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PHILIPPINE  
OVERSEAS  
EMPLOYMENT  
ADMINISTRATION



ANNUAL  
REPORT **'87**

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## OVERSEAS EM

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Increased overseas employment reaching record levels and a policy emphasis on workers' welfare marked the Administration's operations in 1987. Significant growth was registered in worker deployment at 18.9 percent over that of 1986, and a total of US\$791.9 million was remitted, surpassing last year's figure by 16.38 percent.

Workers processed reached 496,854 of which 449,271 were deployed. This upward trend was noted after a slight decline for two years up to 1985, reflecting the still growing demand for Filipino skills and manpower abroad.

A notable shift in the hiring of women workers was observed this year, specially in service occupations, sales and clerical jobs, including domestic helpers; and in the professional, technical and related occupations, including entertainers.

The continuing positive growth in worker deployment necessitated policy emphasis on workers' welfare, particularly through closer industry regulation, worker assistance and the adjudication and resolution of welfare cases. This involved tighter controls in licensing and regulation of recruitment agencies and a sustained campaign against illegal recruitment and various other violations of overseas contracting rules.

Also towards workers' welfare, POEA undertook to strengthen institutional measures for worker protection such as pre-deployment training, skills upgrading and on-site protective mechanisms, specially for women workers, including restriction of deployment in certain cases.

Considering trends in the labor market such as the nationalization of the labor force in Arab states, the shift in skills preference and demand for occupation groupings, and competition from other labor-exporting countries, the Administration upgraded its marketing and promotional systems and policies. It firmed up international linkages and threshed out areas of coordination with host nations. Joint technical committees were established towards continuing dialogue and deliberation on procedural matters affecting the workers.

Overall, Mrs. President, the overseas employment program sought to enhance its functioning, sustain its own viability and in the process maximize its contributions to national development efforts.

We have the honor to submit to you our report for calendar year 1987.

Very truly yours,

  
FRANKLIN M. DRILON  
Secretary

TABLE OF

THE HONORABLE  
Secretary Franklin M. Drilon  
Chairman, Philippine Overseas  
Employment Administration

LETTER TO THE PRES  
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LABOR .....  
OVERSEAS EMPLOYM  
Worker Placement ..  
Remittance Earnings

Dear Secretary Drilon:

With the institutional mechanisms for implementing the reforms envisioned by the new national leadership in place, after the political and economic uncertainties of the preceding year, 1987 was a settling down to the task of overseas employment administration.

Within this context, overseas employment exhibited a significant growth of 18.8 percent, with workers deployed reaching 449,271 compared with 378,214 in 1986. The overseas workers remitted a total of US\$791.9 million, exceeding the previous year's figure by 16.38 percent.

The Middle East remains the primary market for Philippine labor, accounting for 71 percent of workers deployed, while Asian countries formed the second biggest, being the destinations of 24 percent of landbased workers. Of the more than 90,000 workers deployed in Asia, more than half were domestic helpers while 37 percent were entertainers. Of these two skill categories, 97 percent are women.

It is in view of the continuing growth in worker deployment, and the increase in women workers, specially those employed in vulnerable skills, that POEA gave parallel emphasis on services for workers' welfare in 1987. Industry regulation and control, adjudication of welfare cases and pre-departure preparation of workers took the forefront in operations, even as market development and overseas employment promotions were sustained.

Of the total 1,785 illegal recruitment cases filed with POEA in 1987, 55 percent was resolved, marking an increase of 23 percent over last year's cases. The total number of licensed agencies was pared down to 674, a further drop from 740 in 1986 and 964 in 1985. Twenty-four agencies were permanently banned from the program, while 71 had their licenses suspended and 82 had theirs cancelled.

With the new directions set for POEA operations, and with your constant support, Mr. Secretary, the overseas employment program is in a better position to act as a positive factor to national development.

Very truly yours,



TOMAS D. ACHACOSO  
Administrator

## OVERSEAS EMPLOYMENT HIGHLIGHTS

**E**ven as overseas employment reached record levels this year with contracts processed exceeding the 1983 peak performance, the Philippine Overseas Employment Administration also marked parallel achievement in welfare services for its prime clients, the overseas contract workers.

This was reflected in the introduction of structural reforms and a new policy orientation within the Administration which sought to emphasize worker concerns through closer industry regulation and worker assistance while continuing to respond to the still growing demand for Filipino skills and manpower worldwide. In general, the overseas employment program has once again succeeded in maximizing its contribution to economic recovery as part of the overall goal of the national government.

In line with this policy shift towards improved welfare services for overseas contract workers, the Administration attended to a total of 13,404 welfare cases in 1987, representing an increase of 59% over that of 1986. Some 42% of these cases concerned employment claims while 18% were on family relations. The other cases were on repatriation, wages and allotments, disciplinary action, complaints against agencies and action on cases. By year's end, 85% of the total cases handled were resolved.

Efforts to rationalize the industry through the imposition of tighter controls resulted in a steady downtrend in licensing operations. At the end of the year, only 674 agencies were licensed and authorized to participate in the overseas employment program, a further drop from the 1986 figure of 740 and 964 in 1985. Forever banned from the program were 24 agencies, while 71 had their licenses suspended and 82 had theirs cancelled.

Of the 674 licensed agencies, 339 were private employment agencies, 186 were manning agents, 90 service contractors and 59 construction contractors.

There were 1,785 illegal recruitment cases filed with POEA during the year, with 55% or 977 cases resolved. The volume of cases increased by 23% over that of 1986 which numbered 1,452. In all, 34 persons were arrested and 55 establishments were closed for illegal recruitment.

For non-illegal recruitment cases, 2,180 were handled during the year, of which 877 had been pending at the start of 1987. These included illegal exactions and other violations, involving 2,639 complainants, and amounts of more than P16 million and US\$6,362. Of these cases, 72% was resolved, benefiting 3,461 workers who were restituted of more than P27.5 million and US\$2,862 in illegally exacted fees. As part of its regulatory functions, POEA inspected a total of 604 establishments in 1987.



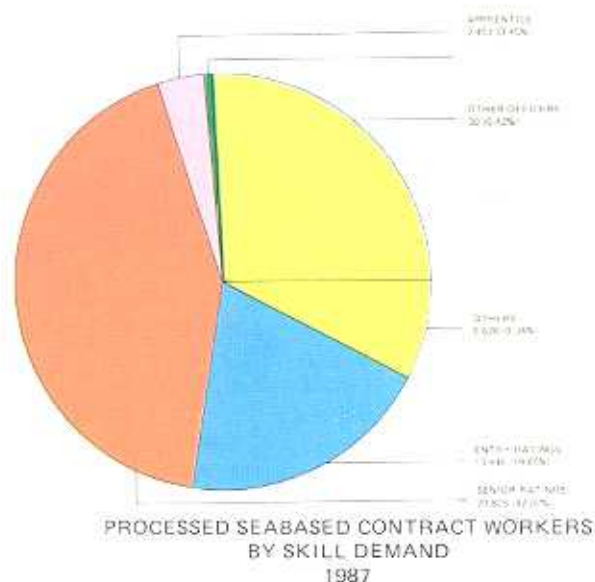
## Worker Placement

In supervising and monitoring the main industry activity of worker deployment, the Administration oversaw the deployment of 449,271 workers this year, exceeding the 1986 record of 378,214 by 18.8%. Landbased workers accounted for 85% or 382,229 of the total deployment with new hires comprising 211,962 or 55.45%. Rehires numbered 170,267 or 44.5%. Seamen deployed reached 67,042 or 15% of the total. On the average, there were 37,439 workers deployed monthly.

