

PHILIPPINE
OVERSEAS
EMPLOYMENT
ADMINISTRATION

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A N N U A L
R E P O R T

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ADMINISTRATOR'S REPORT

One of the most controversial years in the history of the Philippine overseas labor migration - 1995 - has been overcome. This year threw the whole nation in deep *Contemplacion* or contemplation on public policy concerning the plight of Filipino migrant workers. The events of 1995 reaffirmed the paradigm already born in a series of our visioning exercises since 1993 - that overseas employment is no longer one temporary alleviation program.

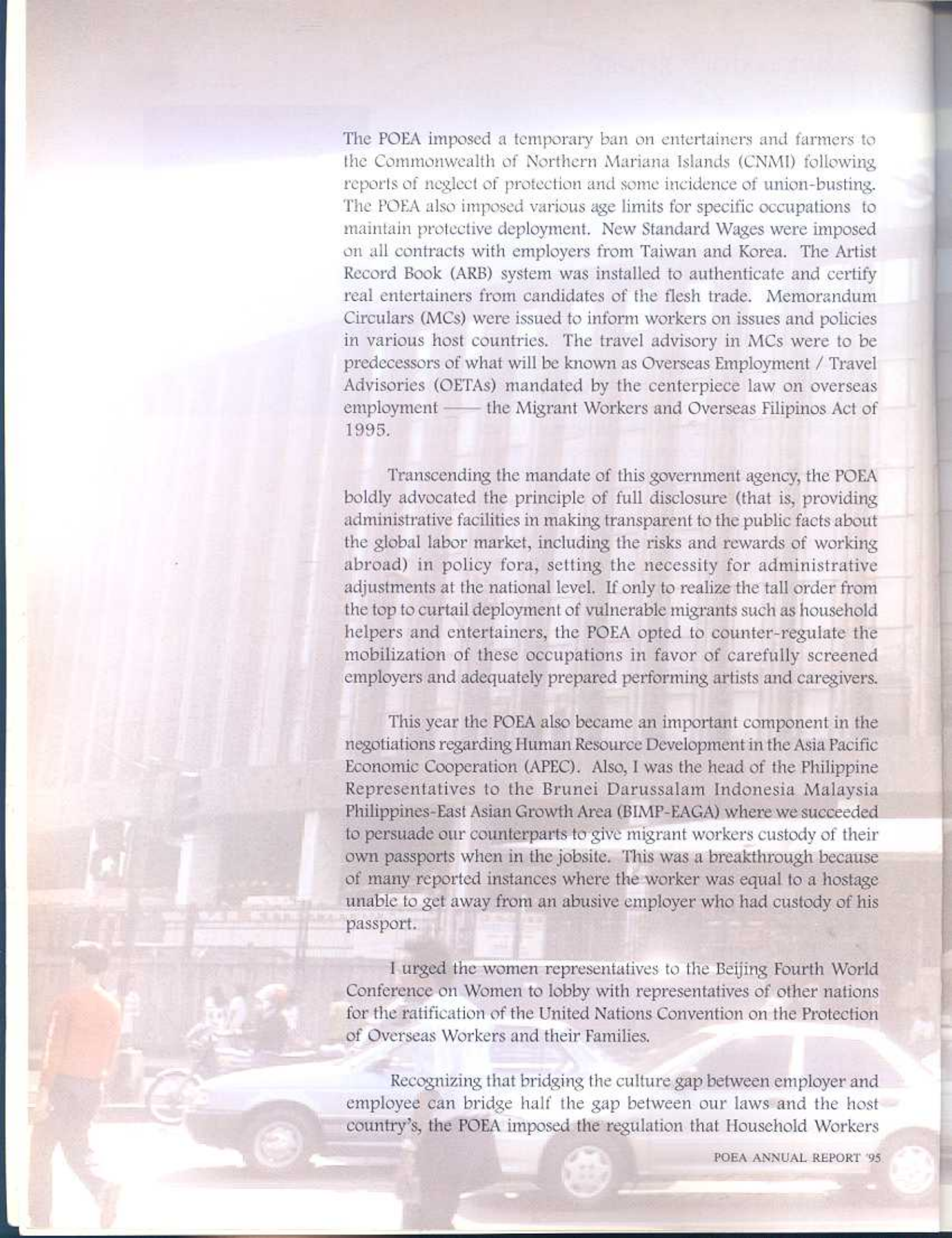
The distinction between 1995 from the years previous to it is that this was the year that the concept of migration as a stop gap measure to economic development has been officially put to test and put to rest. The President himself articulated the new perspective eyed by every growing economy. He said "Overseas Employment is not a government program. It is a fact." Suddenly, everyone realized overseas employment needs to be mainstreamed into the national macro-agenda.

This was also the year that the General Agreement on Tariffs and Trade (GATT) began to be implemented after the legislative branch ratified this multilateral treaty signifying the country's willingness to participate in the emerging world order. In this new order the word "trade barriers" is only a term to indicate a period in human history that acceleratingly distances itself from the present. From hereon we will hasten the flow of goods, services and information. Indeed this bore enormous implications for overseas employment.

This year, the term Overseas Contract Worker or OCW ended. They are now to be known as Overseas Filipino Workers or OFWs. Thus, this seemingly trivial change signified the government's mutation as it began to destroy the image of workers as mere contractors that brought in much-needed dollars and affirmed them as Filipinos who had to enjoy the government's protection and, *moreso*, its counsel.

Significantly, the country was awakened by the Flor Contemplacion and Delia Maga cases. The deficiencies in the overseas employment regulation came to the fore and the government immediately acted upon them by the stream of legislative and administrative measures to improve the state of overseas workers. POEA has developed its scope to include not only the foreign employment programs but to ensure that OFWs are no longer treated as equal to any export commodity but as human beings entitled to respect and protection of human rights. As a consequence, a ban on the deployment of household workers to Singapore was imposed upon recommendation of the Gancayco Commission, pending further study on the matter.





