

1999 POEA ANNUAL REPORT



message

from the Administrator

As we put another mark in the history of overseas employment program, we find our agency on its 17th year of existence at the forefront of efforts to consolidate the gains of the past and move on aggressively into the 21st century.

POEA's organizational calendar during the whole year was replete with numerous initiatives for linkage-building and goodwill promotion both here and abroad.

We visited many of our foreign counterparts in the bid to preserve beneficial employment arrangements and also to negotiate for better terms and conditions for our OFWs in the landbased and maritime areas.

We took the lead in delivering significant accomplishments of the Tripartite Overseas Employment Sector for the Comprehensive Employment Plan of Angat Pinoy 1999-2004, the Medium Term Philippine Development Plan of the Estrada administration. With development targets surpassed and OFW remittances reportedly growing by 38 percent, the role of the overseas employment program has once again confirmed the viability of supporting a policy of sharing human resources internationally to help boost economic development through our comparative advantage.

But dynamic as it is, the program deserves continuous attention, relentless campaign and improvement. These we felt in our many dealings and consultations with various entities, both government and non-government, whom we regard as our invaluable partners in championing the status of OFWs in a new global accord.

POEA, at the dawn of the third millennium, shall proactively gear up to respond positively and effectively to fresh challenges. This, we are avowed to do being a culturally-sensitive, customer driven and business-oriented advocate of the overseas Filipino workers' well-being today and in the years to come.




REYNALDO A. REGALADO

policy developments



Administrator Reynaldo A. Regalado giving guidelines for the review of POEA rules on overseas employment.

Review of POEA Rules

POEA initiated the review of the Rules and Regulations Governing Overseas Employment through a 2-day workshop held at the Development Academy of the Philippines. The basic premise of the review was that deregulation of some POEA functions should not compromise the welfare of the overseas Filipino worker.

POLO Conference

A Seminar-Workshop for Philippine Overseas Labor Officers was conducted on January 21-25. The POEA maintained its coordination with the POLOs as one of the major sources of information for market strategies and directions. Key officials of the POEA met with them for discussions of specific concerns in their posts particularly on issues on OECs, market updates and clarification and interpretation of new policies and other professional concerns.

Sectoral Consultations

Concerned government agencies and organizations submitted their proposed amendments to Republic Act 8042, otherwise known as Migrant Workers and Overseas Filipinos Act of 1995, during a Summit held on August 24 at the Occupational Safety and Health Center.

The Pre-Employment Orientation Seminar (PEOS) curriculum was revised through a write shop and multi-sector validation and consultation. The new curriculum was pre-tested in 38 POEA trainers.

The multi-sector policy forum conferred on June 8 and discussed the Emerging Modes of Mobility — the recent approaches in finding jobs in other countries and the prevailing problems related to them.

POEA organized a workshop forum on October 8 to discuss Quality Medical Standards for Seafarers in cooperation with the Maritime Industry Administration and the Department of Health.



Members of the POEA directorate discusses pressing issues with Philippine overseas labor officers (POLOs)



Commissioner Rufus Rodriguez of the Bureau of Immigration and Deportation discussing the emerging trends in migration during a consultation meeting.

MEMORANDUM CIRCULARS

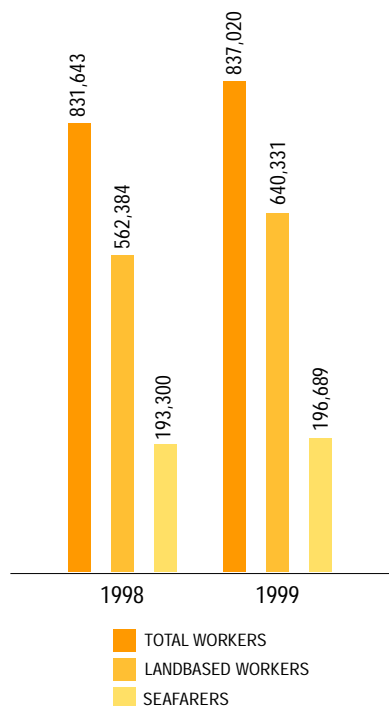
- 01 Guidelines on the Deployment of Filipino Fishermen Boarding Taiwan Fishing Vessels in Philippine Ports
- 02 European Single Currency
- 03 US Visa Regulations
- 04 Campaign Against Smuggling and Drug Trafficking
- 05 Annual Report of Seafarers Engaged/Employed on Board Foreign Going-Vessel
- 06 Standard Form for Verification of Seafarers Prior to Contract Processing
- 07 Jobs Fair Program
- 08 Inspection of African Job Sites by the Philippine Embassy in Tripoli
- 09 Validity Requirements on Philippine Passport for Overseas Filipino Workers (OFWs) Bound for Middle East and African Countries Where No Philippine Mission is Present
- 10 Guidelines on the Accreditation of Taiwan Manpower Agencies
- 11 Implementing Guidelines on the Deployment of Household Workers
- 12 Guidelines on the Deployment of Household Workers to Lebanon
- 13 Guidelines on the Deployment of Filipino Caregivers to Israel
- 14 Placement Fee Ceiling for Landbased workers
- 15 DFA Warns Filipinos in Japan Against the Use of Drugs
- 16 Scope of Training Center Authority
- 17 Additional Guidelines on the Deployment of Landbased Workers to Libya
- 18 Israeli Placement Agencies Prohibited from Charging Fees

employment facilitation



The conduct of jobs fairs in all parts of the country remains a viable way to bring employment opportunities to the grassroots level.