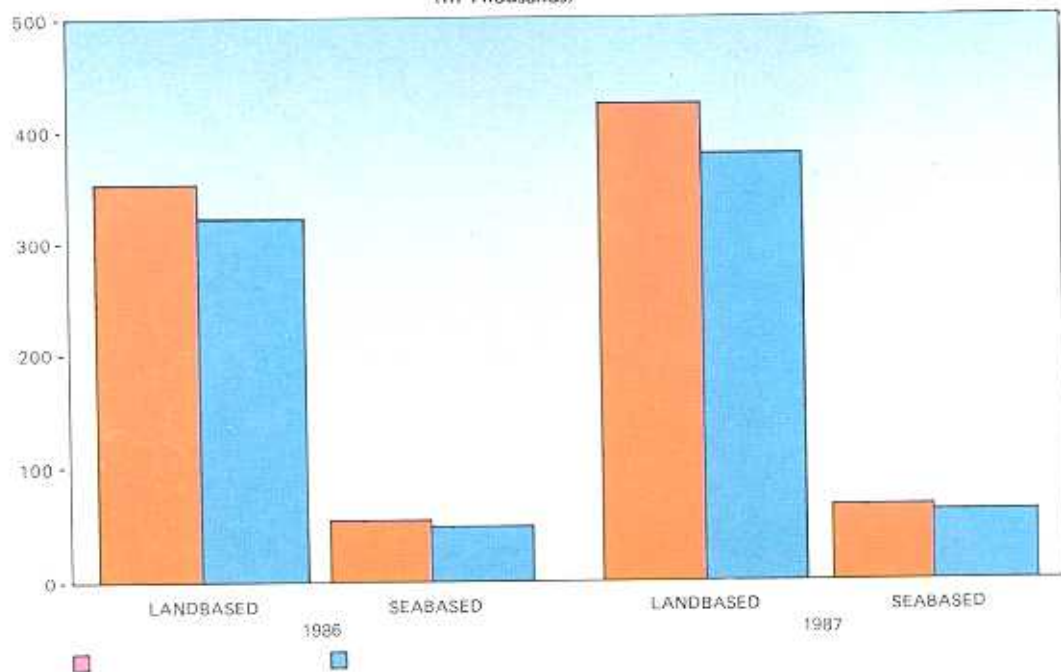
Workers processed reached 496,854 as against 414,561 during the preceding year, or an increase of 19.9%. The current figure surpassed by 14.4% the 1983 peak record of 434,207. Of the 1987 total, an equal proportion of 34% for service and transport operators and laborers were processed, while professional, technical and related workers comprised 26%. Seamen hiring was given a boost of 25% over the last year's 56,774 with officers in the senior rating level composing the greater portion of the seabased workers processed.

Foreign government hiring directly through the POEA, though still contributing modestly at a little over 5% or 13,188 of the total workers processed, enjoyed a 4.5% increase over the previous year's figure.

Today, Filipino workers are found in 132 countries around the world.



PROCESSED AND DEPLOYED OVERSEAS CONTRACT WORKERS, 1986 vs. 1987 (In Thousands)



## Remittance Earnings

With average monthly foreign exchange remittances of US\$65.9 million, based on Central Bank figures, overseas workers remitted a total of US\$791.9 million in 1987 surpassing the 1986 figure by 16.38%. This is, however, still some 16% below the 1983 performance of \$944.45 million. Landbased workers contributed a total of US\$671.43 million while the seabased contributed US\$120.48 million.



## Women Workers

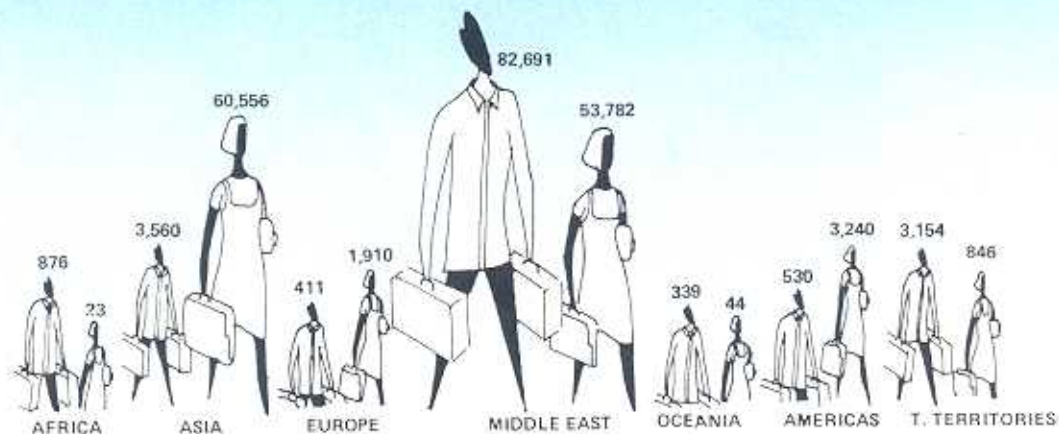
The significant growth in the proportion of women leaving the country to work abroad marks the increasing feminization of overseas employment. Women workers accounted for 47% of the landbased workers deployed in 1987. Generally, the women occupy jobs in the service, entertainment and medical skills categories.

The overseas employment of Filipino women has proved a boon to the local employment picture. However, the trend towards the overseas employment in vulnerable skills categories (i.e., domestic helpers, entertainers) necessitated the strengthening of pre-deployment and on-site protection mechanisms and the implementation of operational adjustments to better protect our women workers.

Cognizant of these needs, the Administration undertook measures to restrict deployment of female workers. In 1987, the processing of entertainers for Greece and Cyprus was suspended as stricter rules were endorsed for more effective documentation of female workers specially in vulnerable occupations. Similarly, processing of domestic helpers to Kuwait was suspended in view of the difficulties encountered by the Philippine Consulate in the verification and authentication of contracts. The suspension was lifted during the latter part of the year.



NUMBER OF DEPLOYED FIRST TIME HIRES: BY SEX,  
MAJOR WORLD GROUP AND MAJOR OCCUPATIONAL CATEGORY  
1987





## WELFARE SERVICES

The still increasing demand for Filipino skills and manpower, the gradual shift in the needs of the overseas labor market particularly towards service-related and technical occupations; and the growing number of workers in vulnerable occupations entailed a corresponding emphasis on welfare services. In the meantime, overseas employment provided relief for the limited capacity of the local economy for job absorption.

Viewing these developments, the Administration sought to enhance assistance in the resolution of cases concerning workers' welfare. This is reflected in the higher resolution rate of welfare cases for 1987 vis-a-vis 59.1% in 1986. In terms of pre-employment, services were strengthened through the overall preparation of hired skills for a different working environment, skills training, pooling of qualified and certified workers, and manpower registration.

A total of 9,816 workers benefitted from the resolution of welfare cases, 2,912 of which were male and 717 were female. The latter is broken down into 315 domestic helpers, 17 entertainers and 385 others. Breakdown of workers benefitted into male and female, however, started only in July 1987.

Resolution of these cases resulted in the payment of amounts reaching P1.266 million, US\$162,145.97 and SR5,400, which cover payments arising from claims for death benefits, non-payment of wages, refund of placement fees, insurance benefits, delayed allotment/back wages, refund of plane fares, accountabilities, reduction of salaries and welfare requirement/compensation.

### WELFARE SERVICES 1987

Total No. of Cases Handled	13,404
No./Nature of Cases Pending at the Beginning	3,448
No./Nature of Cases Received	9,956
<ul style="list-style-type: none"> <li>● Family Relations</li> <li>● Repatriation</li> <li>● Employment Claims</li> <li>● Wages/Allotments</li> <li>● Disciplinary Action</li> <li>● Complaints Against Agencies</li> <li>● Action on Cases</li> </ul>	2,468 589 5,684 605 204 87 319
No./Nature of Cases Resolved	11,425
<ul style="list-style-type: none"> <li>● Family Relations</li> <li>● Repatriation</li> <li>● Employment Claims</li> <li>● Wages/Allotments</li> <li>● Disciplinary Action</li> <li>● Complaints Against Agencies</li> <li>● Action on Cases</li> </ul>	1,950 553 8,486 157 62 69 148
No. of Workers Involved*	9,816
<ul style="list-style-type: none"> <li>● Male</li> <li>● Female               <ul style="list-style-type: none"> <li>Domestic helpers</li> <li>Entertainers</li> <li>Others</li> </ul> </li> </ul>	2,912 717 315 17 385
<b>Amount Involved</b>	
Non-payment of wages	P 267,870.68 US\$ 145,587.93
Death benefits	SR 5,400.00 P 871,269.82
Refund of placement fee	US\$ 1,082.00 P 32,000.00
Insurance benefits	P 25,000.00
Delayed allotment/backwages	P 38,486.00 US\$ 12,288.36
Refund of plane fares	P 20,949.00 US\$ 250.00
Accountabilities	P 10,325.65 US\$ 1,470.55
Reduction of salaries	US\$ 1,100.00
Welfare requirement/compensation	US\$ 367.13

Note: Breakdown of workers into male/female started only in July, 1987

## Adjudication

During the year, the Administration handled a total of 1,811 cases involving workers and their agencies, employers and families. This number consisted of 874 cases pending at the beginning of the year and 937 received during the year. The 1987 total of cases received is 6.3% less than the adjudication cases filed last year.

Of the current total, 1,051 cases were resolved, showing a resolution rate of 58.03%. The most numerous cases concerned money claims and other benefits which comprised 51.8% of the total cases received. Ranking second were on illegal acts at 312. Money claims resolved numbered 501 including those pending at the start of the year. Other resolved cases included illegal acts (424), disciplinary action (90), refund of money claims (30) and remittances/repatriations (6). Monetary awards through decision resulting from the resolution of these cases amounted to P3,771,462, US\$1,008,840, SR1,212,651, JD20,750, LD 31,731, BS\$1,051, D210, AB3,517, HK\$256,795, S\$8,095, DR182,926, DM335, KD1,064, ADH3,378; amounts awarded through settlement reached to P3,928,732, US\$34,959 and SR6,054.

The adjudication proceedings involved a total of 2,108 workers, 1,163 of whom benefitted from the resolution of cases.

