



**Philippine
Overseas
Employment
Administration**

Republic of the Philippines
Department of Labor & Employment
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**GOVERNING BOARD RESOLUTION NO. 01
Series of 2006**

WHEREAS, the unchecked outward migration of our highly skilled workers employed in strategic industries will inevitably have an adverse effect on the viability, sustainability and future of our vital domestic industries;

WHEREAS, some of these workers are performing mission critical skills (MCS) or those skills that reflect the primary function of the organization without which mission critical work cannot be completed and which skills are internally developed and require extensive training, thus, not easily replaceable;

WHEREAS, POEA has devised a framework that would project the shortage of mission critical skills as a result of outward migration taking into consideration the local demand for MCS, inventory of qualified employees, number of MCS deployed overseas and the prospective entrants of MCS over a given period of time;

WHEREAS, as mandated under Section 5 of RA 8042, the government, can adopt a policy that would address the injurious effect of the unchecked outward migration of mission critical skills on our national interest and the economy, without curtailing the right of workers to gainful employment;

NOW, THEREFORE, the POEA Governing Board in a meeting duly convened hereby resolves the following:

1. Adopt the POEA recommended framework in determining the level of skills supply and demand and the occurrence of shortage of mission critical skills in a particular industry;
2. Adopt a policy of encouraging local employers to undertake measures to dissuade their workers who are performing MCS from leaving their employ thru an improved package of incentives such as retention bonus, stock options, increased retirement bonus, medical benefits, housing and car loan facility, among others.
3. Adopt a policy of encouraging establishments to undertake alternative schemes to contract migration thru the secondment / crossposting of their employees to their overseas clients;

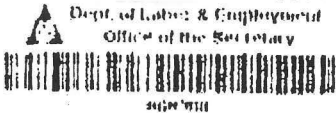
4. Require MCS workers in industries which POEA has determined to have impending MCS shortage, to comply with the following as conditions for the processing of their overseas employment contracts:

- a) Notice to employer should be given at least six months prior to any termination or resignation from employment; and
- b) Copy of the above notice, duly received by employer.

Done in the City of Manila, this 1st day of March 2006.

Patricia A. Sto. Tomas

PATRICIA A. STO. TOMAS
Chairperson



GREGORIO S. OCA
Member

Gregorio S. Oca

ISIDRO Q. ALIGADA
Member

Guillermina T. Gabor
GUILLERMINA T. GABOR
Member

Leonardo B. De Ocampo
LEONARDO B. DE OCAMPO
Member

Rosalinda Dimapilis Baldoz
ROSALINDA DIMAPILIS-BALDOZ
Member

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DATE: **MAR 16 2006**