NUMBER OF WORKERS DEPLOYED THROUGH POEA, 1998-1999



Deployment of OFWs

For 1999, a total of 837,020 documented landbased and seabased workers were deployed to some 206 destinations abroad. This is an increase of 10.76% from 1998's deployment of 755,684.

The deployment of seafarers gained 1.75% or 196,689 compared to last year's 193,300 while landbased workers increased by 0.31% from 638,343 to 640,331.

The number of returning workers or re-hires, on the other hand, dropped by 2.93% from 414,754 to 402,617.

Employment Contracts Processing

The POEA central office in Mandaluyong City processed 650,440 or 82 percent of the documented contracts while the 13 regional offices handled 57,717 or 7 percent. Our La Union office processed 15,511 contracts; Cebu had 9,936; Iloilo for 7,558; Cordillera Administrative Region – Baguio for 4,932; and Davao had 4,316.

Government Placement Facility

Our Government Placement Branch assisted some 20 foreign clients for their manpower needs and deployed 2,031 Filipino skilled workers from the fields of medical, hotel, construction, arts, education, management, production and service.

COMPANY	HOST GOVERNMENT
Saudi Catering	Kingdom of Saudi Arabia
Saudia Airlines	Kingdom of Saudi Arabia
Philippine School	Bahrain
Abu Dhabi Water & Electricity	United Arab Emirates
Ministry of Health	Kingdom of Saudi Arabia
Ministry of Interior	Kingdom of Saudi Arabia
Ministry of Labor and Social Affairs	Kingdom of Saudi Arabia
Almisehel Co. Ltd.	United Arab Emirates
Hamad Medical Corp.	Qatar
King Khalid University Hospital	Kingdom of Saudi Arabia
King Faisal Hospital	Kingdom of Saudi Arabia
Brunei Royal Catering	Brunei
Doha Club	Qatar
Nanya Plastic Corp	Taiwan
Younis Art Studio	Saipan
Department of Education	Papua New Guinea
Ministry of Health	Fiji Island
Acer Inc	Taiwan
Tungaloy Semitsu Pte. Ltd.	Singapore
Sta. Fe Construction	Kuwait

Global Destinations

This year, OFWs were deployed to about 206 destinations worldwide. The major worksites are shown in the following tables:

Manpower Registry

Some 53,823 landbased and seabased workers were registered by POEA for the year. This noted a 15.26% decline from 63,519 to 53,823. Although the system is not mandatory for landbased workers, the pool of skilled workers is maintained for possible future overseas placement. Registered seabased workers, meanwhile, were issued with Seafarers Registration Card (SRC) as one requirement for documentation and POEA’s reference to keep up with their skills records. Registrants for landbased sector were 20,596 and 33,227 for the seabased sector.

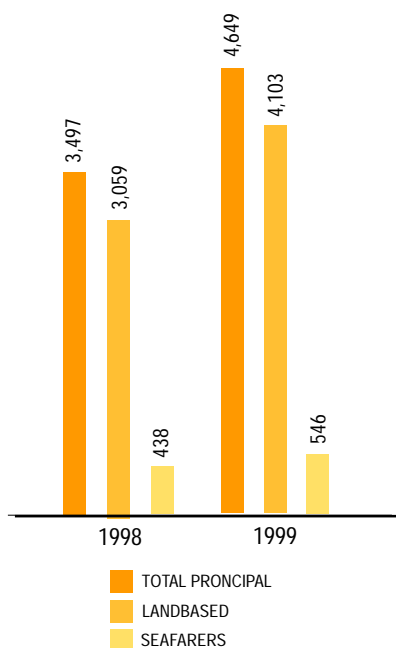
Top Ten Countries of Destination

Destination	Total
1. Kingdom of Saudi Arabia	198,556
2. Hong Kong	114,779
3. Taiwan	84,186
4. Japan	46,851
5. United Arab Emirates	39,633
6. Singapore	21,812
7. Italy	21,673
8. Kuwait	17,628
9. Brunei	12,978
10. Qatar	7,950

Major World Group

Destination	Total
1. Asia	299,521
2. Middle East	287,076
3. Europe	30,707
4. Americas	9,405
5. Trust Territories	6,622
6. Africa	4,936
7. Oceania	2,424

NUMBER OF ACCREDITED PRINCIPALS, 1998-1999



ARB System

About 32,765 Artist Record Books (ARBs) were issued to overseas performing artists. The institutionalization of the ARB system aimed to empower migrant artists against peculiar vulnerabilities in this type of occupation. It is their proof of competence and proficiency in the field.