The POEA imposed a temporary ban on entertainers and farmers to the Commonwealth of Northern Mariana Islands (CNMI) following reports of neglect of protection and some incidence of union-busting. The POEA also imposed various age limits for specific occupations to maintain protective deployment. New Standard Wages were imposed on all contracts with employers from Taiwan and Korea. The Artist Record Book (ARB) system was installed to authenticate and certify real entertainers from candidates of the flesh trade. Memorandum Circulars (MCs) were issued to inform workers on issues and policies in various host countries. The travel advisory in MCs were to be predecessors of what will be known as Overseas Employment / Travel Advisories (OETAs) mandated by the centerpiece law on overseas employment — the Migrant Workers and Overseas Filipinos Act of 1995.

Transcending the mandate of this government agency, the POEA boldly advocated the principle of full disclosure (that is, providing administrative facilities in making transparent to the public facts about the global labor market, including the risks and rewards of working abroad) in policy fora, setting the necessity for administrative adjustments at the national level. If only to realize the tall order from the top to curtail deployment of vulnerable migrants such as household helpers and entertainers, the POEA opted to counter-regulate the mobilization of these occupations in favor of carefully screened employers and adequately prepared performing artists and caregivers.

This year the POEA also became an important component in the negotiations regarding Human Resource Development in the Asia Pacific Economic Cooperation (APEC). Also, I was the head of the Philippine Representatives to the Brunei Darussalam Indonesia Malaysia Philippines-East Asian Growth Area (BIMP-EAGA) where we succeeded to persuade our counterparts to give migrant workers custody of their own passports when in the jobsite. This was a breakthrough because of many reported instances where the worker was equal to a hostage unable to get away from an abusive employer who had custody of his passport.

I urged the women representatives to the Beijing Fourth World Conference on Women to lobby with representatives of other nations for the ratification of the United Nations Convention on the Protection of Overseas Workers and their Families.

Recognizing that bridging the culture gap between employer and employee can bridge half the gap between our laws and the host country's, the POEA imposed the regulation that Household Workers

should be proficient in English. Household workers passing this requirement, coupled with the Pre-departure Orientation Seminar, would be psychologically and socially fit to weather many of possible odds in employment in Asia especially where most household workers are deployed.

On entertainers to Japan, the POEA saw to it that they be monitored well by the embassy through the Philippine Overseas Labor Officer (POLO). Memorandum Circular No. 57 imposed that returning overseas performing artists should submit three joint affidavits. One, between the licensed agency and the foreign principal/promoter securing the artist with an employment contract with a minimum salary of US\$800; another, among the licensed agencies, training centers, and the artist authenticating the identity of the artist; and, between the foreign principal/promoter and the venue owner that shall allow the POLO or his authorized representative to monitor and visit the performance venue.

In the seafront, the country's international seafaring industry became recognized as the shipmanning capital of the world supplying 20% of the world's seafarers. This recognition also confronted us with the problem of upgrading of 111 maritime colleges in the country. Also the legislative support needed to bring the country at par with international standards were reiterated. So far, the country has to be included in the whitelist of countries with international maritime standards. Japan and Greece are two nations that have expressed their support for our seafarers with Japan volunteering its training acumen.

Still, the POEA saw the need for an enabling law that would put the other two overseas employment agencies, the Department of Foreign Affairs and the Overseas Workers Welfare Administration, in a single coordinated effort. This piece of legislation called Republic Act 8042 was also needed as the government prepared itself for foreign competition. This competition meant not only opening up the nation's products or material goods but also its labor and wages.

Soon, the emerging solution that survived the encumbrances of the democratic process was information-based deregulation. The initial crisis that ensued as one paradigm became overtaken by another, made all of us see that, probably the government was regulating overseas employment too much and treating it as a program that it is not. The counsel on selective deployment was contested on all sides and the POEA had always expressed its position of selective deployment—that is the deployment of truly qualified workers or those whose services offered will not make them vulnerable to abuse.

The centerpiece legislation gave POEA a fresh mandate to become the standard bearer of deregulation. Being an erstwhile regulator of overseas employment through its pre-deployment abuse-prevention measures, the POEA found an umbrella mandate in information dissemination. All other regulatory functions of the POEA was mandated to start in effectively imparting all the necessary information not just to applicants of overseas jobs but also to prospective applicants, their families, and the families of OFWs. When before, the POEA concentrated on illegal recruitment victims and their justice, now we must pour our resources into giving workers the knowledge to invoke his rights and use his practical knowledge on foreign relations whenever he has to.

The current ratio of less than a hundred Philippine officials onsite in 120 countries for 4.2 million OFWs is staggering. The POEA will have to reposition itself as a mobile bureaucracy to be felt in more provinces and directly perform in more nations.

This year opened more questions than ever before. The year proved the imperative for more study. For instance, it remains to be seen whether overseas employment can indeed be a channel for effective technology transfer from the host country to ours. Government still has to devise programs for a systematic dissemination of technologies. For us, this year, was a test of the agency's response-time. I would like to think that our triumphs surpassed not just our losses but our very limits.

Felicitimo O. Joson
Administrator

EMPLOYMENT FACILITATION

An 18.12% decline in landbased contracts processed or 587,871 last year and 481,349 this year made a good gauge of 1995's downstream direction. This was matched by a 5.07% increase or 180,945 in seabased contracts processed for the year compared to the previous year's 172,220, reflecting the government's success in continuing the shift of our labor migration by deploying only trained and skilled workers.

The full impact of the more protective government policy was also deflected by the number of principals seeking POEA accreditation which plunged to 16.4%, from 5,013 to 4,191 this year and a decline in overall manpower requests by 9.58%, from 302,707 to 273,696. This reinforced selective deployment policy made a low turn-out of landbased principals accredited or a decrease of 18.66% from last year's 4,501 to 3,661. As a chain reaction, it made an 11.93% decrease in the number of approved landbased manpower requests to 230,557 from the previous year's 261,778.

