



Philippine Overseas Employment Administration

CONTENTS

Letter to the President
Letter to the Chairman
Profile of the Administration
Period of Integration
Report of Operations
Foreign Exchange Program
Market Development and Placement Office
Licensing and Regulation Office
Workers Assistance and Adjudication Office
Regional Labor Center for the Middle East and Africa
Special Projects
Statement of Income, Appropriation and Expenditures
Outlook for 1983
Charts and Tables
Key Officials

His Excellency
President Ferdinand E. Marcos
Malacañang

Dear Mr. President,

One of the major points in the recent reorganization of the Ministry of Labor and Employment was the integration of all foreign employment services into a Philippine Overseas Employment Administration. After careful assessment and deliberation, it was deemed necessary to create a lead government agency that would be responsible for the total manpower export scheme undertaking the market development, licensing and regulation and adjudication processes.

The new Administration is a significant change both in structure and personnel consolidating efforts towards greater efficiency and delivery of overseas employment and contracting services. It is held that this change will further enhance the national capability to respond to foreign manpower requisitions.

I am pleased to submit for your review the first report of operations of the Philippine Overseas Employment Administration.

Thank you.

Very respectfully,



BLAS F. OPLE
Minister of Labor and Employment and
Chairman, Philippine Overseas Employment Administration



Letter to the Chairman



Minister Blas F. Ople
Chairman, Philippine Overseas Employment Administration

For the past eight months, the country's overseas employment program has been operating under a unified and single structure. From the previous three agency set-up – Bureau of Employment Services, Overseas Employment Development Board, National Seamen Board – we now have the Philippine Overseas Employment Administration.

History will have to acknowledge the central role that the three agencies played towards bringing overseas employment to its present impressive level. From a deployment volume of 36,000 in 1975, we have now passed the 300,000 mark in 1982.

The integration period, which is what the past eight months have been, was fraught with a lot of difficulties. In an effort to secure the integrity of our transactions, we have moved people about which in some cases have resulted in paper delays. We have since normalized operations and our clients tell us that papers are now proceeding faster than they ever have.

We have tightened up internal controls to ensure maximum protection for outgoing Filipino workers. We have maintained a continuing dialogue with all concerned sectors about policy and program decisions that affect their operations.

We are glad to report that for 1982, deployment grew by 20%, welfare fund collections increased by 75% and government income from overseas employment operations practically doubled compared to the previous year.

We are still in the process of further improving systems and procedures so that service delivery may be better, faster and more efficient. We also hope to increase government income and generate bigger foreign exchange remittances through a higher deployment level.

All told, we feel that 1982 was a good year for an organization that was barely eight months old.

It is our hope that with your support and that of President Marcos, 1983 will be an even better year for the Philippine overseas employment program. It is in that spirit Sir, that we submit the highlights of the POEA's operation in 1982.

Patricia A. Sto. Tomas
PATRICIA A. STO. TOMAS
Administrator

The newly-created Philippine Overseas Employment Administration established and organized pursuant to Executive Order No. 797 assumed the functions of the abolished Overseas Employment Development Board, National Seamen Board and the overseas employment functions of the Bureau of Employment Services.

The POEA, also known as the Administration shall formulate and undertake a systematic program for promoting and monitoring the overseas employment of Filipino workers and seamen, taking into consideration domestic manpower requirements. Further, the administration shall have original and exclusive jurisdiction over all cases involving employer-employee relations, including money claims, arising out of or by virtue of any law, or contract involving Filipino workers for overseas employment.

Purposes and Objectives

1. Establish and maintain a registration and/or licensing system to regulate private sector participation in the recruitment and overseas placement of workers.
2. Maintain a registry of skills for overseas placements.
3. Recruit and place workers to service the requirements of overseas employers for trained and competent Filipino workers.
4. Promote the development of skills and careful selection of Filipino workers for overseas employment.
5. Undertake overseas market development activities for placement of Filipino workers.
6. Secure the best possible terms and conditions of employment of Filipino contract workers and ensure compliance therewith.
7. Generate foreign exchange from the earnings of Filipinos employed under its programs.
8. Promote and protect the well-being of Filipino workers overseas.

Organization and Functions

The scope of the Administration's authority extends over all hirings of Filipinos for overseas employment, including all employments of Filipinos by foreign governments; international and multi-national organizations, firms and entities, whether operating from the Philippines or not, and whether doing business for profit or not.

As depicted in the organizational chart, the Administration consists of a Governing Board which shall be its policy making body, an Advisory Board for overseas land-based employment and an Advisory Board for seamen which shall act as its consultative councils, the Office of the Administrator, the support services and the three major substantive subdivisions, namely: MARKET DEVELOPMENT AND PLACEMENT OFFICE, LICENSING AND REGULATION OFFICE and the WORKERS ASSISTANCE AND ADJUDICATION OFFICE. These three major substantive subdivisions are equivalent to bureaus and are headed by Directors appointed by the President. The Regional Labor Center of the Middle East and Africa, the One-Stop Processing Center and the Labor Assistance Center at the Manila International Airport also form part of the Administration.

The support services consist of the Administrative Department, Financial and Management Department and Planning, Research and Information Department.

The Governing Board

The Administration has a three-man Board composed of the Minister of Labor and Employment as the Chairman, the Administrator, and a third member appointed by the President. The third member shall be well versed in the field of overseas employment and shall serve for a term of 2 years.

The Governing Board is responsible for promulgating and adopting such policies, rules and regulations that would implement and attain the purposes and objectives of the Administration.

The Advisory Boards

The Advisory Boards serve as the consultative councils of the Office of the Administrator and provide advise on matters pertaining to overseas operations, recruitment, and the regulation and supervision of private sector participation in the overseas employment program.

The Advisory Boards consist of 11 members each essentially coming from the private sector. The Chairman and members of the Board shall be designated by the Chairman of the Governing Board.

Profile of the Administration



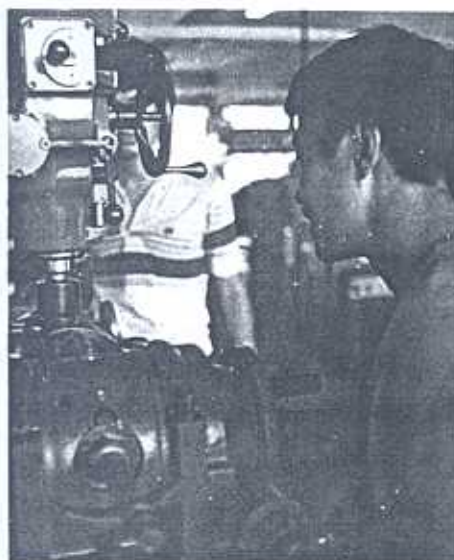
Period of Integration

Presidential Decree 442, promulgated in 1974 created three government agencies which regulated and monitored the outflow of Filipinos the past seven years. The agencies which had been actively involved in these activities were the Overseas Employment Development Board, Bureau of Employment Services, and National Seamen Board. The OEDB undertook the overseas placement of land-based workers and the NSB for seafarers. The Bureau of Employment Services was responsible for the regulation and supervision of licensed private employment agencies.

The OEDB

In its seven years of existence, the OEDB had sent over 77,000 workers to 112 countries. Bilateral protocol agreements on labor had been signed with Saudi Arabia, United Arab Emirates, Iran, Qatar, Kuwait, Nigeria, Austria, Zambia and the Commonwealth of the Trust Territories.

The OEDB had successfully opened 52 new labor markets having sent 23 marketing missions that initiated recruitment negotiations directly with foreign employers.



Ministry reorganization integrated foreign employment services.

In aid of the task of setting employment standards for the program, the OEDB implemented a model employment contract which was later referred to and adopted by the private sector. The adoption of the model employment contract paved the way for the institutionalization of employment benefits including higher wage standards for Filipino workers based on non-discriminatory rates prevailing at work-site.

Welfare Assistance being a salient feature of post placement services, the

OEDB in 1977 initiated the establishment of the Workers Welfare Fund for overseas workers.

OEDB strengthened workers benefits by including not only life but also accident insurance, by increasing benefit from P5,000 to P10,000 and insurance duration from one to two years. To date, almost P3-M had been collected by workers beneficiaries for insurance and death benefits.

The NSB

The National Seamen Board performed the task of providing free recruitment and placement services to Filipino seamen. The NSB, aside from having coordinated and supervised the seamen training program of public and private agencies, also supported the training programs for pre-entry rating at the Don Bosco in Tondo and helped set up new training centers at Plaridel, Quezon, and Talisay, Negros Occidental.

The Board stepped up its programs in order to enhance the competitiveness of over 280,000 Filipino seamen in the world labor market by keeping them abreast with the changing trends in technology and other developments in the international merchant shipping industry.

The NSB geared its efforts towards closer coordination with other government agencies among them the National Maritime Polytechnic and the Professional Regulation Commission which are primarily responsible for the training of seafarers and licensing of marine officers.

In welfare, the NSB succeeded in raising the minimum wage for Filipino seamen on foreign going ships according to the standard of the International Labor Organization.