Accreditation of Foreign Principals

A total of 4,649 foreign employers were accredited that registered a 32.94% climb compared last year. Both landbased and seabased participants increased by 34.13% or 4,103 and 24.66% or 546, respectively. Manpower requests, on the other hand, declined by 10.07%, from 273,300 to 245,778. This may be attributed to the decrease in manpower requests from all major world groups except Europe.

Jobs Fairs

The POEA linked up with 15 local government units in coordination with the private recruitment agencies for the conduct of jobs fairs to hasten the employment opportunities for their constituents.

1. Caloocan City Hall
2. Palawan
3. Silay City, Negros Occidental
4. Boac, Marinduque

5. Malabon, Metro Manila
6. Cebu City
7. Basud, Camarines Norte
8. Hagonoy, Bulacan
9. Plaridel, Bulacan
10. Marikina City
11. Pasig City
12. Malolos, Bulacan
13. Rosario, Batangas
14. Irosin, Sorsogon
15. Balingasag, Misamis Oriental

National events and holidays such as EDSA Day at the POEA main office grounds (February 23), Independence Day at Rizal Park (June 12) and Launching of the National Anti-Poverty Commission (KKK) also saw the flock of applicants trying their luck in overseas employment.

As a result of the continued encouragement to disperse employment opportunities in the provinces, 803 provincial recruitment authorities (PRAs) were issued by POEA to private recruitment agencies compared to 593 in 1998.

Special Exit Clearance

Some 893 special exit clearances were issued to employees of local companies who were assigned on training arrangement to their companies abroad, a significant increase from the 1998 figure of 329.

Overseas Employment Certificates Issued to Cabin Crews

The number of OECs issued to vacationing cabin crews or flight attendants was less by 10 %, from 20,208 in 1998 to 18,259 this year, as a result of Memorandum Circular No. 3 last year to rationalize its issuance.



Jobless Filipinos trying their luck at government sponsored jobs fairs.



OFWs with overseas employment certificate (OEC) are exempted from paying terminal fee and travel tax.



employment preservation



Administrator Reynaldo A. Regalado leads the discussion with employers in the United Kingdom on employment opportunities for Filipino workers in the country.

Marketing Missions

The government has dispatched overseas marketing delegations composed of DOLE and POEA officials, legislators, and recruitment industry leaders to 15 countries to secure better job opportunities for and protection of the overseas Filipino workers.

Israel, Cyprus, and Lebanon

- Negotiated for an RP-Israel Bilateral Agreement with the Israeli labor officials

- Discussed employment and welfare-related concerns with the governments of Cyprus and Lebanon together with Philippine embassy officials, the Filipino community, non-government organizations (NGOs) and placement agencies.

Taiwan

- The first was a joint POEA-OWWA mission met with the Council of Labor Affairs (CLA) to discuss the issue on placement fees, the Taiwan Manpower Agencies, and the memorandum of understanding on the hiring of Filipino workers.

- The second mission discussed with Taiwanese officials for the continuous employment of Filipinos.

- The third, the mission to the 8th Taipei-Manila Joint Economic Conference (JEC) as well as Employer and Worker Visitation in Taiwan recognized the adoption and signing of the Summary Report of Discussions of the 8th Taipei-Manila JEC. At the same time, the Memorandum of Understanding (MOU) on the



Special Hiring Program was signed. Representatives from the Department Labor and Employment, Trade and Industry (DTI) and Agrarian Reform (DAR) also attended.

United States of America (USA) and Canada

- A high level mission led by Labor Secretary Bienvenido E. Laguesma that explored prospects and promoted Filipino manpower in Information Technology (IT) and medical professions

- The mission noted the increased demand for Filipino IT professionals and nurses.

- As of 31 December 1998, 59,108 H1-B visas for USA have been approved out of the 115,000 available H1-B visas for fiscal year 1999. In Canada, the Software Human Resource Council in Ottawa estimates 30,000 to 50,000 openings in the IT field in the next two years as a result of the Canadian government's decision to recruit and admit more foreign workers as the hiring alleviated the skill shortage problem in Canada.

Hong Kong

- Administrator Reynaldo A. Regalado met with domestic helpers, Filipino community leaders and NGOs. He also delivered the keynote speech in the 6th Balikatan sa Kaunlaran (BSK) Anniversary celebration.

Macau

- A gesture of gratitude and promotion for the continued employment of Filipino workers especially for professional, managerial and technical jobs in Macau.





Greece, Sweden, Norway, United Kingdom and the Netherlands

- Promoted goodwill to the European shipping community where the Philippine representatives met with the International Shipping Federation and European ship owners and managers
- Led by DOLE Secretary Bienvenido E. Laguesma, together with Senator Francisco Tatad and Congressman John Oroloa, POEA and OWWA officials, and landbased and seabased sector representatives.



- Explored the prospects for employment of nurses in London and The Hague while negotiating for better terms and conditions and protection of our OFWs.

Washington D.C. and San Francisco, USA

- A high level mission, which promoted goodwill with Miami-based shipping community as prospect for Filipino seafarers.