In contrast with the seabased sector, Filipinos took the 20% share of the world seafarers' supply. Shipowners/ship managers accredited by POEA posted a 3.52% increase, from 512 in 1994 to 530 this year registering a 5.43% swing of crew orders approved to 43,139 from 40,919, as reforms and new dimensions in the labor standards are introduced.

We have also continued the policy in deploying only to OFWs - friendly host countries where their rights and welfare are protected as mandated by Republic Act 8042. Thus, a strict on-site accreditation is being implemented by our Embassy officials and Philippine Overseas Labor Officers (POLOs). As a result, the number of principals accredited by POEA for private



POEA ANNUAL REPORT '95

PROCESSED OVERSEAS FILIPINO WORKERS 1991 - 1995



The overseas Filipino workers are the heart of our existence.

recruitment agencies decreased by 16.40% representing 4,191 this year and 5,013 in the previous year while processed agency hires decreased by almost half (44.7%) from 232,950 to 128,825 this year. It is also evident that the POEA's blacklisting and watchlisting of abusive foreign employers resulted in safer worker environments for future workers.

Both new hires and name hires posted highly polarized results. Processed new hires suffered a 27.32% slump, from 291,356 in 1994 to 211,746 this year. Name hires (those who were able to secure an employment contract on their own or identified and named by an employer), on the other hand, rose by 27.67% with 34,826 contracts processed compared to last year's 27,279. Along with this, returning workers or balik-manggagawa (BM) processed diminished by 9.08% resulting in only 269,603 workers this year from 296,515 in 1994, with POEA Regional Offices getting the 15.75% of the bulk or 42,469.

Although the high cost of placing workers in Taiwan continues to be the subject of policy debates because of broker system, Taiwan employers, through the Facilitation and Review Office (FARO), still surged by 58.28% in the number of contracts processed for the year. This translates to 45,993 from the previous year's 29,058 which make up 9.56% of the total landbased contracts processed for this year.

Our Government Placement Branch (GPB) established new direct markets in Singapore, Malaysia, Papua New Guinea, Saudi Arabia, Cambodia, Pakistan, United Arab Emirates, Qatar, United States of America, China, Japan, Saipan, New Zealand and Hongkong. A 1.59% increase in foreign government hires resulted in the processing of 2,102 workers compared to last year's 2,069.

Screening worker-applicants through the government facility is part of the placement process.



POEA's decision to involve itself in hiring of workers was in response to the reported increase in brokerage fees, especially with Taiwan market, that many private recruitment agencies were imposing on contract workers. While the cost that a worker had to bear, in the absence of a placement fee when hired through government, would only amount to about P13,000 against

private recruitment agency's P70,000, a worker can now be deployed to Taiwan and assured of P14,000 minimum monthly salary. Again, this is reflective of the government's success in seeing to it that a Filipino worker reap his due.

So far, the GPB takes pride of zero record employer abuse among employers processed in that POEA unit.

The POEA chalked a number of strides by pursuing the government's thrust to bring down the deployment figure of household workers and overseas performing artists (OPAs) who are vulnerable to abuse, in a bid to curtail welfare-related cases. Against 1994's 565,226 deployed landbased workers, this figure dipped by 13.55% or 488,621, while new hires slipped by 18.49% translated to 219,018 from the previous year's 268,711.

Deployed professionals, which include OPAs, went down by 40.74% from 74,218 last year to a staggering 43,981. This can be attributed to the implementation of Department Order No. 3 of 1994 and the limited issuance of Certificate of Eligibility (COE), which made a great dive by 56.02% in the number of deployed OPAs, from the previous year's 53,292 against 23,438 this year. Other factors like the submission of affidavits to rationalize procedures and monitoring by the POLOs, and the pre-qualification of employers, contributed to the slump. The Artist Record Book (ARB) system was also instituted this year to enable the POEA to distinguish through certification the bonafide artists, by undergoing Pre-departure Showcase Preview (PDSP), from the unskilled.

The POEA also reiterated the imposition of the English proficiency and age requirement for household workers through Memorandum Circular No. 30. As a result, deployed household workers are down by 12.22% from 71,386 to 62,663. Yet, they compose 29.29% of the total workers deployed, the highest among deployed landbased workers.

Rehires or balik-manggagawa actually deployed slid to 269,603 from 296,515, a slim 9.08% decrease.

LANDBASED WORKERS

*OFWs are skilled, competitive
and are employed productively.*



SEAFARERS

The seabased sector maintains its status as a recognized international labor supply as actual seafarers deployed increased by 7.14% or 165,401 from last year's 154,376.

Although crew orders increased, the number of seafarers who actually registered decreased by 14.85% representing 36,971 from the previous year's 43,421, translating the projected 88% or 42,000 seafarers to register for the year. This figure was affected by the abolition of the 2-year associate nautical course in maritime schools, forcing students and prospective registrants to finish the 4-year course, aside from the implementation of the ladderized course in Marine transportation.

Showing the 5.07% increase in the number of contracts processed, still, only 91.41% of the workers processed were actually deployed resulting in a 7.14% increase or 165,401 from the previous year's number of 154,376.

Indeed, it can be seen that there is much to meet in the niche in crewing the world tonnage but the increase may be partly attributed to the growth of second registries such as Norway as well as the dwindling supply of Japanese seafarers whose tonnage is ironically growing rapidly. The combined intake of these two countries alone totals some 50,000 Filipino seafarers.

The GATT-related trade liberalization activities were also speculated to have boosted the rise in the number of vessels resulting to additional crewing needs in the seafaring industry.



We promote the dignified employment of Filipino workers to pursue the protection of their rights and welfare



The anticipated flood of low-waged seamen from former Communist countries and poorer East Asian countries did not materialize into competition with Filipino seafarers as expected this year.

Global developments resulted in the maturing of old markets for our human resources. New markets have emerged, grown and turned around from the Middle East focus to a more diffused behavior involving some 10,000 employers in 145 countries.