The BES

The Bureau of Employment Services played a central role in the formulation and development of a comprehensive employment program. The Bureau supervised the operations of private recruitment agencies and other private sector participants in the country's overseas employment program.

In its seven years of operation, the functions of BES had expanded particularly with the transformation of the Bureau from a developmental staff office to a regulatory unit. Its operation particularly expanded when PD 1412 opened recruitment of workers overseas



to private sector participation in 1977. Total cumulative BES placements had reached over 600,000 workers overseas through the private recruitment agencies. From a mere 18 active private agencies in 1975, the number had grown to over 500 agencies. The upsurge of illegal recruitment activities had led the BES to set up a system of sanctions that will penalize agencies who violate overseas employment regulations.

Report of Operations

HIGHLIGHTS

During the year, the Administration processed 314,284 land-based and sea-based workers. Of the total number 250,115 were land-based workers while 64,169 were seamen.

From 1975, the aggregate volume stands at 1,174,940 workers, 830,323 of which were land-based workers and 344,617 seamen. The over-all effort established 114 labor markets all over the globe.

Legal and welfare services adopted conciliation and adjudication as means of settling employee-employer problems, particularly money claims. Acted upon were 1,906 legal cases and 2,235 welfare cases involving workers beneficiaries.

Foreign exchange earnings from pledged remittances for the year amounted to \$605,520,389.38 for land-based workers and \$177,220,931.04 for sea-based workers.

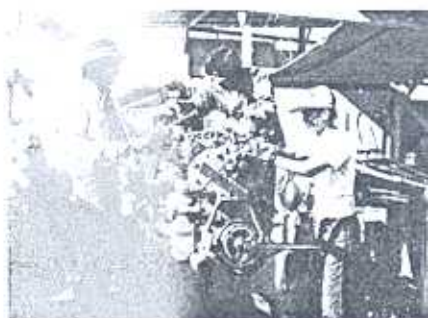
Land-Based Overseas Contract Workers

The employment of Filipinos in overseas contract jobs registered at 250,115 by the end of the year as compared to 210,936 in 1981. This was the result despite the midstream integration of two government agencies tasked with the regulation and promotion of employment of Filipinos in labor-shortage countries, the institution of changes in accreditation and contract-processing procedures, the imposition of certain travel requirements by two Middle East countries and the decrease in the number of labor-importing countries being serviced.

The combined total of 250,115 represented an 18.57% increase from that of the previous year although there was a notable decline in the number of labor importing countries from 89 to 85.

Policy decision on overseas recruitment and placement exerted a tremendous impact on government placement activities. The placement figure of 5,037 showed 2,733 government hires and 2,304 private hires.

Participation of the private sector generated employment opportunities for 245,078 workers. The non-construction group recruited 131,095 contract workers, edging out the construction group by 13%. The edge is attributed to the unlimited types of industrial undertakings requiring skilled manpower and the wider areas of operation offered to the non-construction group.



Meeting of national program.

On the other hand, the construction group, working under the corporate export strategy did not only provide employment to 113,983 construction workers but also afforded the opportunity to build up Filipino managerial capabilities in the field of infrastructural engineering. This scheme limited the activities of the construction group to prime contracting, sub-contracting in the case of specialized engineering groups and service contracting.

The Middle East region employed the majority of skills, numbering 210,972 or 84.35% of this year's total figure. The Asian group absorbed 12.4% while the Americas employed 1.48%. Slight demands were recorded for the other regions (less than 1%) for Europe, Trust Territories, Africa and Oceania.

Saudi Arabia topped the list, employing 156,496 workers, representing 62.5% of the year's total volume. Six other countries in the Middle East, namely Iraq, Kuwait, United Arab Emirates, Libya, Bahrain and Jordan contributed to the absorption in bulk of Filipino professionals, craftsmen, clerical



and service workers. In the Asian region, Japan exerted the greater demand (5%) particularly for entertainers, over Hongkong, Singapore and Brunei.

Broadly categorized into major groups of occupations, 165,899 or 66.33% were production process workers, transport equipment operators and laborers. The group consisted mostly of construction and building maintenance personnel, road and bridge builders, earthmoving, material handling and heavy equipment operators, needed in the massive infrastructural development of the receiving countries.

The second most demanded group of skills was the service, sports and related workers with 43,248 or 17.29% of the total placement. Domestic helpers, institutional housekeepers, babysitters, nursing aides; hotel and restaurant workers dominated this group.

Professional, technical and related workers group ranked third among those given overseas employment opportunities, subdivided into pure professionals and entertainers and performing artists, about 47.2% or 13,425 belonged to the latter, and the rest to the former. The entertainers subgroup consisted of cultural dancers, folk singers, combo players and singing bands. The pure professionals included doctors, nurses, engineers, teachers and accountants.

To provide record-keeping, accounting and bookkeeping services, 8,519 or 43.41% of the total figure were processed under the clerical group. Of lesser volume were workers belonging to administrative,



REHIREES

The Balik-Manggagawa Assistance Center (BMAC) expanded to service not only government hired workers but also returning workers hired by private placement and recruitment agencies including their dependents.



executive and managerial workers group, (0.58%), sales (0.56%) and agricultural (0.46%) groups.

During the year 39,610 rehired land-based workers and 3,876 dependents were issued Reduced Travel Tax Certificates (RTTC) and/or Travel Tax Exemptions. The bulk of the rehires, numbering 12,094, was concentrated in

REHIREE LAND-BASED CONTRACT WORKERS* CY 1982

January-October	22,184
November	5,392
December	12,094
TOTAL	39,610

*BES started monitoring rehires only on September 21, 1982 thru BMAC; only OEDB was monitoring rehires prior to September 21, 1982.

DEPENDENTS ISSUED REDUCED TRAVEL TAX CERTIFICATES January-December 1982

January	240
February	263
March	578
April	217
May	286
June	273
July	307
August	318
September	327
October	276
November	387
December	404
TOTAL	3,876

December. While it is true that the number of workers processed by the BMAC in 1982 does not represent the entire number of rehired workers, there is no way of monitoring the movement since the Center began servicing workers placed by the private sector only on September 21, 1982.

Employment Profile of Seamen

Processed employment contracts of seamen reached 64,169 compared to 55,307 in 1981. This constituted a 16.02% increase over last year's figure. The supply side registered increases in all categories. A significant 105% growth was recorded for the apprentices category and 156% for other officers. This indicates the infusion of a younger breed into the maritime manpower force. Senior seamen had an employment rate of 88%, an increase of 12% over last year's employment rate. Licensed officers had for the year an employment rate of 68% and the entry ratings at 32%.

Demand profile remains constant proving the marked preference for Filipino maritime labor and skills. By flag of registry, Panama employed the largest number of Filipino seamen with 21,901 or 34.13% of the total employment in 1982. Liberia was second with 11,018 or 17.17%, the third was Singapore with 5,018 or 7.82% and the fourth was Greece with 4,075 or 6.35%.

In this time of recession and widespread global economic difficulties, the remittances of Filipino overseas workers are an important source of foreign exchange which could help the economy meet its balance of payment difficulties.

On December 16, 1982, Executive Order No. 857 made it mandatory for every Filipino contract worker abroad to remit regularly a portion of his foreign exchange earnings to his beneficiary in the Philippines through the Philippine banking system. This order aims to organize the flow of remittances through formal channels in order to counter the proliferation of black market activities and divert the flow of remittances to where it can benefit the whole economy.

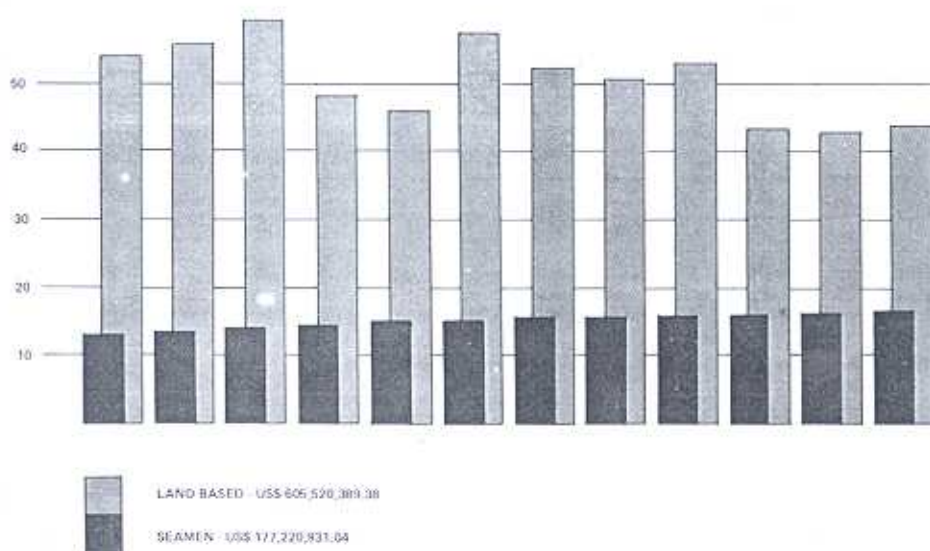
Filipino construction workers abroad are required to remit 70% of their basic salary, while non-construction workers are expected to remit 50%. For Filipino seamen, 70% of their basic salaries are regularly remitted to their designated beneficiaries thru their Philippine shipping agencies under a payroll deduction scheme.