Tokyo, Japan

- The Philippine Ship Manning Mission assured the Japanese shipping community of the continuous upgrading of the quality of Filipino seafarers by abiding to international standards. The mission met with Japanese government entities and the Philippine embassy officials.



Other Fora

The Administration also became active participant in the following international fora:

1. Japan Institute of Labor (JIL) Workshop on International Migration and Labor Markets in Asia - Tokyo, Japan
2. BIMP-EAGA 8th Senior Officials Meeting - Bandar Seri Begawan, Brunei Darussalam;
3. International Symposium on Migration - Bangkok, Thailand; and
4. 2nd RP-Japan Bilateral Consultations on Consular Matters – Manila, Philippines.

Liaison and Diplomacy Efforts

POEA embarked on active liaison with the different embassies for the improvement of ties and linkages with the host governments. The Administrator met with the Diplomatic Corps of the Embassies of Israel, Panama, United Kingdom, USA, Taiwan, KSA, South Korea, Canada and the Consulate of Lebanon.

The Administration signed two Memoranda of Understanding (MOU): the Special Hiring Program for Taiwan and on the Establishment of a Joint Commission for Bilateral Cooperation between the Philippines and Brunei. Negotiations were likewise initiated for the development of Maritime Agreements with Panama, France, and the Netherlands and labor agreements with Israel and Taiwan.

International Cooperative Linkages

The administration participated in the Workshop on Policy Adjustment Forum to World Trade Organization, Asia Pacific Economic Cooperation, and Asian Free Trade Agreement particularly in relation to shared human resource and globalization.

The Philippine delegation led by Secretary Bienvenido E. Laguesma meets with officials of the International Maritime Organization.



employment enhancement



POEA solicited the assistance of the Integrated Bar of the Philippines in the prosecution of illegal recruitment cases.

INDUSTRY REGULATION

Licensing and Regulation

POEA continued to regulate private sector's participation in the recruitment and overseas placement of workers through its licensing and registration system. It promoted an environment conducive to continued operation of legitimate and responsible private agencies ensuring protection to Filipino workers.

For the year, POEA issued 161 licenses and renewed the license of 318 agencies. Out of 1,091 agencies, 1,488 of them were inspected to see to it that they comply with POEA regulations and standards. Two hundred

sixty-eight (268) were suspended — 235 for various recruitment violations and 33 for failure to replenish cash bond or escrow deposit. One hundred seventy (170) were de-listed, mostly because of inactivity, and one was banned from any recruitment activity.

Thirty-four (34) applications for renewal of license were denied either due to failure to comply with the prescribed period or failure to reduce its pending cases to 4.

Personnel of recruitment agencies were registered and authorized to recruit overseas workers. Some 5,455 were in the roster of POEA for this year.

Around 182 training centers for overseas performing artists (OPAs) were also renewed of their registration and authority by the administration.

The Technical Committee on Agency Performance Evaluation has reviewed the rating and ranking instrument for Top Performer Award and Award of Excellence in preparation for the coming year's recognition. The awards are given every other year to deserving recruitment agencies in recognition of their role and efforts in the growth of the overseas employment industry.



Secretary Bienvenido E. Laguesma awards trophy to one of the best performing agencies for 1998.

Advertisements

A slight decrease of 1%, from 4,533 last year to 4,471 this year, was noted in the approved advertisements of recruitment agencies for overseas job vacancies. This was attributed to the administration's deregulated policy on ads approval.

WELFARE AND PROTECTION

Rules and Guidelines

Heading towards a deregulated policy environment, POEA is enhancing its Revised Rules and Regulations on overseas employment, and make the rules more responsive to the globally competitive labor market without compromising the welfare of Filipino migrant workers.

With the emerging market for the employment of healthcare workers, guidelines for the deployment of nurses to the United Kingdom were prepared.

Procedures for the deployment of overseas performing artists (OPAs) were likewise reviewed.

Employment Contract

A standard employment contract was developed for seafarers and household workers for Israel, Lebanon, Singapore and Kingdom of Saudi Arabia.

Market Restrictions

Upon recommendation by the Department of Foreign Affairs and the Philippine Overseas Labor Offices (POLOs), POEA restricted the deployment of nurses to Libya.

Legal Assistance

Legal advice was rendered to 3,686 complainants on pre-employment procedures, recruitment violations, money claims, and disciplinary actions, among others. The same number resulted to assistance in filing of 488 cases of illegal recruitment involving 1,361 applicants victimized.



Administrator Regalado gives check representing backwages of some workers in Saudi Arabia.

Welfare Assistance

The administration handled 5,620 welfare cases for the year or 18.74% higher than the previous year. These included 2,603 cases pending at the beginning of the year and 3,017 newly filed cases representing 40.40% and 4.79% soar, respectively, from the previous year. These cases included non-payment of wages, maltreatment and abuse, repatriation, tracing of whereabouts, request of support for dependents, among others.



At the aftermath of the earthquake in Taiwan in September, Taiwan Advisory Desk was installed to monitor and receive updates on the situation of Filipino workers there. Its 11 days of operation served 949 family members of OFWs. The calamity brought about the displacement of 58 workers who were referred by the Desk to the Replacement and Monitoring Center (RPMC).