## Pre-departure Services

As a means of preparing contract workers for their new working environment, the Administration pursued its pre-deployment services through the extension of pre-departure orientation seminars (PDOS) to government-placed workers and the supervision of the same seminars conducted by the licensed placement agencies deploying overseas contract workers or those conducted by accredited training organizations.

Mandatory briefings conducted by POEA for name-hires and government-recruited workers covered 11,533 workers, while accredited PDOS programs undertaken by private recruitment agencies reached a total of 35. Agencies with small overseas deployment or without facilities for seminars availed themselves of tie-up programs with those whose PDOS were accredited. These tie-ups numbered 111 in 1987.



To establish a pool of qualified and certified workers, the Administration sustained its assistance program for skills training and development, certification of workers in the entertainment industry, and maintenance of its registry of seamen and landbased workers. During the year, POEA accredited 11 training centers for safety upgrading courses for seamen, 19 CGFNS Review Courses and 37 maritime schools.

Graduates/clients of safety upgrading courses who were conferred certification for their skills included 729 seamen who underwent courses in Firefighting, 711 in First Aid at Sea, 619 in survival craft.

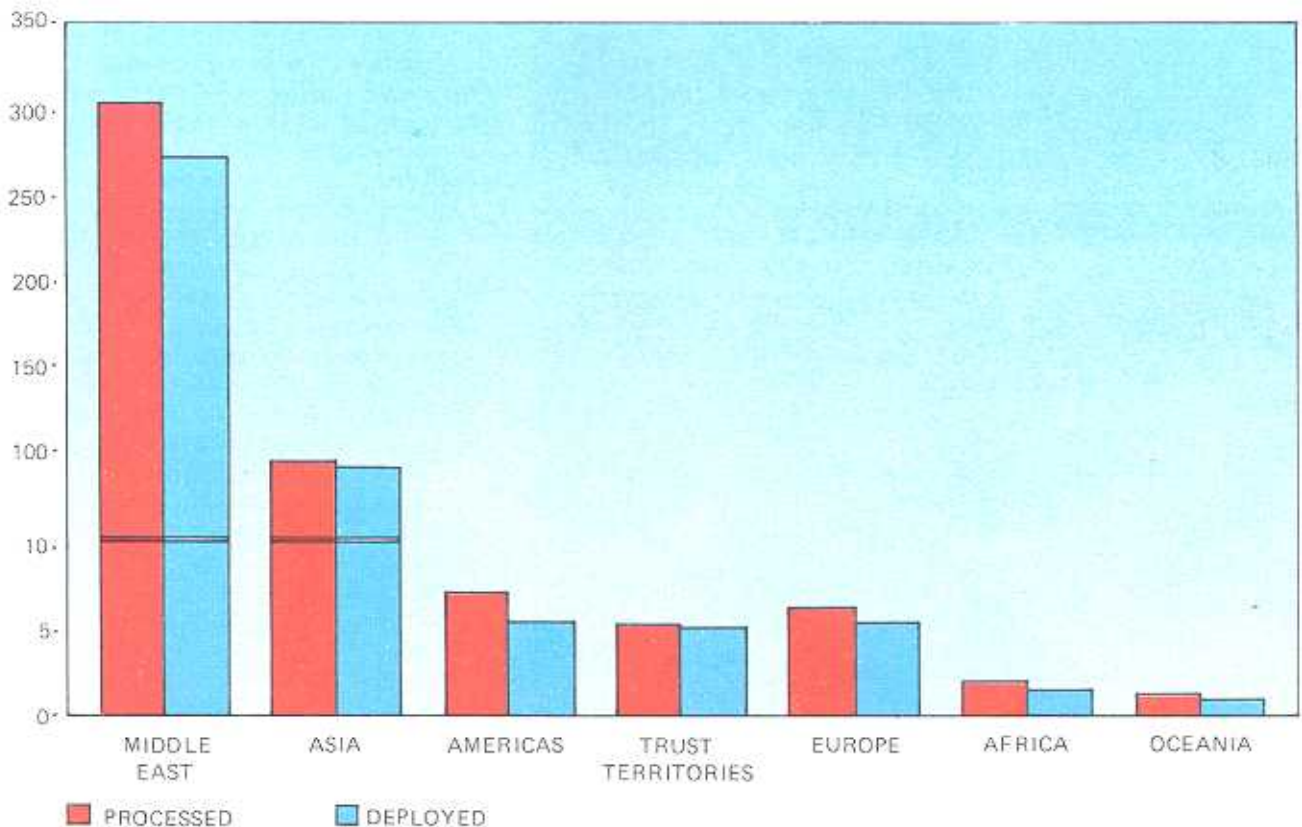
## PROMOTION OF OVERSEAS EMPLOYMENT

Hand in hand with the emphasis of workers' welfare, the Administration upgraded its systems in responding to demand for contract manpower through the development of marketing policies and programs through effective overseas labor market information systems. It firmed up international linkages and threshed out areas of coordination relative to the deployment of workers to certain countries.

Joint technical committees were established towards continuing dialogue and deliberation on procedural matters affecting the hiring of OCWs. Among these committees were the POEA-Japanese Embassy Technical Committee and the Technical Committee for the Saudi Audit Mission.



PROCESSED AND DEPLOYED LANDBASED CONTRACT WORKERS BY MAJOR WORLD GROUP  
(In Thousands)



## Processing and Deployment

The increasing trend in worker deployment continued in 1987 after a two-year slight decline up to 1985. The total of 449,271 workers hired in 1987 marked an 18.8% upswing over the previous year's performance at 378,214 which in turn exceeded the 1985 figure by only 6.49%. Of the total deployment, 382,229 were land-based, or 85.08% while 67,042 were seabased or 14.92% of the total.

Landbased hirings exhibited a positive growth of 18.14% over those of 1986 due to continuing increase in processing volume. New hires processed numbering 425,881 workers surpassed the 1986 volume of 357,687 by 19.1% while rehires showed up the previous year's performance by 14.75% (182,604 rehires in 1987 versus 159,120 in 1986).

This still demonstrates the growing demand for Filipino skills and the rise of new principals abroad, although a difference in skills preference continued to be observed. As in 1986, processed workers contracted by non-construction agencies at 176,741 comprised the bulk of new hires or 72.65% of the current total. This showed an increase of 17.9% over the 1986 figure of 149,969. Workers processed for construction contractors however grew by 39.9%, with 53,348 compared to 38,545 in 1986, although this group composed only 21.9% of the total new hires.

While a gradual shift from production-related occupation to maintenance and service was seen in 1986, a slight reversal took place in 1987. Processed landbased workers in the latter categories grew by 33.9% even as professional, technical and related workers, including entertainers, increased by 28.17%.

A notable trend in the hiring of female workers was also observed this year, specially in the service occupations, sales and clerical jobs including domestic helpers; and in the professional, technical and related occupations, including entertainers. Of the 90,343 workers deployed to various Asian countries, 83,562 are women, or almost 93%. Most of these are domestic helpers and entertainers based in Hongkong, Singapore and Japan. A slightly bigger number are also in the same occupational categories in the Middle East.

Middle Eastern countries (Saudi Arabia, Kuwait, UAE) remain the primary market for Philippine labor accounting for 71%, or 272,038 of the total landbased workers deployed in 1987.



A gradual shift in demand to operations and maintenance skills from these countries resulted in slight decrease in deployment of production process workers, transport equipment operators and laborers, although this category still comprised the major bulk of deployment. Meanwhile, more service and professional/technical workers are being hired, chalking up 49% of deployment for the Middle East. Of the 68,424 service workers, 24,777 are domestic helpers or 36%.

Asian countries formed the second highest market for Filipino service and professional/technical and related workers, including entertainers. Of the 90,434 landbased workers deployed to various Asian countries, 57% or 51,414 were domestic helpers and 37% or 33,607 were entertainers. Of the two skill categories, 97% or 82,385 are women. Most of the domestics are found in Hongkong and Singapore while 98% of the entertainers are in Japan, Europe and the Americas are the third most frequent destinations, hiring 5,643 and 5,621 workers respectively or about 1.5% each; the Trust Territories, 1.39%, Africa, 48% and Oceania, 33%.

Seafarers composed 15% of total deployed overseas contract workers in 1987, or 67,122 in number. This is made up of 16,263 licensed officers or 24.26%; 32 other officers (1.05%); 2,064 apprentice seamen (3.07%); 28,315 with senior ratings (42.18%); 13,142 entry ratings (19.58%); and 7,286 others. The current total deployment of seabased workers posts a growth rate of 22.7% over last year's total.

Against the year's processing performance of 496,854, the 1987 figure of 449,271 workers placed in various jobs abroad register a deployment rate of 90.42%, marking a slight dip from last year's rate of 91.25%.