In 1982, the pledged foreign exchange remittances of Filipino land-based workers amounted to US\$605.520,389.38. Pledged remittances of workers placed by private agencies amounted to US\$588.2 million, representing an increase of 23.8% over remittances contributed last year. Workers hired by foreign governments through the Market

Foreign Exchange Program

PLEGGED FOREIGN EXCHANGE REMITTANCES OF LAND-BASED AND SEA-BASED CONTRACT WORKERS

From January to December 1982



Development and Placement Office (MDPO) pledged about US\$17.3 million, the decline of which is attributed to the decrease in the volume of processed workers hired through the MDPO for the year 1982.

Around 84% of the total remittances was pledged by workers stationed in the Middle East. The remaining 16% came from the countries in Africa, Asia, Europe, Oceania, Trust Territories and the Americas.

Meanwhile, the foreign exchange remittances of overseas Filipino seamen reached a total of US\$177.2 posting a 10.8% increase over last year's figure.

The increase is due primarily to the intensified collective efforts of the Central Bank of the Philippines, Ministry of Labor and Employment and the Ministry of Foreign Affairs in the implementation of mandatory measures and development of mechanisms to facilitate the remittances of salaries of Filipino overseas workers to their designated beneficiaries or bank accounts in the Philippines. Improved wages of overseas Filipino seamen in all ratings and positions, increase in the placement figures and the rate of exchange of dollars to pesos are other contributory factors.

STAFF DEVELOPMENT

Cognizant of the Administration's tasks, management realized the importance of staffing the Administration with the highest calibre of personnel. The Institute of Labor & Manpower Studies was commissioned to provide technical services in the administration of basic aptitude, ability and personality tests for candidates to POEA positions. Some seven employees attended the Seminar on Test Administration conducted by the ILMS on November 8, 1982 primarily to develop in-house capability in the administration and conduct of the said tests.

Pursuant to the guidelines for the placement of personnel and the selection and hiring procedures of the POEA, 220 incumbents trooped to the Araullo High School on November 27, 1982 to take the first in the series of tests designed to evaluate their competence and qualifications. On December 17, 1982, twelve incumbents and two applicants took the same tests in Cebu Central Colleges, Cebu City. The third batch of examinees composed of 139 incumbents and 50 applicants took similar tests in San Beda College, Manila. Twenty eight candidates to supervisory positions in

operations were interviewed by the Placement Committee to further assess qualifications.

The Administration conducted seminars for its key personnel and sent participants to relevant conventions. Notable among these were the two-day Management Seminar on Computer and Information Systems which was conducted through the assistance of the Development Academy of the Philippines on November 12 and 13, the National Congress on Overseas Employment held at PICC on July 20 and the Third National Convention on Statistics sponsored by NEDA on December 13 and 14.

The EDP Management Seminar, attended by about 20 responsible personnel holding key positions in the Administration, was aimed at acquainting POEA officials with the mechanics of information systems and the essentials of managing an EDP system. The National Congress on Overseas Employment, participated in by the POEA in cooperation with MERALCO Foundation Inc. (MFI), the Cooperative Association for Philippine Professionals and Workers Abroad (CAPPWA) and the Philippine Association of Multi-national Company's Regional Headquarters, Inc. (PAMURI), brought the attention, interest and concern of all levels of Philippine society on overseas employment.

The Third National Convention on Statistics, on the other hand provided the necessary venue for a healthy exchange of ideas and opinions on the theoretical aspects of statistics as well as on prevailing issues affecting its application to education, business, industry and the government. Realizing the importance of well-rounded individuals especially in the performance of overseas employment functions, the Administration plans to pursue a job rotation scheme for its employees in the line operations so as to provide them the needed exposure and capability in handling all phases of overseas employment work.

Organizational Development

In conformity with the reorganization, all positions of the affected agencies were transferred and realigned under the Administration. All positions except presidential appointments were considered vacant until the issuance of new appointments. The six-month transition period required incumbents of positions to continue

discharging their functions and receiving their entitlements until approval of the POEA budget.

Meanwhile, relocation of offices took place transferring personnel and properties to three buildings namely: Carlos J. Valdez Bldg., in Paco, Manila housing the executive offices, support services and the Market Development and Placement Office; Redo Bldg., in Taft Avenue housing the Licensing and

Regulation Office and Workers Assistance and Adjudication Office and Phoenix Bldg. in Intramuros housing the Contract Processing and Records Group and Balik-Manggagawa Assistance Center. Future plans target the accommodation of the entire office operations including the One-Stop Processing Center in one building to better service various publics especially the land-based contract workers group and seamen.

POLICIES AND PROJECTS

Intensifying cooperative efforts among private recruitment agencies, construction contractors and manning agencies, the Market Development and Placement Office led the campaign to organize and systematize operations towards the generation of more job opportunities and the orderly processing of travel documents of hired Filipino contract workers.

The office has been structured to take charge of market development, contract processing, government hires and accreditation of principals for both land-based workers and seafarers.

During the year, the MDPO finalized and partly implemented new systems for the accreditation of foreign principals and contract processing after reviewing policies on overseas employment. This was the result of a series of POEA-sponsored industry dialogues with representatives of overseas employment associations and the contracting sector as well as officials



of concerned government entities.

During the period, the MDPO implemented the integrated production-line type service afforded to vacationing Filipino contract workers through the operationalization of the Balik-Manggagawa Assistance Center (BMAC). This assistance provided reduced travel tax certifications to re-exiting contract workers and their dependents. The BMAC also monitored the movements of workers during the

year and updated their records with the Ministry.

New processing forms were designed to simplify the documentary processing of workers. The Notice of Employment for each hired worker in lieu of the individual employment contract and the Workers Travel Exit Form in place of the Affidavit of Undertaking for foreign remittances were adopted by year end. The introduction of the new processing forms paved the way for the expeditious clearance of overseas bound workers, thereby reducing the processing time from the usual four weeks to only four days.

Tasked to service and enter recruitment agreements with foreign government ministries, agencies and entities, the MDPO signed 18 recruitment agreements and 1,806 recruitment orders. Replies to letter queries from 85 companies informed them on the hiring requirements of Filipino workers. Of these number, 58 companies were given a list of Filipino private agencies and contractors.

Twelve research projects were made during the period assessing the labor marketing trends in various parts of the globe. To further support the marketing drive, three POEA representatives were stationed abroad, Jose Regalado in Libya, Joel Cruz in England, and Abraham Malli in Saudi Arabia.

MARKETING MISSIONS

During the year, POEA marketing missions were sent to the Middle East, the United States, the Pacific region, Europe, and Japan, boosting the Philippine overseas employment program in terms of expanded market directions and increased employment benefits.

The historic visit of President Marcos to Saudi Arabia during the first quarter of the year propelled the market thrust

Market Development & Placement Office



towards the export of Filipino manpower in the Middle Eastern countries, specifically Saudi Arabia.

In May this year, the POEA dispatched an official mission to participate in the USAF-sponsored contractors' bidding conference for the Wake Island service contract in Honolulu, Hawaii. Another market mission was sent to Papua New Guinea to meet with the PNG Public Service Commission concerning the resumption of bulk hirings of Filipino workers which were on the down trend prior to the creation of the POEA. The same team proceeded to the Republic of Nauru and then to Salpan Island where they sought the existence of certain development projects that proposed to utilize Filipino manpower in future recruitments.

At the close of the year, Labor and Employment Minister Blas F. Ople together with POEA Director Manuel G. Imson firmed up recruitment arrangements for Filipino workers with the Italian government and made a direct assessment of the situation then prevailing in the various worksites. Ople disclosed a plan to establish a regional center in Rome and another plan to



Signing of the Labor Agreement between the Philippines and Iraq.

promote joint ventures between European and Filipino businessmen.

While in Japan this year, Minister Ople together with POEA Administrator Patricia Sto. Tomas met with leading Japanese promoters in the entertainment industry. The visit boosted the Philippine overseas employment program in terms of expanded markets and more protection for the workers.

SERVICING FOREIGN GOVERNMENT CLIENTS

Recruitments of government clients from various countries especially in the Middle East, Africa, Europe and Oceania

strengthened the Administration's position in its bid to capture the lucrative international employment and contracting market thereby encouraging more private sector participation in these areas.

The recruitments of 63 government employers were serviced this year with 2 employers representing 30 percent of the total number of new clients. Notable among the labor outlets that recruited Filipino workers on a government-to-government arrangement during the year were Iraq, Saudi Arabia, Jordan, Nigeria, Algeria, United Arab Emirates, Zambia, Austria and the Republic of Nauru.