GLOBAL DESTINATIONS

This year, although the Middle East continued to be the major point of destination registering 234,310 newly-deployed documented workers, it translates to an 18.18% dip in the number of workers deployed there. Among Middle East countries, Saudi Arabia still took the lead with 168,604 and with UAE following a long way behind with 26,235. Although Asia is the second favorite destination, the trend of its increase is still way below par with that of the Middle East countries. Also, the dominance of Saudi Arabia surpasses all Asian nations combined with the latter only at 166,774 workers.

Asia has become a bright spot for better-paying, labor-intensive, technology-based jobs such as those in Taiwan, Malaysia and South Korea while persisting to be the region absorbing 53% of our household service providers. Hongkong continues to be the most favored Asian destination — 51,701, with Taiwan trailing closely with 50,538.

In Europe, whose combined number of OFWs barely go beyond the 10,000-worker mark, the favorite destination continues to be Italy with domestic helpers still a dominant feature. Spain is the next favored point with 1,032 workers — 4,797 workers behind Italy.

Surprising statistics include 5 registered workers in Monaco, 63 in Croatia and 1 in Gibraltar.

There are also almost as many migrant workers deployed in USA as in the Trust Territories combined. Among the Trust Territories, the Commonwealth of Northern Mariana Islands (CNMI) gets the bulk of 76.94% workers deployed totalling 5,416, with Saipan taking 95.38% or 5,166 workers among the islands.

The Trust Territory, Republic of Palau also accepted 1,023 workers this year. This is almost as many as the workers in Papua New Guinea where there are 1,240 workers deployed while Australia registered only 74 workers.

FOREIGN EXCHANGE REMITTANCES

This year's Gross National Product (GNP) growth was 7% fueled by remittances coming from OFWs although these earnings have always performed well in exclusive rankings of topnotch dollar earners. Statistics from the Bangko Sentral ng Pilipinas (BSP) for 1995 showed that US\$4.88 Billion flowed in through the banking channels. The amount represents a 65.89% increase from the previous year's US\$2.94B.

Seafarers contributed 4.32% or US\$210.51M to the total remittance this year. This was significantly down from last year's 12.90% share of total remittance substantiated by the 44.51% decline compared to last year's US\$379.3M.

Remittances from the landbased workers, on the other hand, increased by 82.24% from US\$2.56B to US\$4.7B this year as percentage share took a soaring 95.68% share in the total remittance.

Asia is catching up in contributing to GNP with Middle East markets maturing and OFWs finding new pastures elsewhere. Middle East earnings by OFWs were impaled 68% of earnings only registering US\$41.48M from last year's US\$131.69M while Asian earnings produced a hovering US\$462.20M, an 18.97% increase from 1994's US\$388.49M. Leading nations as sources of OFW remittances from this region are Hongkong with US\$171.03M, Japan with US\$152.36M and Singapore with US\$106.14M.

By far, USA still proved to be the leading source of remittances even reaching the 10th digit mark of US\$3.81B. Europe is also another source that registered up to US\$248.95M in OFW earnings, with US\$76.26M coming from Germany and US\$39.62M from Italy.

Overseas employment used to be the government's temporary alleviation program to rising unemployment. Now, it fuels the national coffers with remittances from OFWs.



ERRATUM:

The Bangko Sentral ng Pilipinas rectifies its 1995 remittance figures as follows:

Total	from US\$ 4.88 B to US\$ 3.87 B
Landbased	from US\$ 4.7 B to US\$ 3.66 B
Seabased	from US\$ 210.5 M to US\$ 210 M

Although deployment figures from these countries are far behind than that of the Middle East's, the affecting factor lies with the point of origin of remittance. As a matter of concept, foreign exchange remittance should correspond to the country where the compensation was earned. But more often than not, the bulk of the funds is coursed through the international banking networks, thus, making it difficult to determine its origin, unless the remitting bank or agent is located in the country where the compensation is paid for. However, based on the present reporting format, bank reports only capture the country of the remitting bank overseas.

As reflected in the remittance figures, the non-classification of the workers, whether documented or undocumented, by the BSP could have been the cause of the contrasting trend between their data and POEA's deployment figure for 1995.

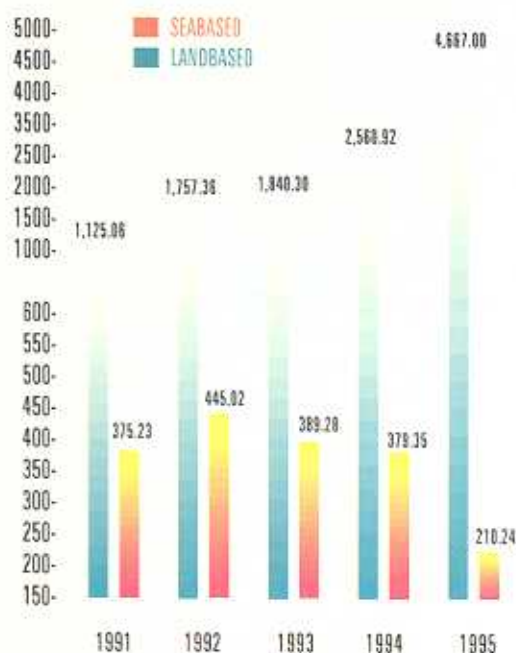
Despite the 9.11% decline in Filipino workers' deployment in 1995, (719,602 in 1994 as against 654,022 in 1995) the Balance of Payment (BOP) report of BSP recorded an increase of 66% in remittance.

The strong remittance performance indicated in the BOP report may be attributed to the increased use of formal banking channels by OFWs, particularly the landbased, (including some 1.8M undocumented) in remitting to the country greater portions of their hard-earned salaries. This could also be a strong indication of renewed confidence in the economic system thus, they have entrusted their remittances to the banking system.

Financial intermediaries which provide remittance service to all OFWs have effectively been availed of. Such remittance centers also employed various marketing strategies which in the process offered new products, promotions and incentives to OFWs. Services readily and conveniently being offered by such centers range from "door to door" to "rapid" remittance systems through on-line fax, telecommunications, money transfer and postal money order.