The handling of welfare cases further streamlined linkages among POEA, OWWA and NLRC,



DOLE officials in Taiwan (TOP), and Secretary Laguesma handing check to relatives of victims of the Taiwan quake (BOTTOM).

allowing better coordination and faster action on cases referred. Early this year, the agenda for a well-coordinated network of welfare services for OFWs and their families was likewise taken up in an inter-agency consultation on "Delineation of Welfare Services" among POEA, Overseas Workers Welfare Administration, International Labor Affairs Service, National Labor Relations Commission and the Department



Administrator Regalado, with a representative from the U.S. Department of Labor, awarding checks representing unpaid wages to OFWs who worked in a company in Guam.

of Foreign Affairs. This was triggered by the need to bridge the gaps and overlaps in the delivery of welfare and protection services to OFWs in order to appropriately guide the public as well as optimize the use of scarce government resources.

Airport Services

The Labor Assistance Center (LAC) at the NAIA Terminal 2 became operational on October 15 to hasten the clearance of departing OFWs. The LAC at NAIA denied clearance to 282 workers, 17.5% decline against 338 last year. The workers either lack POEA documentation or were found to have inconsistencies/ discrepancies in their documents.

Watch-listing

To minimize malpractices in the industry, watch-listing and blacklisting were imposed upon erring foreign employers/principals and/or workers. Some 1,208 workers were watch-listed and 37 employers were blacklisted this year.

PEOS and PDOS

The institutionalized Pre-Employment Orientation Seminar (PEOS) for worker-applicants yielded 633 sessions compared to 485 last year which were participated by 37,789 against 32,249, up by 17.18%. This program was complemented by conducting one Pre-Employment Orientation Trainers Training (PEOTT) simultaneous with the revision of the PEOS curriculum.

A lean decrease of 2.52%, however, was registered in the conduct of Pre-Departure Orientation Seminar (PDOS), from 515 to 501. Some 19,424 OFWs attended last year compared to 19,926 this year. At the same time, a more stringent accreditation scheme for PDOS trainers was implemented by the administration aimed at enhancing and improving the quality of the seminar through alternative techniques and methodologies.

Anti-illegal Recruitment Campaign

The administration’s pursuit on recruitment malpractices resulted in the conduct of 353 surveillance

missions, apprehension of 31 suspected illegal recruiters — accomplished through 25 entrapment operations and 6 by virtue of warrants of arrest — and closure of 5 illegal recruitment establishments.

Anti-Illegal Recruitment Seminars were also organized to educate applicants on overseas employment. They were held in San Fernando, Pampanga; Malaybalay, Bukidnon; Davao City; General Santos City; Cagayan de Oro City; Vigan, Ilocos Sur; Legaspi City, Albay; Medina, Misamis Oriental; and Hinobaan, Negros Occidental.

Complementing the information campaign on anti-illegal recruitment as well as the modes of legal recruitment is the airing of radio programs via DZRH and DZXL. The POEA also provided resource speakers during seminars in the regions.

POEA signed Memorandum of Agreements (MOA) with the Citizen’s Legal Aid Society of the Philippines (CLASP), Integrated Bar of the Philippines, and Volunteers Against Crime and Corruption



(VACC) for well-coordinated handling of illegal recruitment victims and their cases. POEA was also an active member of the inter-agency committees on National Law Enforcement and Passport Irregularities.

At the same time, coordination among POEA, Department of Justice, Philippine National Police, and Presidential Anti-Organized Crime Task Force were strengthened for the proper implementation of anti-illegal recruitment operations.

ADJUDICATION OF CASES

At the beginning of the year, there were 2,622 cases pending. A total of 2,148 new cases were filed, of which 1,464 cases involved Recruitment Violations and 684 were Disciplinary Action cases.

Notably, the number of new cases filed decreased by 210 cases representing 8.90% compared to last year's 2,358 new cases. Recruitment violation cases declined by 164 cases or 10.07% while disciplinary action cases decreased by 25 cases or 3.52%.

A total of 3,353 cases were resolved this year, 2,362 of which were resolved thru regular disposition and 991 cases were resolved during out-of-town decision writing exercises. Out-of-town decision writing exercises (February and September) were arranged as a measure to speed up the resolution of cases and declodge the Administration of recruitment violation cases.

Comparatively, this year's case disposition increased by 460 cases or 15.90% from last year's record of 2,893 cases resolved. Some 231 suspensions were ordered and a total of P4,586,740

finances were imposed upon erring recruitment agencies. Also, P3,6636,898.31 monetary award was given to 206 worker-complainants.

VOLUNTARY ARBITRATION

Philippine manning agencies and the National Conciliation and Mediation Board (NCMB) signed the Memorandum of Agreement (MOA) that provided for the voluntary arbitration of all disputes of seafarers whose employment contracts are covered by the collective bargaining agreement. Voluntary arbitration becomes optional for those not covered by the said agreement. The MOA further imposed the inclusion of the voluntary mode of dispute settlement in the standard employment contract of seafarers.