## Manpower Registry

Enlisted under the manpower registry system of the Administration for 1987 were a total of 18,042 landbased workers, of which 11,468 non-medical workers and 6,574 were medical workers. Among the medical workers were 2,952 nurses, 2,131 nursing assistants (78.2% of whom were midwives), 262 medical doctors, 179.0% physicians and 34.4% dentists), 667 medical technicians, 286 paramedical workers, 123 administrative/clerical workers and 153 support service workers.

On the other hand, the seamen's registry account of for a total of 43,106 seabased workers listed at the end of the year. Among these were 10,286 new registrants and 32,820 seamen updated/ upgraded their status. The new registrants were composed of 7,085 apprentices, 2,093 entry ratings, 780 licensed officers, 220 senior ratings, 59 other officers and 49 other seamen not elsewhere classified. Those who updated/upgraded their status included 9,694 licensed officers, 10,653 senior ratings, 6,139 entry ratings, 4,954 apprentices, 251 other officers and 1,129 other seamen not elsewhere classified.

With the decentralization of the Administration's functions through the Regional Extension Units (REUs) the manpower registration efforts of the organization were further boosted.



## Accreditation of Foreign Principals

In the listing of foreign principals that may employ Philippine overseas workers, 7,804 land based employers applied for accreditation, of which 2,959 were fully accredited while 1,172 were accredited provisionally. Two hundred eighty-four (284) landbased principals were denied their applications.

Meanwhile, of the total 1,449 accredited vessels, 1,373 were of foreign registry. The total number of accredited principals reached 577, including 291 fully accredited and 281 provisional. There were 98 terminated vessels.



## Market Development

Looked up to as a model labor-sending country in Asia, the Administration documented the growth and development of the country's overseas employment program through an International Labor Organization (ILO)-sponsored study entitled *Market Development and Organizational Change in the Field of Overseas Employment Administration: The Philippine Experience*.

A fact-finding and familiarization mission was undertaken in the Middle East headed by Undersecretary Dionisio de la Serna and participated in by several POEA officials in September. The mission did spadework on designing and improving programs for overseas labor operations geared towards more effective linkages with host country governments and entities, Philippine Consular offices and other such agencies. A goodwill and welfare mission to Japan was also sent to study the existing systems of control on entertainers and to explore the possibility of new industry areas and market prospects.

A Regional Consultation Meeting on overseas employment was organized in Abu Dhabi during the year which brought together eight ambassadors, two consuls general, seven labor attaches, a finance attache and a consul. The consultation was conducted primarily to synchronize approaches to problems, procedures and policies on overseas employment on a regional basis. It also laid the groundwork for bilateral and multilateral labor agreements with various host countries in the Middle East and test possible directions particularly concerning the deployment of vulnerable skills.

Completed during 1987 were a number of studies including the monthly market situation report, country notes for Kuwait, UAE, Bahrain, KSA, Oman, Jordan, Iraq, Iran, Qatar and Libya, in time for the regional consultative meeting. In line with the market information project, a total of 385 companies were extended information assistance, 134 of which operate overseas and the rest locally.

Also undertaken in 1987 were the Client Referral Advisory Project, Greet-a-Client, Direct Mailer, Familiarization Campaign and Hotel Promotions Linkage. Studies on the demand and supply of Filipino nurses, implementation and monitoring of BMAC Systems Improvement were also undertaken. On a sustained basis, materials on immigration policies and expatriate employment in Qatar, Iran, Bahrain, UAE, Aus-

tralia and Canada were collected, as well as data for the systems study for PECC.

Workers' welfare being an indispensable component of market development, the POEA took a lead role together with the International Labor Organization (ILO) and a private research group in the standardization of occupational classifications which will be applied all over Asian labor-sending countries. The standardized occupational classification will serve as a common point of reference in the design and application of employment contracts in the world labor market.



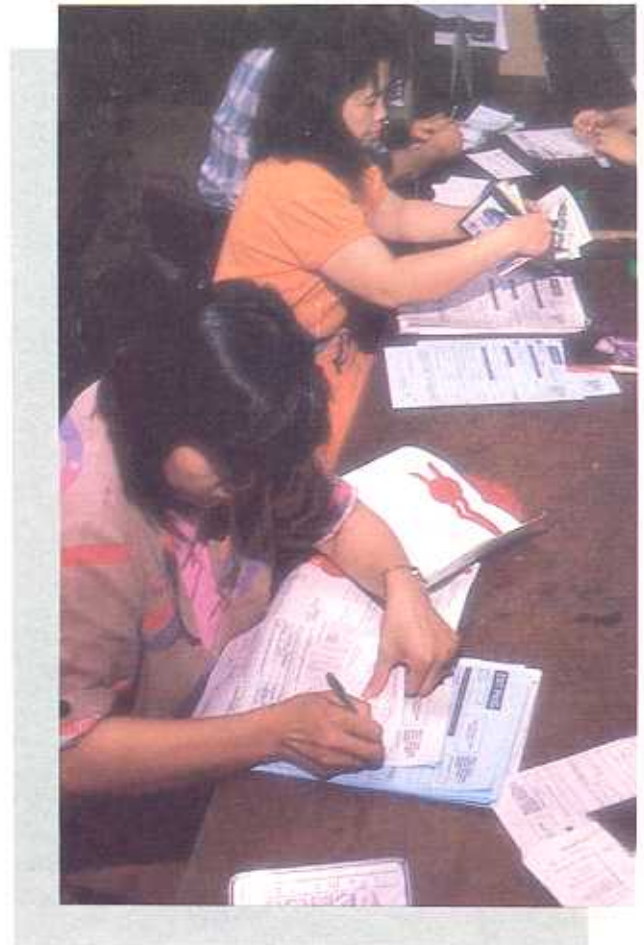
## Government Placement

Through a system of technical cooperation, POEA serves foreign governments in their manpower requirements. POEA's Government Placement Branch services foreign government clients through a comprehensive system — from recruitment, actual selection to departure to and from worksites. This is an alternative option for those clients who want to deal with a government agency only. This service mechanism includes manpower pooling services, rigid pre-screening and interview of qualified applicants, processing of workers' travel documents and other arrangements, comprehensive pre-departure orientation programs, and welfare and post placement assistance.

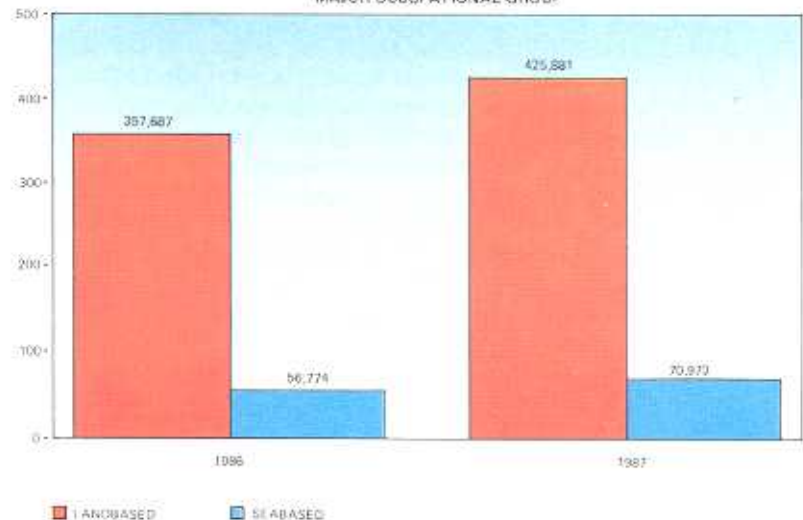
Today, this integrated service package covering the entire recruitment process for name-hires and government recruited workers posted a high growth rate of 45% this year. Total workers placed by POEA this year at 13,188 accounted for over 5% of the whole deployment figure.

For the year, government placement approved 13,882 recruitment orders of which 4,194 were government hires and 9,688 were private hires. Clients from the Middle East and Asia were the major source of skills requisitions with 56.2% and 20.4% of the total recruitment orders respectively.

The documentation needs of name hires continued to be serviced by POEA this year, under which 13,188 individuals were processed, or a 45.8% increase over last year's total.



PROCESSED OVERSEAS CONTRACT WORKERS BY MAJOR OCCUPATIONAL GROUP



## REGULATION OF THE PRIVATE SECTOR

Committed to the responsibility of ensuring the protection of Filipino overseas workers from the recruitment process through the employment and post-employment period, the Administration executed its functions to rationalize and regulate the industry under its licensing system and enforcement of established rules and regulations.

Efforts to rationalize industry activity resulted in smaller number of participants in the country's overseas employment program. At yearend, there were 674 agencies authorized to participate, a further reduction from 740 during the previous year and 964 in 1985. Of the licensed agencies this year, 339 are private employment agencies; 90 service contractors, 59 construction contractors and 86 manning agencies.

Stricter enforcement of rules and regulations governing overseas hiring accounted for 82 cancellations of licenses and 71 suspensions (excluding lifted cancellation and suspension orders). At the end of 1987, 24 agencies were completely disqualified and permanently banned from the program.