The BOP reports from the Central Bank also showed that there has been a significant increase in the use of these remittance facilities capturing about 31% of the total landbased remittances in 1995 as against the 5% registered in 1990.

**OFW FOREIGN EXCHANGE REMITTANCES
1991-1995 (in millions U.S. dollars)**



WORKERS' WELFARE AND PROTECTION

Two awareness-building programs instituted by this Administration are rigorously being pursued for a sustainable information campaign -- the Pre-Departure Orientation Seminar (PDOS) and Pre-Employment Orientation Seminar (PEOS).

The in-house PDOS entered into a bigger sphere this year with 18.44% swell, participated in by 17,446 departing landbased and seabased OFWs against last year's 14,730. Some 183 PEOS, on the other hand, benefited 21,308 prospective applicants compared to last year's 316 with 31,703 applicants only. This year also, 95.08% or 174 of these seminars were conducted in the regional level to disseminate to a greater number of workers the pains and gains of working abroad before they even decide to go on. We believe that the concentration of the efforts of worker education on labor migration and anti-illegal recruitment program in the provinces are most effective grassroots empowerment to fight the townfolks' vulnerability to sweet-talking illegal recruiters.

To reinforce conduct of these seminars, four (4) Pre-Employment Trainers' Training (PEOTT) were also conducted for volunteer advocates of PEOS with 133 participants from the various local government units,

non-government organizations (NGOs) media and the academe. This included a Memorandum of Agreement with Center for Overseas Worker (COW) authorizing it to conduct PDOS and PEOS. Last year, 4 of these seminars were conducted among 139 participants. PEOTT is basically a venue to draw up and produce a plan of action that will enhance the program on worker education.



Both landbased and seabased workers are given pre-departure orientation seminar to pursue the labor migration education.



The holding of the two-day National Conference on Anti-Illegal Recruitment (AIR) was an assessment of the success of AIR campaigns that roamed 651 places nationwide at the end of the year. It was also a gathering of all key players in the campaign including NGOs, government and people's organizations, church groups, law enforcers and prosecutors. This event marked the end of a year-long activity on the National AIR Consciousness Year Program.

The Kruzada Laban sa Illegal Recruitment or KLAIR continued to attract volunteers nationwide. Conduct of Anti-Illegal Recruitment Seminars, a pre-requisite to KLAIR, was intensified and were brought to 28 cities and provinces throughout the country.

POEA has also actively participated in the national endeavor to protect human rights. This was evident in the National Action Plan for Human Rights where migrant labor sector has been represented.

Advocacy program for welfare promotion of workers involved both the employees of this Administration and industry participants. Special seminars were conducted to create a corps of well-trained POEA inspectors who will closely monitor agency performance. A series of orientation seminars were held for agency executives while value enhancement seminars were conducted for agency liaison officers.

In tandem with the Foreign Service Institute (FSI) of the Department of Foreign Affairs (DFA), this Administration was intensively involved in equipping foreign service officers for better capability in the service of migrant workers. This effort is only one of the initial projects of the concerned Departments in adherence to "one-country-team" approach.



Conduct of the special seminars for POEA inspectors and employees, police authorities, NGO representatives and partners in the industry is a venue to impart our advocacy program.

Assistance to the families of migrant workers is a continuous function of the POEA. In-house conciliation efforts yielded a total of P14,522,094 or 58% increase in the amount of benefits awarded to 43 OFW-complainants and/or kin. The amount represents backwages, sickness, disability and death benefits and refund of placement fees. Counseling services had 1,850 kin assisted whose relatives failed to communicate or send financial obligations, and other family concerns, needing repatriation, not allowed by employer to go home despite expired contract, etc. A "free call" overseas is also available to relatives of OFWs to accommodate emergency calls and other welfare assistance provided for through the POLOs.

The POEA is exhausting efforts to fast-track resolution of cases and declog docketed cases to an ideal level. Despite the odds it has to contend with, such as lack of manpower, limited resources and the enactment of RA 8042 in July which stalled adjudication proceedings, the POEA hurdled these with relative ease. Categorically, the issuance of Memorandum Circular No. 10 will help the adjudicators decide immediately cases or disputes involving OPAs. It provides that the amended Standard Employment Contract (SEC) for OPAs can be a basis for our lawyers on the resolution of their cases.

With only 13 lawyers handling the cases, 4,564 were resolved. This represented a 65.20% accomplishment rate of the 1995 targets.

Six (6) out-of-town decision writing seminars were held to facilitate the handling of these tasks.



POEA provides welfare assistance and counselling efforts to OFWs and their families.



INDUSTRY REGULATION

The overall 9% decrease in the number of workers deployed is both a natural result of a contracting market and of deliberate strategies to rationalize the quality of overseas employment. The deterioration of the terms and conditions of employment in traditional destinations inhibited many from opting for overseas employment. This could be attributed to a number of other factors notwithstanding the number of sensationalized cases of worker abuse. POEA's strengthening of its information dissemination has also contributed to the awareness of many prospective workers about the limits of their personal capabilities to cope with foreign cultures and economic systems. Stricter regulations and monitoring that POEA has undertaken on all private recruitment agencies helped slow down deployment. Further, implementation of past and present rules and regulations has been the focus of this government unit this year.

The POEA's watchlisting and blacklisting mechanisms have been strengthened by the greater coordination that have evolved among all government agencies dealing with labor migration. We required the submission of verified manpower requests before workers' documents are processed as well as implementation of the seafarer's upgrading scheme — Minimum Requirements and Qualification Standard for Entry and Promotion to Grade (MRQSEPG) — to keep their international quality.

The stricter imposition of requirements on private recruitment agencies resulted also in 20.63% decrease in the number of new licenses given out for the year to a round figure of 100 for the landbased sector where a great bulk continued to be the non-skilled worker category. This is further substantiated by the 39.21% increase in regular inspections conducted by POEA on private recruitment agencies. This resulted in an unexpected 72.88% above target figure for the year. Initial target was slated at 1,051 agencies to be inspected.



