



GOVERNING BOARD RESOLUTION NO. 05
Series of 2010

WHEREAS, the unfavorable economic conditions in Mindanao has caused Muslims in the region to illegally cross the border with Malaysia and work in Sabah as undocumented workers under sub standard conditions, sometimes receiving a monthly salary ranging from RM200 to RM300 per month;

WHEREAS, the provision of employment opportunities to Muslims in ARMM is an effective mechanism to prevent Muslims from illegally crossing the border with Malaysia and thus, promote and sustain peace and development in the region;

WHEREAS, the Philippine Overseas Labor Office (POLO) in Malaysia reported that there are about 40,000 projected job requirements for HSWs in West Malaysia, particularly by Muslim employers who prefer Muslim HSWs from Mindanao;

WHEREAS, a Memorandum of Understanding (MOU) on Hiring of Muslim Household Service Workers (HSWs) from the Autonomous Region of Muslim Mindanao (ARMM) was signed in Kuala Lumpur on 3 February 2010 by DOLE-ARMM Secretary Myra Mangkabung-Alih and the Group of 20 (G20) Malaysian recruitment agencies represented by its Chairman, Dato Sri Maharaja Di Raja Zulkepley Dahalan;

WHEREAS, the MOU aims to develop a special cooperation program that will provide much needed employment opportunities to Muslims under an organized and strictly monitored arrangement that will promote their welfare and ensure their rights;

WHEREAS, the HSW reform policies which were promulgated by DOLE-POEA in March 2007 to promote the welfare of HSWs provide for a minimum monthly salary of US\$400 in consideration of the nature and condition of their work in a household setting;

WHEREAS, the POLO reports that Muslim Malays can only afford to pay about RM1,000 per month or US\$300 which is higher than the reported actual prevailing salary given to Filipino HSWs in Malaysia at RM700 or about US\$200 per month;

WHEREAS, a minimum monthly income equivalent to P7,767 is needed for a family of 6 in ARMM to stay out of poverty;

WHEREAS, the Office of the Regional Governor - ARMM and the DOLE-ARMM has proposed a monthly salary of US\$300 for Muslim HSWs deployed under the program;

WHEREAS, in addition to the terms and conditions of recruitment and employment of HSWs under the DOLE-POEA HSW reform policies, the Malaysian Employment Act provides for the following benefits for foreign HSWs:

- a. personal accident insurance of RM25,000;
- b. hospitalization of RM3,500 (excludes pre existing illness);
- c. medical leave of RM105 per week while under confinement;
- d. reimbursement of medical bills if above RM50; and
- e. Repatriation of human remains of RM5,000

NOW THEREFORE, the POEA Governing Board, in a meeting duly convened, **RESOLVES, AS IT IS HEREBY RESOLVED**, to allow the pursuance of a Pilot Project on the Recruitment and Deployment of Muslim HSWs for Muslim Employers in Malaysia under the MOU between DOLE-ARMM and the G20. The Pilot Project shall involve the hiring of 1,000 Muslim HSWs over a fixed period of six (6) months at a minimum

monthly salary of US\$300, subject to additional volume of deployment based on a positive assessment of the Project after 6 months from implementation.

This Project shall be effective 15 days from publication of the implementing guidelines which shall be prepared by POEA in coordination with relevant agencies.

Done in the City of Manila, this 24th day of June 2010.



MARIANITO D. ROQUE
Secretary of Labor and Employment
And Chairman of the Governing Board



JENNIFER JARDIN-MANALILI
Vice Chairman



GREGORIO S. OCA
Member



LEONARDO B. DE OCAMPO
Member



GUILLERMINA T. GABOR
Member