There were also 13 agencies penalized with fines, 6 were delisted due to inactivity and other reasons, while the licenses/authorities of 69 others had expired.

Renewed licenses were granted to 209 agencies while 10 newly authorized agencies joined the industry in 1987.

In rationalizing the industry, the Administration sought not only to trim down the number of participants and crack down on erring agencies. Due recognition was also given to those performing well in deployment, foreign exchange earnings and overall financial and technical capabilities to promote and generate overseas employment. In 1987, 53 top performing agencies were conferred citations.





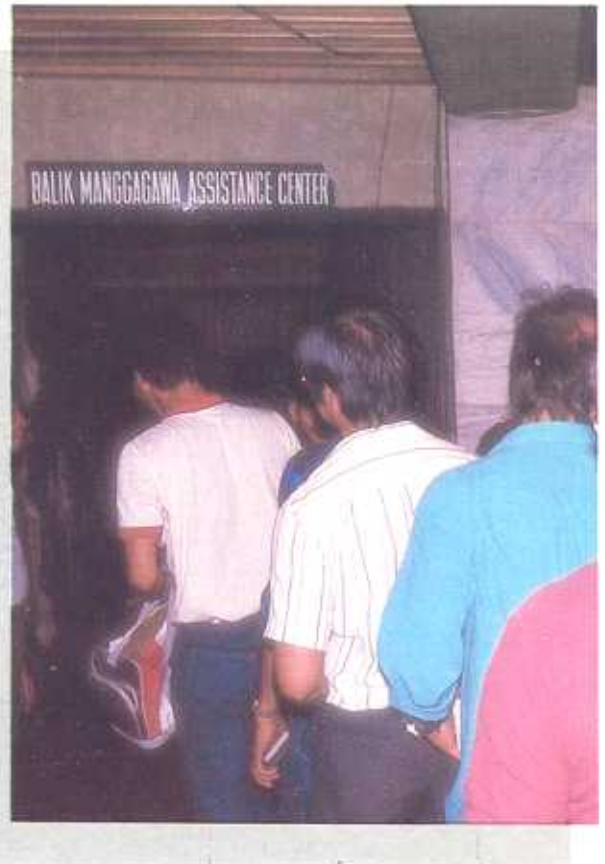
## Recruitment Regulation

POEA's continuing campaign against illegal recruitment caused the resolution of 977 illegal recruitment cases out of the 1,785 filed with the Administration during the year. These involved 1,514 workers/complainants. A further result of the campaign was the closure of 34 establishments found to be engaged in illegal recruitment, and the arrest of 55 persons.

For cases other than illegal recruitment, including illegal exaction and other violations, the Administration handled 2,188 such cases including 877 pending at the beginning of the year. The recruitment abuses involved 2,639 complainants and amounts of over P16.14 million and US\$6,362. Out of these cases, 1,580 were resolved or 72% of the total, benefitting 3,461 complainants who were restituted of some P27.56 million and \$2,862 in illegally exacted fees. POEA also exacted fines amounting to over P864,010 from the erring agencies.

Necessary to industry regulation and the enforcement of rules by legal action on complaints, the Administration exercised its police power through its inspection activities. A total of 604 inspections were conducted this year, consisting of 404 regular inspections and 200 special ones.

Regular inspections are conducted relative to renewal of licenses, venues of Pre-Departure Orientation Seminars, application for licenses, and transfer of business addresses of recruitment agencies. Special inspections are undertaken to check out reports of violations, for surveillance, and enforcement of suspensions and cancellations.



## Policy Review on Regulations

In a further effort to curb violations in recruitment and licensing, the Administration revised the schedule of penalties for erring licensed agencies, manning agencies and contracting companies. Aided by new computer programs and information gathered through

the Balik-Manggagawa Program, the formulation of new policies and decision making, made possible the closer monitoring of the industry. Data disaggregation according to sex was also started this year.

Measures to restrict deployment of female workers were also undertaken in 1987. Processing of entertainers for Greece and Cyprus and domestic helpers for Kuwait was suspended. Stricter rules were enforced for more effective documentation of female workers in vulnerable occupations. Added controls and penalty measures in the operation of the Labor Assistance Center at the international airport were also instituted.

## ADMINISTRATION

To increase operational efficiency, support services were extended to the Administration's various units. Incentives were also provided to further improve employee welfare and morale.

The Administration continued to provide its employees with opportunities for career growth and skills development through local and foreign trainings and seminars. Among the local seminars attended were on budget administration, computerized information system, strategic planning, accounting, library resource sharing, technical writing, human resource development planning, brand management, decision writing for hearing officers, productivity in the public service, AIDS prevention, radio communications and GSIS benefits.

The international seminars participated in included the Asian Regional Workshop on International Contract Labor, the International

Seminar on Contract Migration, the First Regional Planning Meeting on International Migration and Women, and the RP-Japan Friendship Program for the 21st Century.



## Information Drive

As part of its intensive information campaign, the Administration published or disseminated a quarterly list of licensed, suspended and cancelled agencies. Job vacancies abroad and other information on overseas employment were regularly published in leading newspapers.

Efforts at curbing illegal recruitment activities were intensified through the publication of primers on the modus operandi of illegal recruiters. A primer on the Regional Extension Units was produced, disseminated nationwide and

published in leading dailies.

The Public Assistance Center provided information on job orders, agency status and related data. An average of 200 queries daily were received and promptly processed.

Linkages with media were strengthened to provide the public with timely and accurate information on POEA policies and programs. POEA officials attended various radio and television programs to clarify issues on overseas employment.

## Statistical Research Concerns

Monthly Operations Reports were made available to the different operational units. Manual processing of statistics was also maintained. A major accomplishment in this area was the disaggregation of statistics on a per skill and per sex basis.

A study on domestic helpers was completed based on interviews conducted among 394 domestic helpers. Several proposals for Administrative support were submitted. These included a proposal for Systems Review of the Balik-Manggagawa Assistance Division, a Staff

Development Proposal and an Overseas Employment Skills Series Documentation proposal.

On a department-wide scale, the Administration was a member of the Technical Working Group on the Glossary of Labor and Employment Statistical Terms which sought to standardize the terms and conditions in the labor and employment sector.

A Corporate Planning Exercise spearheaded by the Planning Branch was conducted in December. The exercises refined and validated the Administration's plans for 1988 and charted corporate thrusts under the framework of the recent reorganization.

## PROSPECTS: THE TASK AT HAND

The Philippines in 1987 experienced one of the biggest volumes of skills outflow in the thirteen-year history of its overseas employment program. Three main factors contributed to this: government's continuing promotional effort; the large-scale participation of the private sector and, considered most crucial, the demand posed by labor-receiving countries.

There can be no doubt about the urgency of overseas employment as an economic factor, considering present conditions of limited capacity to absorb available manpower and skills. This activity then deserves renewed attention in terms of institutional support in labor administration. No less than the 1986 Constitution recognizes this but it points to an aspect otherwise little considered by previous constitutional laws, the protection of overseas labor even as efforts are exerted to promote employment.

Consistent with this perception, there remains the need to rationalize the Philippine labor contracting program and transform it into an optimally responsive organization with operational flexibility and fairness to its constituencies. The first steps in the direction have been taken during the year but the organizational and institutional mechanisms still have to be put in place.

As overseer of labor migration, POEA must address itself to the strengthening of its regulatory functions and enhancement of welfare services for workers and their families. Ties and goodwill must be renewed with host country government counterparts; there is need to identify and ease the bottlenecks that have built up in the traffic of skilled labor from labor senders to labor-requisitioners. In short, a meaningful balance between workers' welfare and market development must be realized.

Viewing the new heights reached in deployment levels, corresponding obligations of sending and receiving parties must be adequately defined. Common issues must be negotiated freely — improvement of labor standards, wages and welfare packages through high-level coordination with host country authorities.

Expatriate labor has contributed significantly to the national development of receiving countries, primarily in infrastructure development, health services, production activity, operation and maintenance of various



industries. This can only be given due recognition by host countries. Skilled laborers have to be paid fairly and provided with better working conditions and additional employment benefits.

Further refinements in the overseas employment program are called for, more than ever, specially in working arrangements and procedural adjustments in hiring expectations by host countries. Consultations with participants at the workers deployment process and government authorities, both in the home front and in the labor-receiving countries, are essential.

While it has been rightly observed that the overseas employment program is of an interim nature, it has to remain operational to absorb the vast number of unemployed and underemployed workers. It has to be kept from faltering until the economy can recover and generate the adequate number of jobs.

In the end, the program must assert itself through workable arrangements with all concerned participants specially the host country employers.

