With pending case (5% or less of deployment)	8		
➤ With pending case (more than 5% of deployment but less than 10%)	5		
Total Point Score			100%

1.2 Presidential Awards

Ministerial Awardees may qualify for the Presidential Award upon compliance with the following criteria:

CRITERIA	SCORES		
1. CONTRIBUTION TO THE CONTINUOUS MANPOWER TRAINING AND DEVELOPMENT AND SKILLS UPGRADING OF SEAFARERS			<u>80</u>
1.1 Cadetship Program	25		
1.2 Establishment of training/educational facilities for seafarers in the Philippines	25		
1.3 Provision of free training opportunities/scholarship grants for seafarers within or overseas	15		
1.4 Investments in any maritime related services and projects (ex: shipyard, ship management, BPO)	10		
1.5 Paid for expenses of seafarers training and exams taken from private/government/external institutions (e.g review/exam fee, board and lodging, etc.)	5		
2. CORPORATE SOCIAL RESPONSIBILITY			<u>20</u>
2.1 With 5 and above CSR programs	20		
2.2 With 4 and below CSR programs	10		
Example:			
<ul style="list-style-type: none"> • Provide relief or financial assistance for victims of natural calamities • Coastal clean-up • Tree planting • Assistance to less privileged/poor communities/ orphanage 			
Total Point Score			100%



Selection Process

The Selection Committee shall collate and determine completeness of all documents submitted to support the nomination. The validation team shall verify the information given from the records of the POEA and NLRC. Initial evaluation results shall be reviewed by the POEA-Directorate and submitted for final approval of the DOLE-Steering Committee.

Notification of Awardees

The Selection Committee shall notify the agency of the employer/principal about the results of the evaluation and selection process at least a month before the actual awarding ceremony.

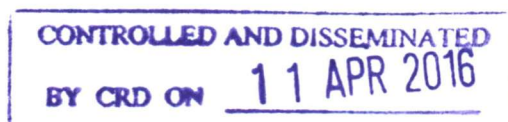
Awards and Incentives

Appropriate incentives for both the Ministerial and Presidential Awardees shall be drawn up by the POEA.

For information and guidance.

~~HANS LEO J. CACDAG~~
~~Administrator~~

7 April 2016



3RD INTERNATIONAL EMPLOYERS AWARDS NOMINATION FORM (FOR SEABASED EMPLOYERS COVERING THE PERIOD 2010-2014)

NAME OF EMPLOYER/PRINCIPAL NOMINATED:

- A. Company Profile
- B. Historical background
- C. Historical Data on Employment of Filipino Seafarers

NAME OF NOMINATING INDUSTRY ASSOCIATION/MANNING AGENCY:

(Please indicate the manning agency/ies of the nominated employer, as may be applicable)

Complete Business Address:

Contact Number:

E-Mail Address:

PART I: DEMONSTRATED PREFERENCE AND ACTIVE HIRING OF FILIPINO SEAFARERS

a. Year started employing Filipino seafarers : _____ (state the year)

b. Volume of Crew Deployment

b.1. VOLUME OF SEAFARERS HIRED WITHIN THE LAST FIVE(5) YEARS (2010 TO 2014)

	2010	2011	2012	2013	2014
Cargo					
Cruise Ships					
Total					

b.2. PREFERENCE FOR FILIPINO SEAFARERS (PERCENTAGE OF FILIPINO SEAFARERS OVER OTHER NATIONALITIES IN THE EMPLOYER'S TOTAL WORKFORCE)

Year	No. of Active Vessels	Filipino Crew	Other Nationals	Total No. of Crew	% Share of Filipinos (over total crew)
2010					
2011					
2012					
2013					
2014					



NOTE: Please attach principal's confirmation and/or other proofs.

PART 2: PROVISION OF SUPERIOR TERMS AND CONDITION OF WORK THAT WILL ENHANCE PRODUCTIVITY OF SEAFARERS (DIRECTLY RECEIVED OR ENJOYED BY THE CREW)

BENEFITS (indicate benefits other than provided for in the Standard Employment Contract)

Benefits	Documentary Proofs
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	

Example of Benefits:

- Provident Fund/Seafarers Welfare Fund
- Special Maintenance Bonus
- Ship Type Allowance e.g. tanker allowance
- Loyalty Bonus
- Service Incentive
- Leave Subsistence
- Owners Bonus
- Life Insurance on top of mandatory insurance
- Health insurance
- Standby Allowance/ Provision of Free Board and Lodging
- Pension/Retirement

CONTROLLED AND DISSEMINATED
BY CRD ON 11 APR 2016

- Higher Allowance
- Training Allowance
- Rejoining Bonus

NOTE: Please attach proof such as CBA, POEA approved wage scale, etc.

