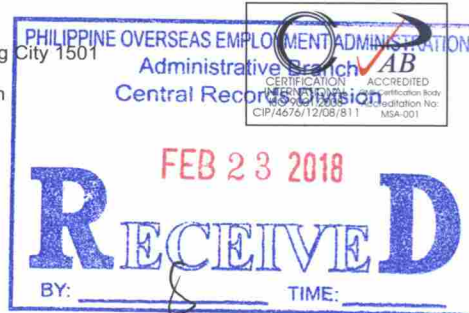




Philippine
Overseas
Employment
Administration

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, 722-1166, 722-1177



ADVISORY NO. 111.
Series of 2018

TO : ALL CONCERNED
SUBJECT : General Guidelines for the 3rd International Employers Awards (IEA)

Based on DOLE Administrative Order No. 536, Series of 2017 and further to Memorandum Circular No. 09, Series of 2017 on the conduct of the 3rd International Employers Awards (IEA), the following additional guidelines for the nomination, criteria, selection and conferment of Ministerial Awards to outstanding landbased and seabased principals/employers are herein provided.

Where to Submit Nominations:

Duly accomplished Nomination Form shall be addressed to:

- a) For **Landbased Category** - The Chairperson of the Evaluation, Selection and Incentives Committee – 3rd International Employers Awards and submitted to the Landbased Center, 2nd Floor, Blas F. Ople Bldg., Ortigas Avenue cor. EDSA, Mandaluyong City.
- b) For **Seabased Category** - The Chairperson of the Evaluation, Selection and Incentives Committee – 3rd International Employers Awards and submitted to the Seabased Center, 4th Floor, Blas F. Ople Bldg., Ortigas Avenue cor. EDSA, Mandaluyong City.

Period for Submission of Nominations:

12 February 2018 (Monday) to 23 February 2018 (Friday)

Criteria for Selection:

The following criteria shall be adopted:

- 1. For Landbased Principals/ Employers

CRITERIA FOR EVALUATION OF LANDBASED MINISTERIAL AWARDEES	
1. DEMONSTRATED PREFERENCE AND ACTIVE HIRING OF OFWs.	20
a. VOLUME OF WORKERS HIRED WITHIN THE LAST FOUR (4) YEARS (2013 to 2016)	10
8,000 or more	10
5,800 to 7,999	8
3,600 to 5,799	6
1,400 to 3,599	4
Less than 1,400	2

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b. PREFERENCE FOR FILIPINO WORKERS (PERCENTAGE OF FILIPINO WORKERS OVER OTHER NATIONALITIES IN THE EMPLOYERS TOTAL FOREIGN WORKFORCE)	10
60% up of total foreign workforce are Filipinos	10
40-59% of total foreign workforce are Filipinos	8
20-39% of total foreign workforce are Filipinos	6
10-19% of total foreign workforce are Filipinos	4
1-9% of total foreign workforce are Filipinos	2
2. PROVISION OF SUPERIOR TERMS AND CONDITIONS OF WORK THAT WILL ENHANCE THE PRODUCTIVITY OF OFWs.	20
a. HIGH SALARIES	10
US\$ 4,800 or more	10
US\$ 3,350 to US\$ 4,799	8
US\$ 1,900 to US\$ 3,349	6
US\$ 450 to US\$ 1,899	4
Less than US\$ 450	2
a. BENEFITS (accumulated) (provision of additional documentary evidences to be noted in the survey questionnaire)	10
Insurance on top of the mandatory insurance (life, accident and medical)	3
Gratuity Pay	2
Family Unification Program (sponsoring family status for workers)	2
Scholarship program for workers' children	1
Hazard pay	1
Others	1
3. COMPLIANCE WITH PHILIPPINE LAWS, RULES AND REGULATIONS ON THE RECRUITMENT AND EMPLOYMENT OF OFWs¹.	15
Zero pending case	15
With pending case (1 to 3)	8
With pending case (4 to 6)	1
4. ACTIVE PARTICIPATION AND CONTRIBUTION TO THE WELFARE AND BENEFIT OF OVERSEAS FILIPINO WORKERS' FAMILIES.	10
Welfare programs initiated by the employers	
With 8 and above welfare programs/activities	10
With 6 to 7 welfare programs/activities	7
With 4 to 5 welfare programs/activities	4
With 2 to 3 welfare programs/activities	1
Examples of benefits such as, but not limited to:	
<ul style="list-style-type: none"> • Educational/Scholarship Programs to workers' children • Sponsors Christmas party • Seminars on Financial Management • Seminar on stress management/coping mechanism • Seminar on drug abuse prevention • Seminar on AIDS • Hosting of family members on-site (family unification program) • Health/Medical Insurance for dependents • Grant of emergency loan assistance to workers' families • Other similar benefits widely acknowledged by the industry 	
5. OBSERVANCE OF NO PLACEMENT FEE POLICY.	15

¹ Pending case/s before the POLO or Philippine Embassy/Consulate, POEA Repatriation Unit, Adjudication Office or NLRC.