## POEA KEY OFFICIALS



TOMAS D. ACHACOSO  
Administrator



CRESCENCIO SIDDAYAG  
Dep. Administrator  
for Employment & Welfare



MANUEL IMSON  
Dep. Administrator  
for Management Services



LUZVIMINDA PADILLA  
Dep. Administrator  
for Adjudication  
& Employment Regulation



REGINA DACANAY  
Director for Pre-Employment  
Services



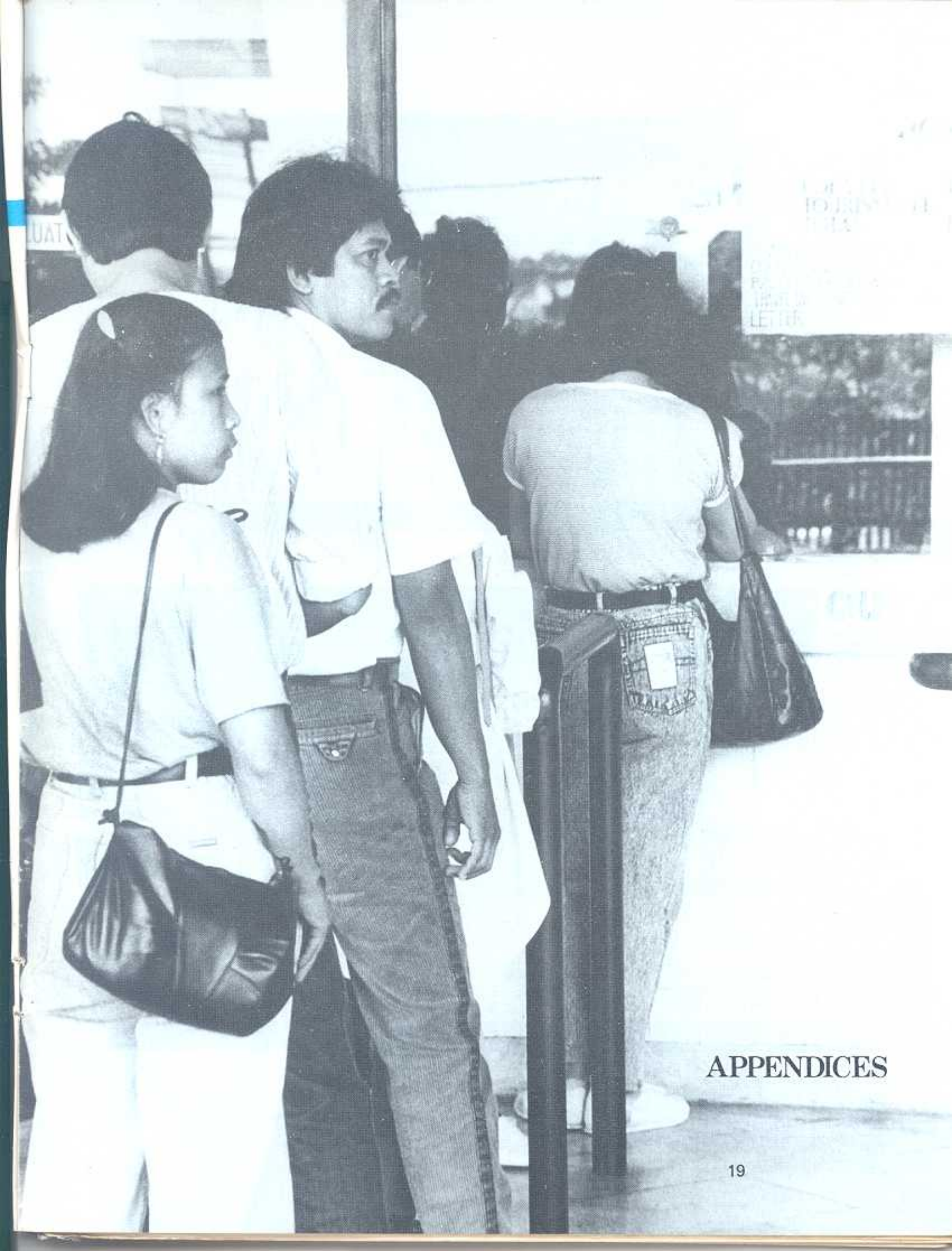
JAIME GIMENEZ  
Director for Welfare  
and Employment



ESTELITA ESPIRITU  
Director for Licensing  
and Regulation



ANGELES WONG  
Director for Adjudication



**APPENDICES**

**OVERSEAS CONTRACT WORKERS REMITTANCES**  
1987  
USSM

	LANDBASED	SEABASED	TOTAL
JANUARY	50.4	7.61	58.01
FEBRUARY	43.15	7.73	50.88
MARCH	45.06	9.84	54.9
APRIL	56.97	10.09	67.06
MAY	47.63	11.88	59.51
JUNE	49.99	10.69	60.68
JULY	62.42	11.89	74.31
AUGUST	56.27	9.41	65.68
SEPTEMBER	48.2	8.98	57.18
OCTOBER	45.49	10.57	56.06
NOVEMBER	26.46	9.41	35.87
DECEMBER	139.39	12.38	151.77
<b>TOTAL</b>	<b>671.43</b>	<b>120.48</b>	<b>791.91</b>

\* Source: Central Bank of the Phil.

**PROCESSED AND DEPLOYED OVERSEAS CONTRACT WORKERS**  
1986 vs. 1987

	1986	%	1987	%
I. NO. OF PROCESSED OVERSEAS CONTRACT WORKERS	414461		496854	
A. Landbased	357687	86.30	425881	85.72
1. New hires	198567	55.51	243277	57.12
Hired thru:				
o construction contractors	39545	19.92	53348	21.93
• non-construction agencies	149969	75.53	176741	72.65
• government placement office	9053	4.56	13188	5.42
2. Rehires	159120	44.49	182604	42.88
B. Seabased	56774	13.70	70973	14.28
II. NO. OF DEPLOYED OVERSEAS CONTRACT WORKERS	378214		449271	
A. Landbased	323517	85.54	382229	85.08
1. New hires	170705	52.77	211962	55.45
2. Rehires	152812	47.23	170287	44.55
B. Seabased	54697	14.46	67042	14.92

PROCESSED LANDBASED OVERSEAS CONTRACT WORKERS BY MAJOR OCCUPATIONAL AND MAJOR WORLD GROUP

	AFRICA		ASIA		EUROPE		MIDDLE EAST		OCEANIA		THE AMERICAS		TRUST TERRITORIES		TOTAL NUMBER		% INC (DEC)		
	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987	%		1987	
PROFESSIONAL, TECHNICAL AND RELATED WORKERS	584	484	27,787	37,634	522	554	54,746	68,637	314	391	3,194	3,977	422	559	87,569	24.48	112,236	26.35	28.17
ENTERTAINERS*	(3)	(5)	(26,440)	(36,184)	(194)	(232)	(108)	(1,427)	-	-	(5)	(5)	(66)	(35)	(26,816)	(7.50)	(37,888)	(8.90)	(41.29)
MANAGERIAL, EXECUTIVE AND ADMINISTRATIVE WORKERS	35	30	87	131	3	2	972	1,185	147	195	8	19	65	113	1,317	0.37	1,675	0.40	27.18
CLERICAL WORKERS	40	43	153	183	46	58	14,540	15,293	36	24	273	189	173	139	15,261	4.27	15,929	3.74	4.38
SALES WORKERS	1	0	43	126	4	3	3,485	4,015	4	6	14	104	11	14	3,562	1.00	4,268	1.00	19.82
SERVICE WORKERS	83	79	46,285	55,674	3,436	5,678	64,252	79,516	52	46	1,595	2,360	1,424	1,189	117,127	32.74	144,542	33.94	23.41
AGRICULTURAL, ANIMAL HUSBANDRY, FORESTRY WORKERS AND FISHERMEN	1	3	4	7	1	63	1,301	2,216	1	2	5	4	244	395	1,557	0.43	2,690	0.63	72.77
PRODUCTION, PROCESS WORKERS, TRANSPORT EQPT. OPERATORS AND LABORERS	1,328	1,486	2,281	2,263	213	252	123,462	135,895	575	680	1,506	909	1,919	3,056	131,294	36.71	144,541	33.94	10.09
TOTAL	2,072	2,125	76,650	96,018	4,225	6,610	262,758	306,757	1,129	1,344	6,595	7,562	4,258	5,465	357,687	100.00	425,881	100.00	19.07
PERCENTAGE	0.58	0.50	21.43	22.54	1.18	1.55	73.46	72.03	0.32	0.32	1.87	1.78	1.16	1.28					
INC/(DEC)	2.56		25.67	56.45			16.75		19.04		13.17		31.05						19.07