Two (2) training programs were conducted relative to the implementation of the MOA. One was a specialized orientation on the maritime industry for NCMB accredited lawyers and voluntary arbitrators, and the other was training on voluntary arbitration for officers and ratings.



Signing of MOA on Voluntary Arbitration and arbitrators having orientation on maritime and seafaring industries.

administrative support

SYSTEMS IMPROVEMENT

- Modified overseas employment certificates (OECs) were adopted by the One Stop Landbased Center on June 1, adding security features to facilitate workers' deployment.
- Two visa readers were also assigned as measure to check the authenticity of documents submitted to POEA.
- Computerized processing and accreditation have been established in Cebu and Davao Regional Centers. A feasibility on the linking of the Seabased Center in the main office with the LAC at the NAIA through the on-line system was also completed. This would facilitate the retrieval of necessary records/date for the issuance of final clearance of departing OFWs.
- Installation of a program allowing easy access to computer-generated information among operations units paved the way for the immediate action on requests both for legal and welfare assistance as well as generation of statistical data.
- Processing period for the issuance and renewal of licenses was reduced from 30 to 15 days. With the completion of the first draft of Manual of Inspection by the Licensing Branch, procedures in the conduct of inspection is expected to be clearly spelled out especially on the revival of salvo inspection.
- A case of tracking system for the Adjudication Office was likewise completed.

Human Resource Development

- Seminars were conducted for POEA employees to enhance skills development and quality service delivery to clients: Capability-building in Empowerment Partners and Information Technology, Maintaining a High Service Profile, Statistical Performance Reporting System, Values Orientation Seminar, Internal Control Structure Seminar, Orientation for New Employees, *Alay Sa Bayan* Seminar, Computer Literacy, Crisis Management and Counseling Techniques, ISO 9000 Quality Management, among others.

- Employees' participation in team-building exercises and inter-agency sports festival developed cooperation and sportsmanship.
- Workshop on Disaster Preparedness, First Aid Workshop, and Fire and Earthquake drill were done for employees to be ready during such occurrences.



Corporate Activities

The Planning Branch organized 4 Community Fora which delved on Women Concerns, Legislative Liaisoning, Communication Plan, and Statistics.

The Mid-Year Performance Assessment Exercise was also conducted to evaluate programs and projects vis-à-vis financial resources of the administration.



Bagong Bayani Awards

Twenty-seven (27) OFWs displayed their heroic deeds and were recognized as *Bagong Bayani* at the Heroes Hall of Malacañan Palace on June 28. They were Atilo V. Alicio, Girlie Barredo, Rafael T. David, Noel F. Cruz, Abdullah Grande S. Ponce, Benita B. Tendencia, Conchita P. Baltazar, Rafael I. Santos; the group of Marcelo M. Costillas, Gilbert H. Facelo, Alberto Lapez, Steve Abalayan, Raul Salvan (crew of Nam Phung 2501) and Oswald Lavapis, Felicito V. Reyes, Jovito C. Cerezo, Redentor D. Ogad, Nemencio T. Dela Cruz, Donald A. Baldonado, Fernando C. Fernando, Oscar B. Frias, Marcelino E. Gutierrez, Armando C. Legaspi, Joselito U. Orola, Nilo Y. Condrillon, Bernard B. Buncaras, Nicolas P. Lozada (crew of MV Star Michalis).

The 1999 Bagong Bayani awardees with Secretary Laguesma and Executive Secretary Ronaldo Zamora .



photo gallery



EDSA PEOPLE POWER
ANNIVERSARY



MIGRANT WORKERS DAY

photo gallery



MID-YEAR PERFORMANCE ASSESSMENT

AWARDS FOR GOOD PERFORMANCE



NATIONAL SEAFARERS' DAY



PAMASKONG HANDOG



VALUES ORIENTATION WORKSHOP



MILESTONES



Administrator Regalado celebrating his birthday with the POEA community.



POEA at seventeen.



Outstanding employees for 1999.

OTHER ACTIVITIES

Annual simulated rescue and fire drill.



Gifts for the poor children in a Mandaluyong community.