Industry partners' adherence to implement and sustain quality standards in the recruitment workers earn them awards and recognition from DOLE-POEA

In preparation for the deregulation thrust as provided for in RA 8042, the industry participants are being empowered and given a greater role in the management of migrant workers. For instance, agencies accredited to deploy trainees through the Korean Federation of Small Businesses (KFSB) scheme are putting up on-site offices in Korea to oversee the welfare of the workers they have deployed.

Cognizant of their contribution to the country's job generation program and the economic development as a whole, incentives were also given to outstanding agencies through the yearly performance awards. For this year, there were 6 Top Performers and 26 recipients of Award of Excellence for their support for the welfare of their deployed workers and for deploying highly-productive workers.

The 610 landbased and 290 seabased licensed agencies in good standing by the end of the year contributed to the 27.12% increase in the number of licensed agencies. From this total, only 124 new licenses were issued, a reduction of 19.48% from the previous total of 154. With the improved system and strict enforcement of the new licensing requirements, the decline is a welcome development to professionalize the ranks of licensed agencies.

ANTI-ILLEGAL RECRUITMENT CAMPAIGN

The rigid conduct of our regular inspection boosted our campaign to uplift the standards for our inspectorate system.

Also this year, the POEA has devised the legislative and administrative measures as we worked on helping victims of illegal recruitment to avail of the Witness Protection Program, designation of special courts to hear and decide illegal recruitment cases nationwide and involved local government executives.

The Anti-Illegal Recruitment (AIR) Campaign program was made successful through the concerted acts of all sectors concerned with labor migration culminated during the National AIR Conference. For this purpose, the POEA sought partnership with non-governmental organizations, police agencies, special prosecutors and fiscals, volunteer groups, and para-legal groups and other organizations. A very significant pact entered into was done during this year. The Presidential Anti-Crime Commission (PACC), Departments of Labor, Interior and Local Government and Justice joined forces for coordinated efforts and sustainable campaign of the government -- from operations and surveillance on the activities of suspected illegal recruiters until their arrest and prosecution. Another arm was added to POEA when the City of Baguio also engaged to combat the labor migration menace.

For this year, illegal recruitment cases handled went down by 32.46% to 439 while cases actually disposed only amounted to 394 cases. This was a clear indication of the number of victims who, after receiving back money extorted from them, desisted from testifying against the suspects. Still victims assisted went up to 3,173 from 3,007 of 1994. But among these victims assisted, only 850 suffered at the hands of illegal recruiters. More, in fact, up to 2,323 were victims of recruitment violations.

Our I.E.C. program goes beyond just providing information. Our strategy is to enable the people to take action, to render them capable of directing their destinies, embodying their values not to deal with or tolerate illegal recruitment in any of its guises.

Our trimedia initiatives also took a radical turn. We took a cue from President Ramos' call for massive awareness and information dissemination and embarked on our own alternative IEC strategy.

Our daily one hour radio program "OCWs: Pag-usapan Natin" gained momentum as more audience participation was observed. It not only became a vehicle detailing POEA and OWWA services, programs and regulations so that aspiring workers will have access to information on contract migration.

To assert our authority over violators, we have created linkages primarily with law enforcement agencies, association of local government officials and church based organization to provide a single track of action against illegal recruiters.

For 1995, a total of 439 illegal recruitment cases were handled of which 394 were disposed, a 32.46% decrease by a net of 211 cases. The decline is due to the effective AIR campaign. Disposition or action on cases nosedived by 27.57%, from 544 to 394 cases. Rate of disposition increased to 89.75% against last year's 83.69%.

An hour of radio program daily is our dose of worker education in the airwaves.

INFORMATION, EDUCATION AND COMMUNICATION PROGRAMS

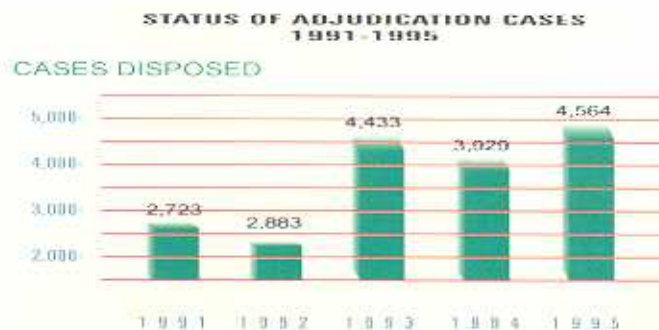
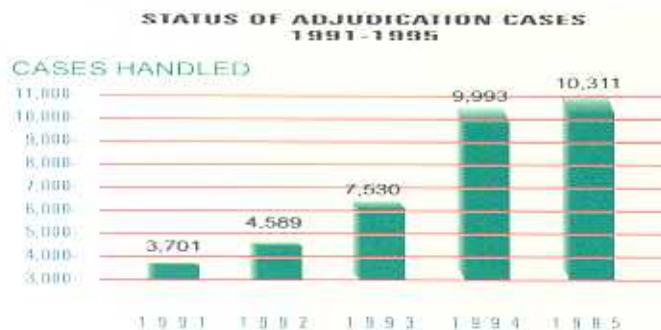
INVESTIGATION AND PROSECUTION



OVERSEAS EMPLOYMENT CASES

Cases handled by POEA, either employment related or violation in recruitment procedures, slightly increased during the year by 3.18% with 10,311 against last year's 9,993. This number, however, with only 13 lawyers working on all these cases, did not affect their efficient performance by registering a disposition rate of 44.26% from 1994's 39.32%. This represents 4,564 cases disposed for the year and 3,929 in 1994 or 16.16% change, earning a 4.49% against 1994's.

The increase in disposition rate is attributed to the turn over to National Labor Relations Commission (NLRC) of cases involving money claims. Republic Act 8042, although not fully implemented this year, provides that the NLRC should have full jurisdiction over these cases. Moreover, the conduct of regular out-of-town decision writing sessions, it was observed, focused our lawyers' attention on cases involving employer-employee disputes and regulatory violations, although transfer of cases on money claims still eat up their time because of administrative procedures.