Saudi Arabia's King Khalid University renewed its recruitment agreement with POEA deploying 385 medical specialists and workers for staff assignments in its leading teaching hospital and Colleges of Medicine and Dentistry. Hiring a substantial number of nurses during the previous year, the Jordan Armed Forces General Headquarters and Royal Medical Services requisitioned 200 camp cooks and 85 nurses to pursue its staff program for the efficient delivery of health services to its constituents. On the other hand, the Iraq National Oil Company recruited 151 engineers, skilled operators and drivers for service in various refinery plants.

The manpower needs of multinationals resulted in higher deployment of workers to the Middle East region.

Among the more notable state-owned or managed hotels that recruited a large number of Filipino service personnel were the following: Ishtar Sheraton Baghdad, Hotel Melia Iraq, Hotel Alsalam, Meridien Jeddah, Marbella Club and Holiday Inn Sharjah, Hotel Palestine Meridien Baghdad, Al Sadeer Novotel and Holiday Inn Salalah.

With the establishment of the Saudi Recruitment Office (SRO) in Manila in April 1982, the bulk recruitment of Filipino professionals and technical workers for employment in the civil service of Saudi Arabia was undertaken through the MDPO. Among the big government employers that undertook their hirings through the SRO were the following: Saudi Arabian Standards Organization, the Grain Silos and Flour Mills Organization, the Ministry of Health, Ministry of Transportation and Ministry of Rural Affairs (Southern Region).

More professionals left for Africa during the year when Sonatrach Algeria opened its doors to Filipino manpower



Policy development under the new Administration.

and required the services of 147 engineers and technicians to operate the newly-inaugurated LNG II plant in Oran. The Federal Public Service Commission of Nigeria continued to employ the services of teachers, medical specialists, and other professionals for assignment to the civil service in various states such as Gongola, Bauchi, Borno, Kano, and the government center in the city of Lagos.

Recruitment Projects

The POEA pursued hiring agreements with the Austrian government with the Municipality of Vienna hiring 100 nurses. The government of Nauru recruited engineers and different categories of tradesmen to work in various development projects of Nauru Local Government Council and to man the processing plants of the Nauru Phosphate Corporation.

At year end, a Labor Agreement was signed between the Philippines and Iraq outlining the requirements and procedures for the mobilization of manpower and strengthening areas of cooperation in the fields of labor, employment and manpower development. The Jordan Armed Forces General Headquarters and the United Arab Emirates Armed Forces each presented a Plaque of Appreciation to the assistance rendered in the recruitment and placement of Filipino workers in their respective countries.

In line with the POEA objective to disperse employment opportunities outside Metro Manila, the Administration

undertook two regional recruitment projects. A delegation from the Riyadh National Hospital interviewed medical and paramedical workers in the provinces of Cebu, Zamboanga and Davao. POEA development officers also accompanied another Saudi Arabian employer to recruit tractor trailer drivers and other skilled workers in the province of Benguet.



During the year, the POEA played host to the visit of various delegations from Jordan and Iraq. Two delegations from the Jordan Armed Forces conferred with POEA officials about future manpower demands, requisitioning in the process cooks and additional medical personnel for the Jordanian government. This is the first time Filipino service

cooks were employed by these sectors, considering that a great demand came from construction firms and hotels in the past. Hired Filipino cooks for the Jordanian Armed Forces also catered for local residents.

Accreditation of Foreign Principals

The private sector entities engaged in the overseas contracting program filed a total of 1,207 requests for accreditation of foreign principals and projects to be serviced for the period January-December, 1982. Of the 1,193 approved applications, 1,025 or 85% were new employers while 168 or 14% were regular principals, or employers who have been previously serviced by Filipino local agents.



were distributed in the following areas, of operations: 12% in Asia; 3.7% in the Americas; 1.8% in the Trust Territories; and, .33% in Europe. A comparative look at 1981 would reveal an interesting pattern. Numerically, the bulk of foreign principals provisionally accredited still outnumber those which are fully accredited but the granting of full accreditation went up by over 200 percent from 135 in 1981 to 461 in 1982. In contrast, provisional accreditation dipped from 781 to 732 or a 6.7 percent fall. Moreover, area concentration of principals and projects showed positive growth but no significant shifts in market location.

Some 14 applications were denied accreditation primarily due to incompatibility of projects with rules and regulations governing overseas



Compared with 1981 figures, the number represents a modest gain of 28% over those applications received and approved last year with new principals increasing by 24% and regular employers leaping by 86%.

Viewed in terms of type of agreement/contract entered into between foreign employer and local agent, accreditation presented a consistent trend for the two year period 1981-1982. Special Powers of Attorney remained the dominant mode of contractual relationships, numbering 700 in 1981 and 971 in 1982. Service/management agreements registered a close second, 184 in 1981 to 200 in 1982.

Of the total applications submitted for the year, 461 were granted full accreditation while 732 were provisionally accredited, subject to completion of certain basic requisites for accreditation. In both types of accreditation, 81 percent or 976 contracts were centered on jobsites in the Middle East while a smaller portion

employment, specifically LOI 852, PD 22 and PI 34 which limits the recruitment and deployment of construction workers by registered construction contractors. Other reasons include the non-existence/non-reputability of projects/principals as well as non-conformity of work conditions and wage/benefit schedule with basic minimum requirements stipulated by the government.

For 1981, the total number of denials reached 26 or approximately 45 percent more than the 1982 figures.

For the year 1982, accredited new shipping principals numbered 63 while enrolled vessels stood at 507. The number of cancelled vessels reported were placed at 56. Such cancellation may be largely due to sale, lay-up scrapping or sinking of vessels. It may also be caused by instances when the Filipino crew were disembarked and substituted by other nationals for economic reasons or foreign union interventions.

Finding it necessary to straighten out and strengthen certain operations, especially the sensitive areas of licensing and regulation, the Administration sought to 1) legitimize agencies whose permits may not be valid but were obtained in good faith and 2) to weed out those who refuse to honor their obligations and commitments under the law.

The success of the overseas employment program, specifically in terms of employment generation and foreign exchange earnings, may be greatly attributed to the efforts of the increasing number of private sector participants, which are composed of private employment agencies (fee charging agencies) and private recruitment entities, i.e. construction and service contracting companies (non-fee charging agencies). Numbering only 15 in 1975, the group swelled to 554 in 1980, an increase of 97% over a span of five years. For the year ending 1982, the number of registered participants in the overseas employment and contracting program totalled 815 distributed by nature of participation as follows: 479 private employment agencies broken down into 20 licensed agencies, 251 provisional authority holders and 209 authority holders

well as illegal companies.

The creation of the Licensing and Regulation Office strengthens the control and supervision on the operations of authorized employment agencies and shipping companies. It is tasked with the conduct of periodic assessment of agencies' performance prior to the renewal of their authorities, and may likewise penalize those which do not fully comply with the Ministry's existing rules and regulations.

Issuance of Licenses

Letter of Instruction 1190 issued on January 1, 1982 banned the issuance of new licenses for recruitment and placement activities. This meant that applications for license or provisional authority by fee-charging employment agencies would not be accepted for processing. Such implementation was effected in view of the proliferation of private employment agencies. The ban was not applicable to applications for private non-fee charging recruitment entities including construction companies. Nevertheless, applications filed after January 1, 1982 which were subject to exemption granted by the President of

Licensing & Regulation Office



negotiate holders being subject for upgrading to provisional authority to recruit; 269 private recruitment entities, 234 of which are construction contractors and 35 service contractors, and 67 authority to negotiate holders, consisting of 51 private employment agencies and 16 private recruitment entities.

Considering the large number of companies in the industry, there exists a cutthroat competition for survival which has adversely affected the entire industry. The organizational limitations of the former licensing unit saw the rise in the exploitation of job applicants and the non-compliance with the financial obligations and other licensing requirements by a number of legal as

the Philippines were duly processed and considered.

The Office monitored and collected financial obligations amounting to P\$2.3 million; P\$7.7 million of which were cash obligations representing license and registration fees and P\$4.6 million as non-cash obligations consisting of surety and performance bonds.

During the year, all requests for renewal of authorities of companies were processed and evaluated on the basis of their performance. Likewise, the LRO upgraded the authorities of 49 companies out of the 247 companies issued authority to negotiate but were allowed to process on the basis of their accredited principals.

Office handles nationwide anti-illegal recruitment campaign.

LICENSING AND REGULATIONS OFFICE STATUS REPORT

Land - Based
CY 1982

I. Number of Authorized Recruitment Companies	748
A. Private Employment Agencies	479
1. Licensed Agencies	20
2. Provisional Authority Holders	251
3. Authority to Negotiate For Upgrading	208
B. Private Recruitment Entities	269
1. Service Contractors	35
2. Construction Contractors	234
II. Authority To Negotiate Holders	67
1. Private Employment Agencies	51
2. Private Recruitment Entities	16
III. Authorities Cancelled/Suspended/Delisted	253
A. Suspended due to Non-Payment of Bonds and Fees	121
1. Private Employment Agencies	38
2. Private Recruitment Entities	83
B. Suspended Due to Cases Filed Against Company	16
1. Private Employment Agencies	10
2. Private Recruitment Entities	6
C. Delisted due to Inactivity For Two Years	99
1. Private Employment Agencies	61
2. Private Recruitment Entities	38
D. Cancelled Due to Cases Filed	17
1. Private Employment Agencies	12
2. Private Recruitment Entities	5
IV. Applications Filed And Processed	205
1. Active New Applications	63
2. Inactive Applications	63
3. Denied Applications	59
4. Covered by LOI 1190	20

Because of cases/complaints filed against named companies non-payment of financial obligations and the non-performance on inactivity for a period of 2 years or more, some 253 companies were either suspended, delisted or cancelled out of the program.