Signing of information and communication agreement with PLDT



Selecting winners of the Christmas card design contest

performance indicators

1998- 1999

SELECTED INDICATORS	1998	1999
1. Workers with Contracts Processed	740,157	766,498
1.1 Landbased	535,171	560,695
1.2 Seabased	204,986	205,803
2. Workers Deployed	755,684	837,020
2.1 Landbased	562,384	640,331
2.2 Seabased	193,300	196,689
3. Principals Accredited	3,497	4,649
3.1 Landbased	3,059	4,103
3.2 Seabased	438	546
4. Manpower Requests Approved	273,300	245,778
4.1 Landbased	242,093	216,909
4.2 Seabased	31,207	28,869
5. Workers Registered	63,549	53,823
5.1 Landbased	28,301	20,596
5.2 Seabased	35,248	33,227
6. Licensed Agencies in Good Standing	966	1,091
6.1 Landbased	621	742
6.2 Seabased	345	349
7. Licenses/Authorities Newly Issued	105	161
7.1 Landbased	79	143
7.2 Seabased	26	18
8. Licenses/Authorities Renewed	642	318
8.1 Landbased	437	175
8.2 Seabased	205	143
9. Agencies Inspected	1,730	1,488
9.1 Regular Inspection	1,700	1,469
9.2 Spot Inspection	30	19
9.3 Special Inspection		
9.3.1 Salvo Inspection		
9.3.2 Alternative Salvo Inspection		
10. Workers given Pre-Departure Orientation Seminar	19,926	19,424
11. Pre-Employment Orientation Seminar (PEOS)		
11.1 Seminars conducted	485	633
11.2 Participants	32,249	37,789
12. Pre-Employment Orientation Trainors Training (PEOTT)		
12.1 Seminars conducted	2	1
12.2 Participants	142	50
13. Welfare Cases		
13.1 Cases Handled	4,733	5,620
13.2 Cases Disposed	2,130	3,017
14. Illegal Recruitment (IR) Cases		
14.1 Cases Handled	716	603
14.2 Cases Disposed	594	466
15. Adjudication Cases		
15.1 Cases Handled	3,995	4,770
15.2 Cases Disposed	2,899	3,238

Overseas Filipino Workers statistics

OFW DEPLOYMENT, 1984 -1999

YEAR	LANDBASED	GROWTH RATE	SEABASED	GROWTH RATE	TOTAL	GROWTH RATE
1984	300,378	-	50,604	-	350,982	-
1985	320,494	6.70	52,290	3.33	372,784	6.21
1986	323,517	0.94	54,697	4.60	378,214	1.46
1987	382,229	18.15	67,042	22.57	449,271	18.79
1988	385,117	0.76	85,913	28.15	471,030	4.84
1989	355,346	-7.73	103,280	20.21	458,626	-2.63
1990	334,883	-5.76	111,212	7.68	446,095	-2.73
1991	489,260	46.10	125,759	13.08	615,019	37.87
1992	549,655	12.34	136,806	8.78	686,461	11.62
1993	550,872	0.22	145,758	6.54	696,630	1.48
1994	564,031	2.39	154,376	5.91	718,407	3.13
1995	488,173	-13.45	165,401	7.14	653,574	-9.02
1996	484,653	-0.72	175,469	6.09	660,122	1.00
1997	559,227	15.39	188,469	7.41	747,696	13.27
1998 *	638,343	14.15	193,300	2.56	831,643	11.23
1999 *	640,331	13.86	196,689	1.75	837,020	10.76

Legend : * - based on actual deployment

DEPLOYED NEW HIRES, 1998 -1999

SKILL CATEGORY	1998				1999			
	FEMALE	MALE	F/M	TOTAL	FEMALE	MALE	F/M	TOTAL
Professional and Technical Workers	41,640	13,816	3	55,456	50,677	11,823	4	62,500
Managerial Workers	80	305	0	385	59	274	0	333
Clerical Workers	1,314	1,583	1	2,897	1,262	1,290	1	2,552
Sales Workers	1,121	1,393	1	2,514	785	1,459	1	2,244
Service Workers	73,048	7,627	10	80,675	76,792	7,346	10	84,138
Agricultural Workers	13	375	0	388	8	444	0	452
Production Workers	15,879	59,199	0	75,078	20,793	58,869	0	79,662
Invalid Category	363	1,459		1,822	1,464	3,915		5,379
TOTAL	133,458	85,757	2	219,215	151,840	85,420	2	237,260

F/M - Proportion of female to male OFWs

**OVERSEAS FILIPINO WORKERS
FOREIGN EXCHANGE REMITTANCES ***
1982 - 1999 (in million U.S. dollars)

YEAR	LANDBASED	SEABASED	TOTAL
1982	642.34	168.14	810.48
1983	660.08	284.37	944.45
1984	472.58	186.31	658.89
1985	597.89	89.31	687.20
1986	571.75	108.69	680.44
1987	671.43	120.48	791.91
1988	683.31	173.50	856.81
1989	755.19	217.83	973.02
1990	893.40	287.67	1,181.07
1991	1,125.06	375.23	1,500.29
1992	1,757.36	445.02	2,202.38
1993	1,840.30	389.28	2,229.58
1994	2,560.92	379.35	2,940.27
1995	4,667.00	210.51	4,877.51
1996	4,055.40	251.24	4,306.64
1997	5,484.22	257.61	5,741.83
1998	4,651.44	274.55	4,925.99
1999	5,948.37	846.18	6,794.55

* Source : *Bangko Sentral ng Pilipinas*

**OFW REMITTANCES
TOP TEN COUNTRIES
1998 -1999**

COUNTRY	1998	1999
USA	3,961,215	4,868,879
Landbased	3,758,955	4,258,969
Seabased	202,260	609,910
KSA	33,433	183,304
Landbased	33,432	181,010
Seabased	1	2,294
HONG KONG	171,353	176,738
Landbased	163,398	149,452
Seabased	7,955	27,286
UK	130,961	83,079
Landbased	121,661	69,709
Seabased	9,300	13,370
JAPAN	107,807	273,831
Landbased	100,474	230,011
Seabased	7,333	43,820
GERMANY	82,268	114,997
Landbased	53,286	66,125
Seabased	28,982	48,872
SINGAPORE	69,288	80,180
Landbased	67,748	69,816
Seabased	1,540	10,364
KUWAIT	13,550	21,264
Landbased	13,550	21,262
Seabased	0	2
NETHERLANDS	18,447	11,532
Landbased	18,123	11,036
Seabased	324	496
GREECE	6,264	32,791
Landbased	2,381	13,939
Seabased	3,883	18,852
**TOTAL	4,925,989	6,794,550
Landbased	4,651,440	5,948,368
Seabased	274,549	846,182