DECENTRALIZATION OF SERVICES

Decentralization of POEA services is done through our field offices called Regional Centers (RCs) and Regional Extension Units (REUs). They are in place to serve as windows for our publics to access our services in the provinces — bringing overseas jobs, operationalizing the mobilization and documentation of departing workers and extending welfare and legal services.

The main task undertaken by these field offices is the conduct of Anti-Illegal Recruitment campaigns, which is being intensified each year since illegal recruitment cases usually occur in these areas. The campaign is occasionally complemented by PEOS and PEOTT sessions.

Noteworthy is the 52.16% increase in the deployment of seafarers through the POEA regional offices which is a healthy indication of our serious efforts to strengthen our services in the provinces.

The Mindanao Regional Center in Davao administered the first regional orientation seminar for recruitment agencies in Mindanao. The activity was a success that representatives of licensed agencies in the area clamored for its regular conduct.

The year also saw the extension of the REU in La Union when a Labor Assistance Center (LAC) in Laoag International Airport in Ilocos Norte was established to facilitate the departure of overseas workers coming from this area.

The special hiring program for Taiwan was also conducted in Cebu and Davao RCs. The latter became a coordinated project with the City of Davao to provide better employment opportunities to the local populace.



Linkage with local government units is one strategy to beef up anti-illegal recruitment campaign such as in Baguio City with Mayor Mauricio Domogan

FIELD OFFICES

Strategic Location of POEA offices in regions



In Baguio, the POEA and the City government forged a Memorandum of Agreement to cooperate with each other in the arrest, litigation and prosecution of illegal recruiters.

Our two RCs and the REUs in La Union and in Baguio have started processing new hires and namehires.

Overall performance of the field offices picked up with 18.70% increase in the number of contracts processed for rehired landbased workers. Likewise, processed new hires jumped from 1,647 to 2,113.

MANPOWER REGISTRY

Computerized worker registration was done early this year. This is a collective effort of the POEA, the Bureau of Local Employment (BLE), the Community Employment Centers (CECs) and the Public Employment Services Office (PESOs) in preparation for the nationwide "skills mapping" to determine where in our country particular skills are available. The result is very useful in the conduct of jobs fairs.

For 1995, the nationwide registry attracted 51,008 applicants, a 17.03% decrease from 61,474. This is attributed to the imposition of new policies on the requirements for registration of seafarers. A similar downtrend on landbased workers registry occurred since the POEA pool discouraged the registration of non-critical skills or those having substantial number of registrants. It is also hinted that, gradually, awareness on labor migration is increasing that Filipinos opted less to be overseas workers. Regional initiatives, however, were sustained to encourage worker-applicants to register their skills for overseas employment. The presence of the local PESOs and the conduct of jobs fair and provincial recruitment activities by the REUs were decreased as the POEA adopts a strategy shift of ceasing the actual promotion of overseas employment.

The Manila Office accounted for 63.26% or 32,268 of the pool while the RCs and REU generated the remaining 18,740. The number of applicants from the regions dwindled by 1.53% from 19,301, a clear sign that overseas employment has become less an option for Filipinos seeking economic progress.

The seabased pool decreased by a net of 6,450 seafarers from 1994's 43,421. Again the field offices became major source of skills, increasing a hundredfold to 11,247. The seabased manpower

SPECIAL PROJECTS

pool, however, improved its system as they apprehended 295 seamen who presented fake registration of documents — Safety of Life At Sea (SOLAS) certificates, diplomas, certificate of authentication and verification, and marine licenses.

Strategically situated at the heart of EDSA, the POEA has been host to various activities commemorating this historical occasion. Every year, our regular contribution to the festivities include holding of job fairs for local and overseas employment, free medical examinations given by the POEA accredited medical clinics and live entertainment shows courtesy of promotions agency in the industry.

For this year, our main event is the visit of His Excellency Fidel V. Ramos, via the live telecast of Ms. Annabelle Abaya's show at the POEA lobby, featuring the video calls to OFWs onsite. This goes to show that our government has the hands-on concerns to OFWs as we share the spirit of EDSA with them.

The Christmas season is also a time reserved for special activities focused on OFWs. The DOLE-wide Pamaskong Handog sa OFWs is being organized yearly, with no less than President Fidel V. Ramos himself, welcoming the arriving balik-manggagawas at the Ninoy Aquino International Airport (NAIA).

At POEA, a similar project was launched in December to provide services and livelihood programs for interested OFWs and their families. Dubbed as "Pamasko at Negosyo Para sa OFWs", the program is part of the workers' orientation to reintegration programs. The activity encourages OFWs to use their savings and the skills they have acquired overseas to put up their own business enterprise which would contribute to the development of our economy.

President Fidel V. Ramos addresses the plight of an OFW through Ms. Anabelle Abaya's program during EDSA Day's "tele-kumustahan" in the presence of the workers relative.

ANNIVERSARY OF THE EDSA REVOLUTION

"PAMASKO AT NEGOSYO PARA SA OFWs"



Booths at the POEA lobby offered various services from SSS, banks' remittance systems, cellular phones and housing loans from PAG-IBIG and real estate developers. Songs and dances also formed part of the festivities.

The most important components, however, involved reintegration systems such as livelihood skills development from Technical and Livelihood Resource Center (TLRC) and the Livelihood Corporation (LiveCor). Private institutions, especially banks, also offered loans for livelihood projects like taxi-loans.



Various activities during the EDSA Day Celebration.



INFORMATION SYSTEM

In the dynamic pace of computer technology, the Electronic Data Processing Branch this year took the big leap by completing the new law, Republic Act 8042, stating among others that various Administration's Information Systems Plan (ISP) in the next five years. It is timely that this plan was framed in accordance to the new law, Republic Act 8042, stating among others that various government agencies shall "implement a shared government information system for migration". This is aimed at integrating OFWs statistics and files to create a free-flowing exchange of data.

The plan includes the migration of present computer system configuration into the open (de-facto) system and creation of a network where other government entities, regional offices and overseas posts, particularly in countries where there are heavy concentration of OFWs such as Japan, Taiwan, and Middle East, can directly access to our data.