Processed and evaluated applications filed prior to January 1, 1982 totalled 78; 28 of which were issued authorities to recruit; while 20 were denied as they were found to be covered by LOI 1190. The remaining 30 are still under evaluation or inspection.

A directory of Authorized Recruitment Agencies which provides companies' profile, i.e. capitalization, officers and representatives and their

branches/extension offices was established in the office for reference.

Illegal Recruitment

On the problem of illegal recruitment, the Ministry of Labor and Employment renewed a vigorous nationwide campaign against illegal recruiters, creating for this purpose an expanded Complaints and Action Unit to go after illegal recruitment agencies that have victimized large numbers of overseas job seekers.

The Complaints and Action Unit in coordination with the Administration, specifically the Licensing and Regulation Office spearheaded the drive in cooperation with the Ministry of Justice,

city government of Manila, Western Police District and National Bureau of Investigation.

In addition, three Courts of First Instance judges were assigned by the Supreme Court to expedite the trial of illegal recruiters only. The Justice Ministry likewise assigned more Fiscals to assist the State Senior Prosecutor in handling all illegal recruitment cases.

For the year 1982, a total of 1,068 cases of illegal recruitment were filed with the Permanent Unit on Illegal Recruitment which was created in cooperation with the Ministry of Justice Task Force on Illegal Recruitment, the

Office of Consular Affairs, the NBI, the Investigation section of the Ministry of Tourism, and representatives from the Ministries of Public Information and the Local Government and Community Development.

Involved were 348 recruitment firms and 479 individual recruiters who defrauded jobseekers of an estimated P1,106,699.00 representing the fees collected by recruitment agencies. Of the total number of cases, 246 had been formally filed with the proper courts, 217 of which involved estafa and 27 illegal recruitment operations.

The burgeoning Filipino presence in the Middle East and various parts of the world has resulted in a critical need to assist and arrange for the speedy legal and welfare service of growing Filipino worker communities abroad.

The Workers Assistance and Adjudication Office stands as the Administration's machinery to adopt policies and rules for the implementation of welfare services and other assistance programs to overseas workers and their

families either at the overseas jobsite or within the country.

Adjudication Group

The legal services of the OEDB, BES, and NSB were grouped into the Adjudication Department. Collective efforts of the staffs yielded the receipt of 1,906 cases, 945 of which were resolved for the year.

Workers Assistance & Adjudication Office



STATUS OF LEGAL CASES (January - December 1982)

	Cases Received ^{a/}	Cases Resolved ^{b/}
1st Quarter	536	235
2nd Quarter	536	265
3rd Quarter	599	238
4th Quarter	235	207
TOTAL	1906	945

a/ Includes disciplinary cases of Contract Workers/Seamen.

b/ Includes decided, settled and dismissed cases and cases referred/transferred to other adjudicatory/judiciary bodies and proper courts of justice.

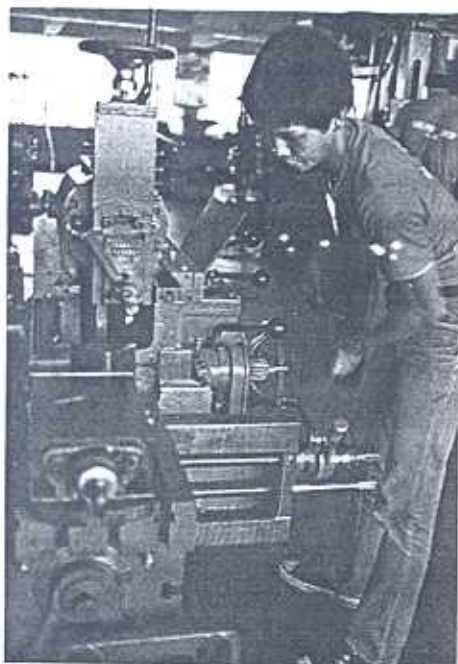
For the year 1982, cases mostly involving monetary claims reached an aggregate amount of P9,031,068.13, the majority of which were expected to be in foreign exchange. The total amount awarded as per decisions was P3,728,191.51; and the amount awarded through amicable settlements was P3,789,326.49. The status of monetary claims and restitutions, amount awarded per decisions and amount awarded through amicable settlements on the monthly basis from January to December, 1982 are as follows:



Welfare assistance to seamen.

STATUS OF MONEY CLAIMS*
(January - December 1982)

	Money Claims Restituted	Amount Awarded Per Decision	Amount Awarded Through Amicable Settlement
January	P 319,183.26	P 127,909.27	-
February	241,676.31	138,420.00	17,750.31
March	994,740.09	34,400.00	-
April	521,954.44	448,773.47	8,937.47
May	181,260.05	107,682.05	31,282.00
June	330,455.99	313,550.79	36,905.20
July	592,108.30	495,032.80	97,065.50
August	277,288.00	175,000.00	101,788.00
September	382,916.00	85,885.45	107,650.00
October	631,376.82	255,892.01	375,484.81
November	1,800,029.46	731,254.11	1,068,775.35
December	2,758,079.41	814,391.56	1,943,687.85
TOTAL	P9,031,068.13	P3,728,191.51	P3,789,326.49



Nature of Cases

The nature of cases handled, settled and resolved ranged from Illegal Exaction, Breach of Contract, Non-Payment of Salary/Wages, Claim for Death Benefits, Illegal Termination, Claim for Medical Benefits, Non-Remittance, Non-Payment of Overtime Pay, Disciplinary Cases, Repatriation, Contract Substitution, Unfair Labor Practices, Claims for Sickleave benefits, Maltreatment, Delayed Salaries, Unpaid Benefits Due the Overseas Contract Workers, and Workmen's Compensation.

Considering that OEDB had no adjudicatory power on overseas labor cases and that it was limited to

mediation/conciliations only, the Board had settled 14 cases for the year 1982 out of 45 cases received. Of the 15 cases settled, 4 cases were settled with monetary considerations in the amount of P79,615.87 benefiting nine contract workers, while 11 cases were settled without monetary considerations covering 47 workers. BES with seven hearing officers decided, settled and dismissed 576 cases out of 1,307 cases received, restituted money claims in the amount of P3,407,490.000 benefiting 267 contract workers.

NSB received 554 cases in 1982. Of this number of cases received, 13 cases were reported instigated by the International Transport Federation (ITF) bringing the total of decided cases to 22 and settled cases to 119. The aggregate amount of monetary awards by NSB was roughly one million pesos.

Welfare Assistance

One of the major thrusts of the Administration is to look after the welfare of all contract workers both on the domestic front and abroad. As more workers are deployed overseas more social problems surface along-side various financial conditions faced by workers.

A total of 2,235 cases were handled by the Office with the bulk of complaints concentrated in the area of non-support both for land-based and sea-based workers. Common causes were traced to family problems and inability of wife to cope with the new financial status of the family.



For the land-based group, a total amount of P767,710.40 was awarded to workers and beneficiaries as of October last year for death benefits, insurance benefits, claims on contract terms, family allotments and medical cases. A total of \$5,347,088.45, on the other hand, covered 163 resolved claims involving Filipino seamen.

Another concern is the repatriation of workers caught within a war zone area or stranded due to financial difficulties. The Israel-Lebanon conflict last year caused an exodus of workers necessitating immediate evacuation back to the Philippines. Assistance extended to them was done in coordination with the WELFUND Administration.

Pre-Departure Briefing

Briefing sessions for overseas bound contract workers were upgraded to contain more feedback discussions on codes of conduct and various effects of overseas employment on worker families. Other topics discussed were the remittance program, culture and profile of country destinations and other rights and privileges of Filipino contract workers. Although briefing for seamen was suspended last September, 20,400 contract workers and seamen attended the sessions for the year.

A manpower pool of qualified land-based workers and seamen was maintained for pre-screening and evaluation purposes. Registration of these workers proved to be beneficial in sending land-based and sea-based workers to appropriate job openings of foreign government as well as private recruitment and shipping agencies. Registration of seamen applicants for the year totalled 16,755, a 10% decrease compared to last year's figure of 18,693.

Skills Development

In the field of skills development and training, a slight deviation was observed in the execution of the performance targets. With the reorganization, training was expanded to take equal cognizance and concern for the promotion of qualification for overseas land-based workers and seamen. Training of both land-based and sea-based workers would be developed to cope with the increasing demand for Filipinos in the international labor markets.