\* Included in the total of Professional, Technical and Related Workers Group

NUMBER OF DEPLOYED CONTRACT WORKERS BY SEX,  
MAJOR WORLD GROUP AND MAJOR OCCUPATIONAL CATEGORY  
1987

Major Occupational Categories	AFRICA		ASIA		EUROPE		MIDDLE EAST		OCEANIA		AMERICAS		TERRITORIES		TOTAL	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professional, Technical and Related Workers	390	85	3,558	31,695	107	357	37,632	27,495	337	61	379	2,966	395	141	42,738	62,800
Entertainers *	0	1	2,226	31,381	33	139	56	50	0	0	4	1	26	7	2,345	31,579
Managerial, Executive and Administrative Workers	28	1	95	24	3	0	1,003	63	162	19	7	2	74	22	1,372	131
Clerical Workers	37	8	132	91	20	29	9,648	3,555	13	12	4	8	34	103	9,888	3,806
Sales Workers	0	0	38	151	0	3	1,722	1,790	5	0	1	0	7	5	1,773	1,946
Service Workers	63	19	898	51,573	487	4,251	20,176	48,248	13	23	92	1,740	175	946	21,904	106,800
Agricultural, Animal Husbandry, Forestry Workers and Fishermen	0	0	2	0	0	0	1,902	9	0	0	4	1	294	3	2,202	13
Production, Process Workers Transport Equipment Operators and Laborers	1,284	1	2,149	28	370	16	114,141	4,654	626	0	300	110	3,041	133	121,911	4,942
<b>TOTAL</b>	<b>1,742</b>	<b>114</b>	<b>6,872</b>	<b>83,562</b>	<b>987</b>	<b>4,656</b>	<b>186,224</b>	<b>85,814</b>	<b>1,156</b>	<b>115</b>	<b>787</b>	<b>4,827</b>	<b>4,020</b>	<b>1,353</b>	<b>201,788</b>	<b>180,441</b>
<b>TOTAL M/F COMBINED</b>	<b>1,856</b>	<b>90,434</b>	<b>5,643</b>	<b>272,038</b>	<b>1,271</b>	<b>5,614</b>	<b>382,229</b>									

Included in the total of Professional, Technical and Related Workers



**PROCESSED & DEPLOYED CONTRACT WORKERS  
BY SKILL DEMAND 1987**

	PROCESSED		DEPLOYED	
<b>LICENSED OFFICERS</b>	<b>18,095</b>	<b>(25.50%)</b>	<b>16,283</b>	<b>(24.26%)</b>
Master	1,284		1,097	
Chief Mate	2,026		1,910	
Second Mate	2,510		2,370	
Third Mate	2,046		1,950	
Chief Engineer	1,508		1,421	
Second Engineer	2,325		2,244	
Third Engineer	2,340		2,221	
Fourth Engineer	1,625		1,559	
Radio Officer	2,086		1,454	
Chief Electrician	345		57	
<b>OTHER OFFICERS</b>	<b>30</b>	<b>( 0.42%)</b>	<b>32</b>	<b>( .05%)</b>
Major Patron	23		36	
Minor Patron	4		2	
Chief Purser	3		4	
<b>APPRENTICE</b>	<b>2,451</b>	<b>( 3.45%)</b>	<b>2,064</b>	<b>( 3.07%)</b>
Apprentice Mate	421		104	
Apprentice Engineer	313		156	
Deck Trainee	207		737	
Engine Trainee	139		456	
Engine Cadet	555		361	
Deck Cadet	816		250	
<b>SENIOR RATINGS</b>	<b>29,825</b>	<b>(42.02%)</b>	<b>28,315</b>	<b>(42.18%)</b>
Able Seaman	11,303		10,839	
Oiler	6,775		6,503	
Storekeeper	89		1,474	
Chief Cook	2,322		1,986	
Welder	162		2,159	
Boatswain	2,652		2,465	
Fitter	2,049		624	
Electrician	1,635		340	
Mechanic	394		784	
Chief Steward	377		386	
Pumpman	681		136	
Carpenter	141		295	
Steward	907		127	
Fireman	288		75	
Purser	7		12	
Reefer Engine	42		37	
Stewardess	1		73	
<b>ENTRY RATINGS</b>	<b>13,946</b>	<b>(19.65%)</b>	<b>13,142</b>	<b>(19.58%)</b>
Ordinary Seaman	5,435		3,189	
Messman	3,384		5,109	
Asst. Cook	437		293	
Second Cook	979		951	
Wiper	1,744		981	
Deckboy	358		1,655	
Cook	1,015		74	
Assistant Pumpman	35		34	
Assistant Steward	390		398	
Assistant Electrician	83		375	
Engineboy	34		29	
Assistant Mechanic	4		12	
Assistant Fitter	4		6	
Assistant Storekeeper	16		14	
Assistant Purser	12		4	
Assistant Reefer Engineer	10		11	
Assistant Carpenter	5		1	
Assistant Plumber	1		1	
<b>OTHERS</b>	<b>6,626</b>	<b>( 9.34%)</b>	<b>7,286</b>	
<b>TOTAL</b>	<b>70,973</b>		<b>67,122</b>	

**STATUS OF LICENSES/AUTHORITIES  
CY 1987**

I. NO. OF RENEWED LICENSES/AUTHORITIES	209
A. Private Employment Agencies	107
B. Service Contractors	22
C. Construction Contractors	16
D. Manning Services	64
II. NO. OF NEWLY ISSUED LICENSES/AUTHORITIES	10
A. Private Employment Agencies	0
B. Service Contractors	3
C. Construction Contractors	0
D. Manning Agencies	7
III. NO. OF SUSPENDED AGENCIES (EXCLUDING THOSE LIFTED)	71
IV. NO. OF CANCELLED AGENCIES (EXCLUDING CANCELLATION ORDERS THAT WERE LIFTED)	82
V. TOTAL NO. OF FOREVER BANNED AGENCIES	24
VI. NO. OF AGENCIES PENALIZED WITH FINE	13
VII. NO. OF AGENCIES DELISTED DUE TO	3
A. Inactivity	1
B. Per WAAO Order	1
C. Violation of Art. 32 and 34 (a)	1
VIII. NO. OF SUSPENSION/CANCELLATION ORDERS LIFTED	279
A. Suspension Lifted	277
B. Cancellation Lifted	2
IX. NO. OF AGENCIES WITH NEW BUSINESS ADDRESS	87
X. NO. OF EXPIRED ACCREDITATION CERTIFICATES FOR PHILIPPINE REGISTERED VESSELS (PRV) as of December 31, 1987	10
XI. NO. OF PRV's as of December 31, 1987	41
XII. NO. OF EXPIRED LICENSES/AUTHORITIES as of December 31, 1987	69
A. Private Employment Agencies	31
B. Service Contractors	10
C. Construction Contractors	13
D. Manning Agencies	15
XIII. TOTAL NO. OF RECRUITMENT AGENCIES as of December 31, 1987	674
A. Private Employment Agencies	339
B. Service Contractors	90
C. Construction Contractors	59
D. Manning Agencies	186

**INSPECTION DIVISION  
CY 1987**

	FIRST QTR.	SECOND QTR.	THIRD QTR.	FOURTH QTR.	ANNUAL
TOTAL NO. OF ESTABLISHMENTS/AGENCIES INSPECTED	108	79	181	236	604
NATURE OF INSPECTION					
1. Regular Inspection	66	42	104	192	404
a. Renewal of license	5	1	43	137	186
b. Renewal/transfer	3	2	3	13	21
c. New application/issuance	3	2	0	5	10
d. Transfer of business address	41	22	34	12	109
e. Transfer of studio	1	0	1	1	3
f. Transfer of business address and inspection of studio	0	0	1	0	1
g. Inspection of studio	7	4	4	9	24
h. Inspection of PDOS wnuw	6	9	15	14	44
i. Inspection for accreditation of additional room (office space)	0	2	3	1	6
2. SPECIAL INSPECTION	42	37	77	44	200