Four in-house computer literacy trainings were also conducted by EDP group to upgrade the skills of employees aside from the regular systems maintenance work and processing and generation of statistical reports.



Information technology plays big part in the plan for a free-flow exchange sharing of various data regarding overseas workers

STAFF DEVELOPMENT

Placing much premium on the services it extends to its clients, this Administration zeroed in on how best to equip its officials and employees with appropriate tools in the conduct of their everyday duty as professional public servants.

At the start of the year, we concentrated on giving refresher courses and workshops on stress management, technical writing and re-orientation on the realities of labor migration – updates on local and international environment. They were aimed at enhancing the employees' creative ability, responding effectively to duties and improving customer relations especially to frontliners who are stock with everyday transactions at the counters. Improving the ranks is not only catering to their career improvement that's why spiritual and moral enhancement seminars were also developed.

To address the call of welfare and policy challenges, our welfare assistance officers, lawyers and supervisors underwent programs on effective counselling and leadership management. These will identify further the needed improvement to create a client-friendly and responsive environment at the POEA. Introduction of the Advocacy Program of the Administration have been put in place through attendance to Advocacy Communication Planning and Transformational Leadership Training by higher officials. We expect that a campaign for internal advocacy in the coming year is pursued for an improved bureaucracy.

We sustain our employees' maximum performance and participation by investing in their development

We also sent off rank and file employees to seminars on effective supply management, budget management and information system/technology in preparation for the set up of a more highly technical means of exchanging data by next year.



Towards the end, plaques and cash gifts flowed in to deserving employees who displayed their best ability as public servant, bestowed during the Christmas celebration.

FINANCIAL STATEMENT

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION BALANCE SHEET AS OF DECEMBER 31, 1995

GENERAL FUND

ASSETS	
Current Assets	
Cash	P 178,043,509.01
Receivables	11,145,410.30
Inventories	<u>3,585,459.66</u>
Total Current Assets	P 192,774,378.97
Other Assets	275,729.47
Contingent Assets	139,191.88
Investments and Fixed Assets	
Land and Land Improvements	P 8,000,000.00
Building and Structure in Process	99,449,630.87
Furniture, Equipment and Work Animals - Gen. Public Service	28,411,496.63
Furnitures, Fixtures and Equipment Work Animals and Books	37,607.50
Furnitures, Equipment and Work Animals- In transit/Process	<u>741,177.12</u>
Total Investments and Fixed Assets	<u>136,639,912.12</u>
Total Assets	<u><u>P 329,829,212.44</u></u>
LIABILITIES	
Current Liabilities	
Payables	P 28,363,593.58
Trust Liabilities	176,739,200.54
Total Current Liabilities	P 205,102,794.12
Miscellaneous Liabilities	<u>10,230,773.54</u>
Total Liabilities	<u><u>215,333,567.66</u></u>

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
BALANCE SHEET AS OF DECEMBER 31, 1995

GENERAL FUND

Balance Forwarded P 215,333,567.66

RESIDUAL EQUITY

Cumulative Result of Operation:

Per Statement of Operation P 468,074.84
National Clearing Account (22,751,534.06)

Total Cumulative Results of Operation (22, 283,459.22)

Invested Capital 136,639,912.12

Contingent Capital 139,191.88

Total Liabilities and Residual Equity P 329,829,212.44

Certified Correct:

CANDIDA B. VISTRO
Chief Accountant

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
BALANCE SHEET AS OF DECEMBER 31, 1995
GENERAL FUND

Cumulative Results of Operation (CRO) at the Beginning of the Year			
Continuing Appropriations	P	1,464,619.13	
Overdraft in Appropriations		<u>(996,544.29)</u>	P 468,074.84
Add: Allotments received during the year -			
Republic Act No. 7845	P	127,167,262.00	
Other (Republic Act No. 7663)		<u>14,788.20</u>	<u>127,182,050.20</u>
Total Allotments During the Year			P 127,650,125.04
Less: Obligations Incurred during the year -			
Personal Services	P	<u>60,906,699.28</u>	
Maintenance and Other			
Operating Expenses		59,543,019.84	
Capital Outlays CY 1995		4,952,430.87	
Capital Outlays CY 1994		<u>14,788.00</u>	<u>125,416,937.99</u>
Excess of Allotments Over Obligations Incurred			P 2,233,187.05
Add:			
Income	P	178,008,163.08	
Grants		0.00	
Extraordinary Receipts		0.00	
Borrowings		0.00	
Adjustments - Additions or (Reductions)		<u>9,219,689.69</u>	<u>P 187,227,852.77</u>
Total CRO During the Year			
Less Reversions to CRO - Unappropriated			189,461,039.82
Income	P	178,008,163.08	
Grants		0.00	
Extraordinary Receipts		0.00	
Borrowings		0.00	
Unexpended Balance of Allotments			
Adjustments - Additions or (Reductions)		<u>9,219,689.69</u>	<u>188,992,964.98</u>
CRO at the End of the Year			
Continuing Appropriations		1,464,619.13	
Overdraft in Appropriations		<u>(996,544.29)</u>	<u>P 468,074.84</u>

Certified Correct:

CANDIDA B. VISTRO
Chief Accountant

POEA DIRECTORATE MEMBERS



FELICISIMO O. JOSON
Administrator



GONZALO T. DUQUE
Deputy Administrator for
for Employment and Welfare
(Director, Welfare &
Employment Office)



ANGELES T. WONG
Officer-in-Charge
for Management Services
concurrent for Employment
Regulation and Adjudication



LORNA O. FAJARDO
Director
Pre-Employment Services Office



CARMELITTA DIMZON
Officer-in-Charge,
Welfare and Employment Office
(2nd semester)



VENERANDA C. GUERRERO
Officer-in-charge,
Licensing and Regulation Office



VIVECA C. CATALIG
Director
Adjudication Office



Philippine
Overseas
Employment
Administration

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