The early part of the year saw the emergence of new international maritime training requirements for Filipino

qualified seamen. Efforts being undertaken resulted in the finalization and approval of the "Governance of Specialized Maritime Training in the Philippines" during the year. This was promulgated to upgrade the knowledge and skills of Filipino seafarers to promote their acceptability in world maritime markets. Coordinating agencies include the POEA, Ministry of Education and Culture, Maritime Industry Authority and Philippine Coast Guard.

Training Centers supported by the Administration and which offer maritime basic safety courses reported a total of 57,680 graduates. These Centers are the Don Bosco Youth Center, in Manila and the new training Centers at Plaridel, Quezon and Talisay, Negros Occidental.



Worksite Inspection

Director Elmor Juridico of the Workers Assistance and Adjudication Office visited five countries in the Middle East to attend to worker problems and to familiarize the living and working conditions of Filipino workers in these areas. His trip to Jordan, Iraq, Kuwait, Saudi Arabia and Bahrain was made in a span of twenty-seven days. As a result of his trip, 59 stranded Filipino workers were repatriated bringing to 118 the number of Filipinos repatriated from that country in coordination with the Workers Welfare Fund and the Philippine Embassy. In his observations, Juridico reported that Filipinos complained of inadequate accommodations, dental and medical facilities and the withholding of food and lodging allowances in some project areas of the region.



Regional Labor Center for the Middle East and Africa

The Regional Labor Center for the Middle East and Africa was created and made part of the Administration. The Center which is expected to enhance the participation of Filipino workers in the development of Middle East countries, has the following functions:

1. Undertakes and coordinates all labor employment and welfare activities in the areas covered including the host countries;
2. Promote Filipino manpower and expertise in consonance with approved market development plans;



3. Protects the interests and promotes the welfare of Filipino workers and seamen;
4. Maximizes foreign exchange generation from Filipino workers and seamen;
5. Undertakes cultural, welfare, information and legal assistance to Filipino workers and seamen, and where appropriate to Filipino companies;
6. Monitors the implementation of all contracts of Filipino companies and their foreign principals, clients/partners or by and between workers and their employers in the areas covered;
7. Settles amicably through conciliation all matters including money claims arising therefrom brought to the attention of the office;
8. Recommends to the Administration the granting of suspension or revocation of authorities to participate and deploy workers of agencies or companies in the areas covered;
9. Maintains a permanent registry of all workers and companies employing Filipinos in the areas covered;
10. Coordinates the labor attache

activities in employment promotion and workers' protection in its areas of coverage.

Cautious Optimism

Director Jonathan dela Cruz who heads the Center reported that though the Middle East countries and Africa which presently employ about 270,000 workers, offer the best potential for expansion of the overseas employment and contracting program, the situation has changed.

Economic diversification has set in, investment plans are cautious and the oil

producing countries are spreading their political wings in the international arena in the form of substantial aid and the policy of Saudization. There is now the phenomenon of government led operations and other traditional exporters (Nepal, Sri Lanka, Tunisia) and even the socialist countries (Eastern Bloc and China) more earnestly participating in the international skills and contracting market.

The private sector should increasingly adopt a corporate, consortiumized effort or continue with its laissez fair methods and let the market forces eliminate the unfit. For government, Director dela Cruz further reported that its participation should insure that quality prevails. Government must intensify the campaign to earn the goodwill of Middle East and African countries and people. There is also need to intensify support for market development efforts with concrete incentives in the form of:

- a. planned participation
- b. guarantees/working capital requirements
- c. facilitation especially in mobilization and deployment
- d. expanded workers training and skills upgrading

The One-Stop Processing Center

The One-Stop Processing Center envisions the creation under one roof of an inter-agency machinery that shall receive, evaluate, process and release travel documents needed by contract workers in order to assume their overseas jobs. The Center has the following objectives:

1. To ensure the expeditious processing of travel documents required by contract workers in order to meet employment commitments made to foreign employers;
2. To minimize the fraudulent practices of "floating passports" wherein workers are able to obtain passports on the basis of invalid/non-existent work contracts;
3. To diminish the confusion and consequent costs in time and effort borne by contract workers in following up their documents with various agencies.

The principal participating agencies in this activity are the Ministry of Labor and Employment represented by the Administration, the Ministry of Foreign Affairs and the Philippine Tourism Authority. The National Bureau of Investigation and the Ministry of Trade and Industry also actively support this project.

With firmed up commitments and financial contributions lodged into this activity, all participating agencies have signed the Memorandum of Understanding covering the implementation of the project.

Locating office space which can accommodate the large mass of contract workers and seamen to be attended to by the staff members of the various agencies has delayed operationalization of the Center. It is expected that in the coming year, the One-Stop Processing Center will be fully operational to meet the needs of the growing numbers of Filipino overseas workers and seamen.

The Labor Assistance Center

The Labor Assistance Center at the Manila International Airport to be operationalized January of next year, operates as a field operations unit of the Administration. It aims to protect all

travelling contract workers by seeing to it that they are properly documented. It seeks to ensure expeditious departure and arrival documentation services to workers, monitor their departure and arrival, and provide a monitoring mechanism to maximize foreign exchange generation.

The LAC will service about 1,000-1,500 departing workers daily. Further plans for LAC show the setting up of two separate counters- one for the returning and the other for departing contract workers. Specifically the activities in the arrival area counter include:

1. monitoring and recording the arrival from overseas of all contract workers;
2. distribution of information materials related to labor, immigration and others; and
3. stamping of contract workers' passports for the reduced travel tax certification (RTTC) and/or exemptions.

The activities in the departure area counter include:

1. verification of travel documents, specifically the employment contracts;
2. monitoring/recording the departures of contract workers through the use of the workers Travel Exit Form and other monitoring forms for overseas workers; and
3. establishment/implementation of a "Watch List" system for contract workers.

While the Ministry of Labor and Employment through the POEA is the implementing agency, the Labor Assistance Center will operate in close coordination with the MIA, Commission of Immigration and Deportation, Central Bank, Philippine Coast Guard, and the Philippine Tourism Authority. To carry out its objectives, the LAC is jointly manned by the staff members of these agencies.

Computerization Program

The growth of the overseas employment program has caused strains in its administrative machinery as well as created great demand for readily available information. Eventual computerization of certain areas of operations therefore, has started in order to strengthen capability in rendering services to various

Special Projects



Statement of Income, Appropriation and Expenditures

For CY Ending December 31, 1982

GENERAL FUND

REVENUES AND OTHER RECEIPTS

Operating and Service Income	
Income from Government Service	P 18,116,617.34
Miscellaneous Income	48,999.80
<u>Sub-Total</u>	<u>P 18,165,617.14</u>

Other Receipts	
Collections for Welfund for Overseas Workers	P 9,959,204.43
Cash bond	5,041,424.63
Miscellaneous	755,079.39
<u>Sub-Total</u>	<u>P 15,755,708.45</u>

TOTAL RECEIPTS P 33,921,325.59

APPROPRIATIONS

Personal Services	P 6,386,704.00
Maintenance & Other Operating Expenses	13,510,530.00
Equipment Outlay	59,000.00

TOTAL APPROPRIATIONS P 19,956,234.00

EXPENDITURES

Personal Service	P 5,131,991.30
Maintenance & Other Operating Expenses:	
Traveling Expenses	P 1,234,225.07
Communication Services	862,772.94
Transportation Services	38,809.15
Other Services	5,544,092.27
Supplies and Materials	2,067,347.34
Rental	2,017,990.24
Water, Illumination & Power Services	646,060.22
Grants, Subsidies & Contributions	88,000.00
Maintenance of Motor Vehicles	131,910.49
Representation Expenses	416,397.20
Extraordinary/Discretionary Expenses	191,818.58

Total Maintenance & Other Operation Expenses P 13,241,423.50

Equipment Outlay P 57,779.48

TOTAL EXPENDITURES P 18,431,194.28

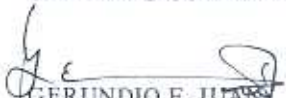
SURPLUS P 1,525,039.72

NOTE: Transactions of BES not included because it has been handled by MOLE proper.

VERIFIED CORRECT:


DENDE C. LOGRO
Resident Auditor

CERTIFIED CORRECT:


GERUNDIO F. JUAN
Acting Chief Accountant

SPECIAL ACCOUNT IN THE GENERAL FUND

RECEIPTS

Collections from PTA	P 4,500,000.00
Collections from Welfund	7,529,256.00

TOTAL RECEIPTS	P 12,029,256.00
-----------------------	------------------------

APPROPRIATIONS

Personal Services	P 1,843,443.00
Maintenance & Other Operating Expenses	5,542,183.00
Equipment Outlay	143,630.00

TOTAL APPROPRIATIONS	P 7,529,256.00
-----------------------------	-----------------------

EXPENDITURES

Personal Services	P 272,960.07
-------------------	--------------

Maintenance & Other Operating Expenses:

Traveling Expenses	P 65,136.15
Communication Services	596.52
Other Services	1,646,437.96
Supplies and Materials	45,417.10
Rental	479,655.00
Extraordinary/Contingency/Emergency Expenses (Foreign Exchange Differential)	169,348.99

Total Maintenance & Other Operating Expenses	P 2,679,551.79
--	----------------

Equipment Outlay	P 107,607.50
------------------	--------------

TOTAL EXPENDITURES	P 2,787,159.29
---------------------------	-----------------------

SURPLUS	P 4,742,096.71
----------------	-----------------------

VERIFIED CORRECT:

D. C. Logro
DENDE CLOGRO
Resident Auditor

CERTIFIED CORRECT:

Gerundio F. Juan
GERUNDIO F. JUAN
Acting Chief Accountant

clientele. The program involves the establishment of a computerized database on overseas employment. The database will serve as an organized and fully automated repository of data from which needed reports could be generated for decision making and planning purposes.