* Source : *Bangko Sentral ng Pilipinas*

financial statement

**PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
BALANCE SHEET
AS OF DECEMBER 31, 1999
GENERAL FUND**

A S S E T S

Current Assets			
Cash	P	165,414,967.67	
Receivables		11,319,776.09	
Inventories		8,582,746.70	
Total Current Assets			P 185,317,490.46
Other Assets			275,729.47
Contingent Assets			139,191.88
Investment and Fixed Assets			
Land and Land Improvements	P	8,000,000.00	
Building and Structure -			
Labor & Employment		99,449,630.87	
Furniture, Fixtures and Equipment -			
Labor & Employment		60,412,519.80	
Furnitures, Equipment and Work			
Animals - In Transit / Process		2,591,939.77	
Total Investments and Fixed Assets			170,454,090.44
Total Assets			356,186,502.25

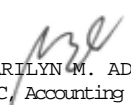
LIABILITIES

Current Liabilities			
Payables	P	36,451,351.07	
Trust Liabilities		163,819,493.52	
Total Current Liabilities			P 200,270,844.59
Miscellaneous Liabilities			14,839,435.58
Total Liabilities			P 215,110,280.17
Balance forwarded			P 215,110,280.17

R E S I D U A L E Q U I T Y

Cumulative Result of Operation:			
Per Statement of Operation	P	38,061,004.33	
National Clearing Account		(67,578,064.57)	
Total Cumulative Result of Operation			(29,517,060.24)
Invested Capital			170,454,090.44
Contingent Capital			139,191.88
Total Liabilities and Residual Equity			356,186,502.25

Certified Correct:


MARILYN M. ADALIA
OIC, Accounting Division

**PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
STATEMENT OF OPERATIONS
FOR THE PERIOD ENDED DECEMBER 31, 1999**

GENERAL FUND

Cumulative Results of Operation (CRO) at the Beginning of the Year			
Continuing Appropriations	P	12,339,960.87	
Overdraft in Appropriations		(996,544.29)	P 11,343,416.58
Add: Allotments received during the year - Republic Act No. 8745	P	222,891,009.00	
Others (Republic Act No. 8522)		-	222,891,009.00
Total Allotments During the Year			P 234,234,425.58
Less: Obligations Incurred During the year - Personal Services	P	112,992,819.74	
Maintenance and Other Operating Expenses CY 1999		66,095,737.75	
Capital Outlay CY 1999		3,175,713.63	
Maintenance and Other Operating Expenses CY 1998		8,752,559.96	
Capital Outlay CY 1998		496,861.75	191,513,692.83
Excess of Allotments Over Obligations Incurred			42,720,732.75
Add: Income	P	245,660,490.19	
Grants		-	
Extraordinary Receipts		-	
Borrowings		-	
Adjustments - Additions or (Reductions)		783,778.38	246,444,268.57
Total CRO During the Year			P 289,165,001.32
Less: Reversions to CRO - Unappropriated Income	P	245,660,490.19	
Grants		-	
Extraordinary Receipts		-	
Adj. In balance of continuing appropriation		832,000.00	
Unexpended Balance of Allotments		3,827,728.42	
Adjustments - Additions or (Reductions)		783,778.38	251,103,996.99
CRO at the end of the year Continuing Appropriations		39,017,548.62	
Overdraft in Appropriations		(996,544.29)	38,061,004.33

Certified Correct:

MARILYN M. ADALIA
OIC, Accounting Division

directory of officials

GOVERNING BOARD

Chairman

BIENVENIDO E. LAGUESMA

Secretary, Department of Labor and
Employment

Vice-Chairman

REYNALDO A. REGALADO

POEA Administrator

Members

VICENTE F. ALDANESE

Seabased Sector Representative

EZEKIEL T. ALUNEN

Private Sector Representative

PATRICIA A. STO. TOMAS

Women Sector Representative

RICARDO C. VALMONTE

Landbased Sector Representative

DIRECTORATE

REYNALDO A. REGALADO

Administrator

WALDEMAR V. BALMORES

Deputy Administrator
Management Services

VALENTIN C. GUANIO

Deputy Administrator
Licensing, Regulation and Adjudication

ANGELES T. WONG-GARCIA

Deputy Administrator
Employment and Welfare

LORNA O. FAJARDO

Director
Pre-Employment Services Office

VIVECA C. CATALIG

Director
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JAIME P. GIMENEZ

Director
Licensing and Regulation Office

MA. JESUSA S. CABREROS

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