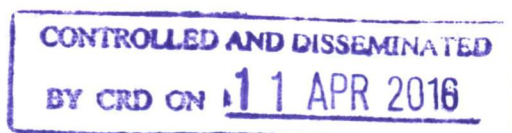
PART 3: WELFARE PROGRAMS AND ACTIVITIES THAT BENEFIT FILIPINO SEAFARERS & FAMILIES

Programs/Projects	Date Conducted	Recipients	No. of Recipients

Example of Welfare Programs:

- Educational/scholarship to seafarer's children
- Sponsor cultural and social program for the seafarer's and their families (e.g. Family Day, Christmas Party, Seminars on Financial Management, coping mechanism, drug abuse prevention, AIDS, etc.)
- Hosting of family members on-board (family unification program)
- Health/Medical Insurance for dependents
- Grant of emergency loan assistance to seafarers and families

NOTE: Please provide brief description and attach proofs like official records of scholarships granted, pictures, newspaper clippings/write-ups, insurance records, brochures, testimonies, health cards, records of loan assistance, programs, etc.



PART 4: ACTIVITIES/ PROGRAMS THAT CONTRIBUTE TO THE CAREER DEVELOPMENT OF THE FILIPINO SEAFARERS AND THE PHILIPPINE ECONOMY

Programs/Projects	Date Conducted	Recipients	No. of Recipients

Examples of activities/programs:

- Establishment of corporate premises/presence in the country
- Investment in human resource development
- Espoused technology/skills transfer

NOTE: Please provide brief description and attach proofs

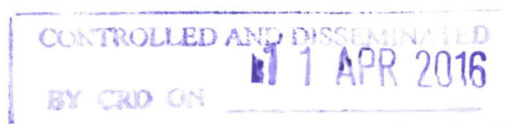
PART 5: COMPLIANCE WITH PHILIPPINE LAWS, RULES, AND REGULATIONS ON THE RECRUITMENT AND EMPLOYMENT OF OFWs

5.1 No adverse decision against the employer at POEA (Adjudication Office, Repatriation Unit and Conciliation Unit) and **NLRC excluding**

P&I Cases : ____ (yes)

5.2 Pending case/s against the employer at POEA and NLRC **excluding P&I cases**

- With pending case
(5% or less of deployment) : ____ (state no. of case/s vs deployment)
- With pending case
(more than 5% of deployment
but less than 10%) : ____ (state no. of case/s vs deployment)



***MINISTERIAL AWARDEES MAY QUALIFY FOR THE PRESIDENTIAL AWARD UPON COMPLIANCE WITH THE FOLLOWING CRITERIA:**

1. CONTRIBUTION TO THE CONTINUOUS MANPOWER TRAINING AND DEVELOPMENT AND SKILLS UPGRADING OF SEAFARERS

Programs/Projects	Date Conducted	Recipients	No. of Recipients

Examples:

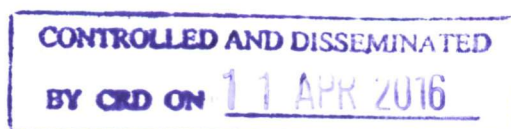
- 1.1 Cadetship Program
- 1.2 Establishment of training/educational facilities for seafarers in the Philippines
- 1.3 Provision of free training opportunities /scholarship grants, for seafarer within or overseas
- 1.4 Investments in any maritime related services and projects (ex: shipyard, shipmanagement, BPO)
- 1.5 Paid for expenses of seafarers training and exams taken from private/government/external institutions (e.g review/exam fee, board and lodging, etc.)

NOTES: Please provide brief description and attach documentary proofs.

2. CORPORATE SOCIAL RESPONSIBILITY

Programs/Projects	Date Conducted	Recipients	No. of Recipients

NOTES: Please provide brief description and attach documentary proof.



Examples

- 2.1 Provide relief or financial assistance for victims of natural calamities
- 2.2 Coastal clean-up
- 2.3 Tree planting
- 2.4 Assistance to less privileged/poor communities/orphanage
- 2.5 Healthcare programs
- 2.6 Scholarships to poor children or beneficiaries of seafarers
- 2.7 Provide community based facilities such as daycare, health, community centers etc.

*** ADDITIONAL SHEETS MAY BE USED AS NEEDED

Submitted by :

(Name and Designation)

Date Submitted : _____