The study of "special" requirements of the Administration including identification of computer applications and the improvement of data files, and operational procedures are being conducted. Smaller sub-systems within the overall MIS (Management Information System) are being developed to allow for easier transition to a computerized environment. Computer aids are also being introduced to assist essentially manual operations.

Six areas have been identified as areas

for computerization and system studies had been done on accreditation/market development, contract processing/documentation, manpower registry, adjudication/welfare, licensing and staff services. A micro computer is being used to set up the data files along the areas earlier identified.

A data file on incumbent personnel has been completed and so with data file on profile and performance of private agencies. A data file of overseas contract workers including date of departures, period of contract and foreign exchange remittance begun in December, 1982 and which will eventually serve as start off for a manpower registry data file. In the area of adjudication and welfare, a data file on cases pending will be completed by February, 1983. Moreover, information on





Outlook for 1983

foreign principals through the private agencies are being gathered to set up a data file of accredited principals including its sponsor placement agencies/contractors.

The systems development work is being done by the Development Academy of the Philippines. By February 1983, the POEA MIS shall be computer-based. Staff training has been conducted using classroom/seminar techniques and on the job training. Orientation for operators using the NSB-TRS 80 machine has been conducted. An EDP Management Course for Senior Officials was held in

the Development Academy of the Philippines last November. Computer aptitude exams will be conducted for POEA personnel by the National Computer Center. This activity will assist in the selection of POEA personnel who will be considered for appointment in the EDP group. Those who will qualify will also be considered for participation in the programming courses of NCC. The computerization activities will be completed in January 1984. By this time, POEA shall be fully computerized, with capability to have references across applications.

The prospects for the Philippine overseas employment program remain hopeful in 1983 despite speculations of a contracting Middle East market. There are prospects of new markets opening up.

Lebanon is expected to be engaged in a massive rehabilitation and reconstruction effort. Iran has inquired into the possibilities of Filipino deployment, particularly in the area of medical and other professional services.

The Asean countries, particularly Singapore, Malaysia and lately Indonesia have started to use Filipino manpower, primarily for contract jobs in construction. South America and the Africas remain virtually unexplored and are expected to form a major part of the overseas employment program's marketing thrust in 1983. Europe, remains a major market even if half of the Filipino workers in the European countries entered as illegals.

Planned activities of the major offices:

I. Market Development and Placement Office

1. Strengthening of POEA's market research capability and information base.
2. Formulation of marketing plans and programs for targeted regional and country markets.
3. Pursuance of bilateral protocol agreement on labor with foreign governments.
4. Despatch of marketing missions participated by the private sector.
5. Renewal and/or strengthening of existing labor protocol agreements with the following governments.
6. Activation of POEA Regional Labor Centers in Jeddah and in Italy.
7. Implementation of active marketing schemes for target markets.

8. Operationalization of the One-Stop Processing Center for contract workers.
9. Dispersal of overseas employment opportunities to the regions.
10. Full implementation of new procedures to minimize processing time.
11. Inventory and issuance of POEA accreditation certificates to foreign principals hiring Filipino workers.
12. Development of capability for handling travel and ticketing arrangements for workers hired thru POEA and POEA visiting delegations.
13. Review and accreditation of medical clinics dealing with the government placement department (March). E

II. Licensing and Regulation Office

1. Building up of a master file/list of agencies and contractors containing the basic but relevant information about all the agencies and contractors listed;
2. Monitoring of provincial recruitment activities of agencies and contractors;
3. Building up of a monitor chart to keep close track of effectivity and expiration of licenses; payment of license fees and cash bonds; and soliciting of surety/performance bonds;
4. Crackdown on unauthorized branches and extension offices and provincial recruitment activities;
5. Completion of a Directory of Licensed Agencies and Contractors for the guidance of the public in general;
6. Conduct of seminar/symposium on licensing requirements and procedures;
7. Establishment of criteria and

PROCESSED LAND-BASED CONTRACT WORKERS
BY MAJOR WORLD GROUPING/COUNTRY OF DESTINATION
CY 1982

MAJOR WORLD GROUP/ COUNTRY DESTINATION	NO. OF CW	PERCENTAGE	MAJOR WORLD GROUP/ COUNTRY DESTINATION	NO. OF CW	PERCENTAGE
AFRICA	1,098	0.44	MIDDLE EAST	10,972	84.35
Algeria	344		Bahrain	3,910	
Angola	53		Beirut	453	
Ceiski	1		Egypt	18	
Congo	52		Iran	10	
Ethiopia	3		Iraq	20,219	
Ivory Coast	1		Jordan	2,803	
Liberia	1		Kuwait	2,604	
Nigeria	316		Libya	6,891	
Somalia	5		Yemen	700	
Sudan	1		Oman	1,048	
East Africa	6		Qatar	1,357	
South Africa	213		Saudi Arabia	14,496	
West Africa	35		Syria	1	
Tanzania	10		U.A.E.	7,762	
Tunisia	4		OCEANIA	714	0.28
Uganda	2		Australia	3	
Zambia	50		New Zealand	37	
Africa (unspecified)	1		New Kendaru	31	
ASIA	31,011	12.40	Neuro	41	
Bangladesh	4		Papua New Guinea	602	
Borneo	3		THE AMERICAS	3,707	1.48
Brunei	3,701		Canada	379	
Hongkong	7,424		Diego Garcia Is.	884	
Indonesia	762		Guam	118	
Japan	13,685		U.S.A.	2,282	
Korea	17		Trinidad Tobago	34	
Malaysia	973		Venezuela	18	
Singapore	4,337		Virgin Is.	1	
Sri Lanka	48		TRUST TERRITORIES	1,148	0.46
Taiwan	55		British Indian Ocean Territory	75	
Thailand	2		Caroline Is.	8	
EUROPE	1,465	0.59	Fiji Is.	1	
Austria	83		Marshall Is.	28	
Belgium	2		Micronesia	2	
Cyprus	84		Palau Is.	89	
Denmark	143		Saipan, Marianas	913	
England	253		Truk Is.	1	
Finland	54		Wake Is.	20	
France	55		Yap Is.	11	
French Polynesia	2		TOTAL	250,115	100%
Greece	130				
Holland	33				
Italy	281				
Netherlands	10				
Norway	1				
Spain	66				
Switzerland	23				
West Germany	200				
Western Europe	38				
Europe (unspecified)	6				
Sweden	1				

- procedure for evaluating over-all performance of licensed agencies and contractors and undertake said evaluation subject to the approval of the criteria and procedure by the Governing Board;
8. Classification and ranking of licensed agencies and contractors and implementation of a system for granting incentives and rewards for good performance subject to the systems and procedures approved by the Governing Board;
 9. Launching of an intensive information campaign on rules and procedures for recruitment and placement of workers;
 10. Coordination with various government agencies and instrumentalities for a more intensive campaign against illegal recruitment;

11. Expeditious prosecution of licensed agencies violating rules and procedures for recruitment and placement;
12. Development of a program for regular conduct of inspection of licensed agencies and contractor to more effectively monitor their operations; and
13. Formulation of standard employment contracts for overseas workers consistent with the laws both of the Philippines and the various host countries and international conventions.

III. Workers Assistance and Adjudication Office (WAAO)

1. Compulsory pre-departure orientation seminar for all Filipino contract workers to be conducted

PROCESSED OVERSEAS WORKERS* 1975 - 1982

YEAR	LAND-BASED CONTRACT WORKERS	SEAFARERS	TOTAL
1975	12,501	23,534	36,035
1976	19,221	28,614	47,835
1977	36,676	33,699	70,375
1978	50,961	37,280	88,241
1979	92,519	44,818	137,337
1980	157,394	57,196	214,590
1981	210,936	55,307	266,243
1982	250,115	64,169	314,284
TOTAL	830,323	344,617	1,174,940

*Land-based contract workers and seamen processed through OEDB, BES and NSB.