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6. NO DEROGATORY RECORD WITHIN THE LAST FOUR (4) YEARS².	20
TOTAL POINT SCORE	100

2. For Seabased Principals/ Employers

CRITERIA FOR EVALUATION OF SEABASED MINISTERIAL AWARDEES	
1. NO DEROGATORY RECORD WITHIN THE LAST FOUR (4) YEARS.³	20
No derogatory record/adverse decision against the employer	20
With derogatory record	Disqualif ied
2. DEMONSTRATED PREFERENCE AND ACTIVE HIRING OF FILIPINO SEAFARERS WITHIN THE LAST FOUR (4) YEARS.	30
a. YEAR STARTED EMPLOYING FILIPINO SEAFARERS	10
30 years or more	10
23 to 29 years	8
16 to 22 years	6
9 to 15 years	4
4 to 8 years	2
b. VOLUME OF SEAFARERS DEPLOYED WITHIN THE LAST FOUR (4) YEARS (JANUARY 01, 2013 TO DECEMBER 31,2016)	15
CARGO SHIPS	
26,000 or more	15
20,000 to 25,999	12
14,000 to 19,999	9
8,000 to 13,999	6
2,000 to 7,999	3
Less than 2,000	1
CRUISE SHIPS	
39,000 or more	15
30,000 to 38,999	12
21,000 to 29,999	9
12,000 to 20,999	6
3,000 to 11,999	3
Less than 3,000	1
c. PREFERENCE FOR FILIPINO SEAFARERS (percentage of Filipino seafarers over the total workforce of the employer)	5
At least 50% of total workforce are Filipinos	5
40-49% of total workforce are Filipinos	4
30-39% of total workforce are Filipinos	3
20-29% of total workforce are Filipinos	2
Below 20% of total workers are Filipinos	1
3. PROVISION OF SUPERIOR TERMS AND CONDITIONS OF WORK THAT WILL ENHANCE THE PRODUCTIVITY OF SEAFARERS (additional benefits other than those provided in the SEC)	20

² Adverse decision/s from the POEA Anti-Illegal Recruitment Branch, Adjudication Office and NLRC.

³ Adverse decision/s from the POEA Anti-Illegal Recruitment Branch, Adjudication Office, and NLRC (excluding Protection and Indemnity [P and I] cases)

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With 20 or more benefits	20
With 15 to 19 benefits	15
With 10 to 14 benefits	10
With 5 to 9 benefits	5
With 1 to 4 benefits	2
Examples of benefits such as, but not limited to:	
<ul style="list-style-type: none"> • Provident 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 • Rejoining bonus • Free training/Training Allowance • Scholarship grants • Cadetship program • Compassionate leave of the Seafarer with free airfare • Other similar benefits/widely acknowledged by the industry 	
4. COMPLIANCE WITH PHILIPPINE LAWS, RULES AND REGULATIONS ON THE RECRUITMENT AND EMPLOYMENT OF SEAFARERS⁴.	10
With no pending cases against the Employer	10
With pending cases against the Employer (with .30% or less of workers affected/involved over total deployment for the period 2013-2016)	5
With pending cases against the Employer (with more than .30% of workers affected/involved over total deployment for the period 2013-2016)	0
5. WELFARE PROGRAMS AND ACTIVITIES THAT BENEFIT FILIPINO SEAFARERS' FAMILIES	20
Welfare programs initiated by the employers	
With 10 and above welfare programs/activities	20
With 7 to 9 welfare programs/activities	15
With 4 to 6 welfare programs/activities	10
With 1 to 3 welfare programs/activities	5
Examples of welfare programs such as, but not limited to:	
<ul style="list-style-type: none"> • Educational/Scholarship to seafarer's children • Sponsors Family Day • Sponsors Christmas party • Seminars on Financial Management • Seminar on stress management/coping mechanism • Seminar on drug abuse prevention • Seminar on AIDS • Hosting of family members on-board (family unification program) 	

⁴ Pending cases from the POEA Repatriation Unit, Adjudication Office, and NLRC (excluding Protection and Indemnity [P and I] cases)

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<ul style="list-style-type: none"> • Health/Medical Insurance for dependents • Grant of emergency loan assistance to seafarers' families • Other similar benefits/widely acknowledged by the industry 	
TOTAL POINT SCORE	100

Selection Process:

For Landbased Category

The Committee on Evaluation, Selection and Incentives 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, NLRC, POLOs and Philippine Embassies/Consulates.

For Seabased Category

All submitted duly accomplished nomination forms shall be supported with documents/ proofs of the qualification of the nominated principal/ employer based on the set criteria, which shall be subject to the Committee's evaluation and validation. The tools for validation may include but not limited to POEA records, interviews with the concerned parties, news clippings, publications and other analogous sources.

For both Landbased and Seabased Category

The Committee on Evaluation, Selection and Incentives shall deliberate for the short listing of potential awardee/s and present to the International Employers Awards Executive Committee with representatives from the Overseas Workers Welfare Administration (OWWA), Philippine Overseas Employment Administration (POEA) and the POEA Governing Board representative for the Landbased and Seabased Sector for the determination of the final list of awardee/s.

Notification of Awardees:

The Committee on Evaluation, Selection and Incentives shall duly notify the agency of the foreign principal/employer of the results of the evaluation and selection process.

Awards and Incentives:

Appropriate incentives shall be in accordance with the 2016 Revised POEA Rules and Regulations Governing the Recruitment and Employment of Landbased Overseas Filipino Workers and Seafarers.

For information and guidance.


BERNARD P. OLALIA
 Administrator
 Vice Chair, 3rd IEA Executive Committee

___ February 2018

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