**PROCESSED AND DEPLOYED LANDBASED OVERSEAS CONTRACT WORKERS**  
By Country of Destination  
1987

	PROCESSED	DEPLOYED		PROCESSED	DEPLOYED
<b>MIDDLE EAST</b>	<b>306,757</b>	<b>272,038</b>			
Bahrain	7,155	6,556	Yugoslavia	2	2
Egypt	135	118	West Europe	0	10
Iran	91	86	<b>OCEANIA</b>	<b>1,344</b>	<b>1,271</b>
Iraq	2,402	2,266	Australia	30	24
Israel	52	46	Nauru	136	141
Jordan	1,564	1,184	New Zealand	17	15
Kuwait	23,656	21,377	New Caledonia	3	3
Lebanon	175	166	P N G	1,158	1,088
Libya	5,952	5,074	<b>AFRICA</b>	<b>2,125</b>	<b>1,856</b>
Oman	6,726	6,245	Algeria	113	85
Qatar	6,948	6,610	Angola	878	707
Saudi Arabia	224,075	197,219	Afars & Issas Territory	1	1
Syria	40	40	Bophuthatswana	3	4
U A E	26,867	24,168	Burundi	1	0
Yemen	919	883	Chad	4	4
<b>ASIA</b>	<b>96,018</b>	<b>90,434</b>	Conakry	0	134
Bangladesh	1	2	Congo	87	71
Brunei	4,947	4,737	Ethiopia	3	3
China	88	65	Gabon	42	34
Hongkong	32,581	30,811	Ghana	12	8
India	201	198	Kenya	43	33
Indonesia	520	532	Liberia	15	14
Japan	36,423	33,791	Mauritius	55	50
Kampuchea	2	1	Morocco	8	5
Korea	72	59	Mozambique	17	10
Macao	34	28	Malawi	2	1
Malaysia	2,663	2,431	Nigeria	488	451
Maldives	57	58	Senegal	6	6
Pakistan	19	21	Somalia	31	31
Singapore	18,301	17,601	South Africa	2	5
Sri Lanka	72	65	Sudan	51	44
Taiwan	5	3	Tanzania	2	1
Thailand	28	27	Tunisia	2	2
Vietnam	4	4	Uganda	24	15
<b>EUROPE</b>	<b>6,610</b>	<b>5,643</b>	West Africa	5	8
Andorra	10	6	Zaire	2	2
Austria	289	105	Zambia	46	45
Belgium	43	37	Africa (unsp.)	45	9
Cyprus	34	32	Transkei	3	1
Denmark	7	8	Guinea	83	49
England	227	173	Sao Tome E. Principe	44	21
France	57	48	Seychelles	6	0
Finland	4	4	East Africa	1	1
Germany	142	85	Ivory Coast	0	1
Gibraltar	1	1	<b>TRUST TERRITORIES</b>	<b>5,453</b>	<b>5,366</b>
Greece	1,725	1,798	Caroline Island	28	4
Iceland	2	1	Ebeye Kwajakein	9	1
Ireland	4	4	Fiji Is.	33	24
Italy	2,661	2,099	Marianas	15	16
Luxembourg	1	0	Majuro Island	8	12
Malta	80	75	Marshall Is. (unsp.)	41	37
Monaco	7	9	Micronesia (unsp.)	60	61
Netherlands	164	135	Palau	297	269
Norway	114	99	Ponape	50	75
Poland	74	117	Rota Island	158	150
Spain	677	560	Saipan	4,553	4,520
Sweden	9	9	Solomon Island	33	33
Switzerland	266	217	Tinian	100	67
Turkey	9	8	Truk Island	35	37
USSR	1	1	Vanuatu	3	4

PROCESSED DEPLOYED DEPLOYMENT

			RATE %
Yap	30	55	
Wake Island	0	1	
AMERICAS	7,562	5,821	74.21
Antigua	0	43	
Bahamas	3	3	
Bermuda	59	56	
Barbados	1	0	
Bolivia	0	1	
Brazil	66	65	
Canada	1,724	1,501	87.06
Cayman	2	5	
Colombia	0	1	
Cuba	49	106	216.33
Diego Garcia	1,207	0	
Dominican Republic	1	0	
Falkland	11	18	
Guam	29	23	
Haiti	5	9	
Jamaica	147	136	92.52
Midway Is.	0	2	
Nicaragua	0	1	
Samoa	12	7	
Trinidad Territory	2	1	
Venezuela	0	0	
Americas (unsp.)	2	0	
U.S.A.	4,254	3,643	85.64
TOTAL	425,881	382,229	89.75

STATUS OF ACCREDITATION  
1987

Landbased

1. Accreditation application processed	
a. full	2959
b. provisional	1172
c. denied	284
d. withdrawn	398
e. deficient	
2. Principals accredited (1 name/1 count)	4071
3. Job Orders Approved	
a. agency name hires	15596
b. additional job orders	160,362
c. initial job orders	163,106
4. Principals accredited	
a. full (new)	988
b. full (upgraded)	615
c. revalidated	922
d. full (transfer)	434
e. provisional (new)	809
f. provisional (transfer)	363
5. Accreditation cancelled	188
6. Number of protest cases scheduled for conciliation	203
7. Dismissed/resolved	35
8. Number of principal/project by nature of business/area of operation	

	Foreign Placement Agency	Construction Project	Maintenance Service Project
Africa		12	21
Americas	66	2	58
Asia	413	10	204
Europe	-	-	9
Middle East	265	183	2777
Oceania	-	1	4
Trust Territories	36	4	70

SEABASED

Total no. of enrolled vessels	1449
Foreign registry	1373
Philippine registry	76
Renamed vessels	364
Change flag/registry	98
Terminated vessels	129
Transferred vessels	631
Total no. of accredited principals	572
Full accreditation	291
Provisional accreditation	281
Renewed accreditation	602
Name hire processed	1140
Provisional accreditation with 30 days extension	5
Terminated principals	1

STATUS OF RECRUITMENT REGULATION CASES  
1987

	FIRST QUARTER	SECOND QUARTER	THIRD QUARTER	FOURTH QUARTER	ANNUAL
1. No. of Illegal Recruitment (IR) Cases Handled	1,094	1,123	1,128	981	1,785
A. IR Cases pending at the beginning	837	943	828	770	837
B. Received IR cases	257	180	300	211	948
B-1 No. of workers/complaints involved	428	288	452	346	1,514
No. of Resolved IR cases	151	295	358	173	977
Resolution Rate (%)*	14	26	32	18	55
No. of Persons Arrested	22	3	4	5	34
No. of Establishments Closed	12	15	11	17	55
1. No. of Non-Illegal Recruitment Cases Handled	1,199	1,099	1,234	1,024	2,180
A. No. of Non-Illegal Recruitment Cases pending at beginning	877	700	885	791	877
B. Total No. of Received Non-Illegal Recruitment Cases	322	399	349	233	1,303
Nature of Cases					
Illegal Exaction	198	160	152	111	621
Violation of Art. 29	4	1	2	2	9
LAC/MIA report on violations	19	60	70	36	185
Others	101	178	125	84	488
B-1 Complaints involved	677	693	803	466	2,639
B-2 Amount Involved	P 4,420,131.00	P 3,958,844.00	P 5,268,395.30	P 2,499,123.00	P 16,146,493.30
	\$ 6,362.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 6,362.00
2. No. of Resolved Non-Illegal Recruitment Cases	499	214	443	424	1,580
Nature of Cases					
Illegal Exaction	340	149	221	229	930
Violation of Art. 29	2	0	1	5	8
LAC/MIA report on violations	4	1	27	33	65
Others	153	73	194	157	577
2.1 Complaints benefited	1,220	489	917	835	3,461
2.2 Amount restituted	P 10,691,982.00	P 4,603,840.00	P 6,825,774.00	P 5,442,274.55	P 27,563,876.55
	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,862.00	\$ 2,862.00
3. Resolution Rate (%)*	42	20	36	41	72
4. Fines collected	P 182,100.00	P 85,000.00	P 369,350.00	P 227,560.00	P 864,010.00

I. INFORMATION AND REGULATION DIVISION

II. COMPLAINTS AND PROSECUTION DIVISION

\*Resolution rate (%) =  $\frac{\text{No. of Resolved Cases}}{\text{No. of Cases Handled}} \times 100$

**SEABASED PROCESSED**  
By Flag of Registry  
1987

<b>MIDDLE EAST</b>	4,793	<b>AFRICA</b>	12,390
Saudi Arabia	1,662	Liberia	12,282
Bahrain	282	Cameroon	22
U A E	948	Kerguelen	31
Iran	908	Gabon	13
Kuwait	591	Somalia	5
Qatar	97	Mali	12
Lebanon	189	Algeria	16
Jordan	70	Nigeria	2
Israel	46	Angola	7
<b>ASIA</b>	14,336	<b>AMERICAS</b>	22,155
Philippines	8,801	Panama	14,732
Singapore	1,955	Bahamas	3,329
Japan	1,658	U S A	2,203
Hongkong	1,164	Aruba	15
Malaysia	407	Cayman Island	210
Taiwan	187	Bermuda	470
Thailand	17	Venezuela	7
Brunei	36	Netherlands Antilles	524
China	13	Puerto Rico	5
Burma	3	Brazil	98
Indonesia	8	Honduras	119
Korea	19	Mexico	3
Sri Lanka	21	Jamaica	1
Pakistan	4	Samoa	7
Maldives	43	Colombia	1
<b>EUROPE</b>	17,057	Costa Rica	2
Cyprus	8,612	Diego Garcia	6
Greece	3,945	Dominican Republic	16
UK	1,232	St. Vincent	164
Germany	624	Antigua	208
Norway	1,123	Canada	1
Gibraltar	173	Guam	4
Netherlands	202	West Indies	3
Malta	553	Ecuador	27
Denmark	159	<b>OCENIA</b>	62
Holland	178	Australia	35
Sweden	10	P N G	23
Belgium	48	New Zealand	4
Italy	30	<b>TRUST TERRITORIES</b>	180
Austria	55	Marianas	9
France	31	French Polynesia	7
Yugoslavia	3	Vanuatu	164
U S S R	71		
Spain	7		
Switzerland	1	<b>TOTAL</b>	70,973





**Philippine  
Overseas  
Employment  
Administration**

Department of Labor and Employment