PLEDGED FOREIGN EXCHANGE REMITTANCES OF LAND-BASED CONTRACT WORKERS AND SEAMEN CY 1982

Month	Land-Based	Seamen
January	US\$53,365,887.08	US\$13,750,708.31
February	55,456,316.04	13,927,908.08
March	59,095,524.48	14,107,391.45
April	48,947,826.96	14,289,187.19
May	46,101,463.20	14,473,326.64
June	57,242,501.52	14,659,838.54
July	52,454,160.61	14,848,754.25
August	50,212,779.89	15,040,103.81
September	53,058,949.92	15,233,919.89
October	43,110,708.29	15,430,233.83
November	43,007,763.18	15,629,077.00
December	43,466,508.21	15,830,482.05
TOTAL	US\$605,520,389.38	US\$177,220,931.04

- by agencies or companies.
2. Publication of a quarterly digest of leading cases on overseas employment; and
 3. Continuing staff development for the staff of the Adjudication Department with focus on the development in the labor laws and administration of countries with Filipino contract workers.
 4. Conduct of researches and other studies on critical skills and domestic supply viz skills in

5. Review, accreditation and supervision of non-formal training program and review classes for overseas employment.
6. Upgrading of the quality of our manpower export and the adequate supply of skills through the skills map for information of agencies, employers.
7. Counselling and other forms of assistance to workers or members of their families.

8. Regulation of the Conduct of Medical Examinations for overseas workers including the accreditation of medical clinics. This will be done in coordination with the Ministry of Health.
9. Foreign Exchange Remittance Monitoring under Executive Order 857. This will be undertaken together with the Central Bank of the Philippines.
10. Family and Work Circles: To be undertaken in coordination with

PROCESSED LAND-BASED CONTRACT WORKERS
BY MAJOR WORLD GROUPING
1975 - 1982

MAJOR WORLD GROUP	1975	1976	1977	1978	1979	1980	1981	1982	TOTAL
AFRICA	342	473	515	1,305	1,134	1,611	2,144	1,098	8,622
ASIA	4,217	5,399	5,290	9,994	12,604	17,708	20,322	31,011	106,545
EUROPE	3,160	2,902	2,482	1,268	673	846	1,126	1,465	13,922
MIDDLE EAST	1,552	7,813	25,721	34,441	73,210	132,044	183,582	210,972	669,335
OCEANIA	551	133	139	80	312	165	222	714	2,317
THE AMERICAS	2,286	2,168	2,266	3,371	3,744	3,534	2,101	3,707	23,177
TRUST TERRITORIES	393	333	263	502	842	1,486	1,438	1,148	6,405
TOTAL	12,501	19,221	36,676	50,961	92,519	157,394	210,936	250,115	830,323

PROCESSED LAND-BASED CONTRACT WORKERS
BY MAJOR OCCUPATIONAL GROUPING
1975 - 1982

MAJOR OCCUPATIONAL GROUP	1975	1976	1977	1978	1979	1980	1981	1982	TOTAL
PROFESSIONAL, TECHNICAL AND RELATED WORKERS	4,760	2,924	2,650	5,238	9,584	11,966	12,347	15,010	64,479
ENTERTAINERS	1,925	3,872	2,057	6,097	8,380	12,395	14,333	13,425	62,484
MANAGERIAL, EXECUTIVE AND ADMINISTRATIVE WORKERS	71	82	210	331	1,441	740	1,804	1,462	6,141
CLERICAL WORKERS	225	370	944	1,516	2,896	5,383	2,585	8,519	22,438
SALES WORKERS	53	16	30	69	265	451	466	1,394	2,744
SERVICE WORKERS	2,747	3,893	4,576	7,910	14,089	23,442	33,109	43,248	133,014
AGRICULTURAL, ANIMAL HUSBANDRY, FORESTRY WORKERS AND FISHERMEN	118	74	123	37	186	1,581	1,322	1,158	4,599
PRODUCTION PROCESS WORKERS, TRANSPORT EQUIPMENT OPERATORS AND LABORERS	2,602	7,990	26,086	29,763	55,678	101,436	144,970	165,899	534,424
TOTAL	12,501	19,221	36,676	50,961	92,519	157,394	210,936	250,115	830,323

MSSD, KKK and WELFUND, this project hopes to organize families of workers and the workers themselves into productive activities.

11. Early Warning System on Overseas Employment Failures. To be undertaken with WELFUND, POEB, PHILGUARANTEE, the Attache Service and other agencies concerned, this project aims to prevent hasty and unprepared reactions to repatriations problems involving big numbers of Filipino contract workers as a result of failure in employment or contract implementation through effective monitoring of critical projects/areas with the end in view of developing acceptable alternatives that may be put into action in the event that repatriation becomes inevitable.

IV. Regional Labor Center

1. Rationalization, enhancement and development of market opportunities.
2. Provision of responsive labor

relations and welfare services system.

3. Active participation in the following areas of concern:
 - a. Intensified foreign exchange generation.
 - b. Promotion of joint ventures, investments arrangements and financial services including ME participation in project packaging and banking (specially in Islamic Banking);
 - c. Promotion of increased development assistance to priority projects specially in Muslim Regions and Communities;
 - d. Promotion of increased skills and training exchanges including funding for HRD Centers in Muslim areas.
4. Socio-cultural and educational exchanges.
5. Active participation in bringing the message of friendship and goodwill of the President and the Filipino people to the leaders and peoples of the areas of coverage.

PROCESSED LAND-BASED CONTRACT WORKERS BY MAJOR OCCUPATIONAL GROUPING CY 1982

BY MAJOR OCCUPATIONAL GROUP	PROCESSED	PERCENTAGE	
Professional, Technical and Related Workers	15,010	28,435	11.37
— Entertainers	13,425		
Managerial, Executive & Administrative Workers	1,462		.58
Clerical Workers	8,519		3.41
Sales Workers	1,394		.56
Service Workers	43,248		17.29
Agricultural, Animal Husbandry, Forestry Workers and Fishermen	1,158		.46
Production Process Workers, Transport Equipment Operators and Laborers	165,899		66.33
TOTAL	250,115		100.00%

SEAMEN REGISTERED AS OF DECEMBER 1982 AND SEAMEN PROCESSED FOR CY 1982 BY MAJOR CATEGORY

	REGISTERED	PROCESSED	PERCENTAGE
LICENSED OFFICERS	22,416	15,284	68.18
OTHER OFFICERS	1,958	141	7.20
APPRENTICES (MATES & ENGR'S)	54,697	1,611	2.95
SENIOR SEAMEN RATINGS	29,907	26,418	88.33
ENTRY RATINGS	48,513	15,510	31.97
OTHERS	8,729	5,205	59.63
TOTAL	166,220	64,169	38.60

SEAMEN REGISTERED
BY MAJOR CATEGORY
CY 1982

	REGISTERED	PERCENTAGE
LICENSED OFFICERS	734	4.38
OTHER OFFICERS	136	.81
APPRENTICES	9,816	58.59
SENIOR RATINGS	593	3.54
ENTRY RATINGS	4,941	29.49
OTHERS	535	3.19
TOTAL	16,755	100.00%

SEAMEN PROCESSED
BY MAJOR CATEGORY
1981 - 1982

	PROCESSED		PERCENT INCREASE (+) DECREASE (-)
	1981	1982	
LICENSED OFFICERS	13,230	15,284	+ 15.53
OTHER OFFICERS	55	141	+ 156.36
APPRENTICES (MATES & ENGR'S)	785	1,611	+ 105.22
SENIOR SEAMEN RATINGS	22,415	26,418	+ 17.86
ENTRY RATINGS	14,475	15,510	+ 7.15
OTHERS	4,347	5,205	+ 19.74
TOTAL	55,307	64,169	+ 16.02%

SEAMEN PROCESSED
BY FLAG OF REGISTRY OF VESSELS
CY 1982

	PROCESSED	PERCENTAGE
Panama	21,901	34.13
Liberia	11,018	17.17
Singapore	5,018	7.82
Greece	4,075	6.35
Saudi Arabia	3,491	5.44
Philippines	2,162	3.37
Japan	1,925	3.00
Cyprus	1,617	2.52
United States	1,566	2.44
United Arab Emirates	699	1.09
Norway	635	.99
West Germany	629	.98
Bahamas	578	.90
Netherlands	462	.72
Lebanon	443	.69
Bahrain	436	.68
Bermuda	347	.54
United Kingdom	340	.53
Denmark	295	.46
France	263	.41
Malaysia	205	.32
Thailand	173	.27
Kuwait	103	.16
Libya	77	.12
Republic of Maldives	71	.11
Others	3,625	5.65
N.S.	2,015	3.14
TOTAL	64,169	100.00%

Key Officials

Blas F. Ople
Minister of Labor and Employment
Chairman, Philippine Overseas
Employment Administration



Patricia A. Sto. Tomas
Administrator

Crescencio M. Siddayao
Deputy Administrator
Operations



Alcestis A. Mangahas
Deputy Administrator
Administration



Manuel G. Imson
Director
Market Development and
Placement Office



Luzviminda G. Padilla
Director
Licensing and Regulation Office



Elmor D. Juridico
Director
Workers Assistance and
Adjudication Office



Jonathan M.R.A. dela Cruz
Director (Ambassador,
Chief of Mission II)
Regional Labor Center for the
Middle East and Africa

