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Making the Filipino #1 in the World:
Message from the Chairperson of the Governing Board

It is with great pride that I congratulate the officers, staff and partners of the Philippine Overseas and Employment Administration for their exceptional performance in 2006, particularly in the area of deployment. Over one million Filipinos were deployed overseas this year, surpassing the agency’s planned targets and expectations.

As more and more Filipinos choose to explore work opportunities abroad, globalization has opened up the world’s doors to accommodate them more readily. It is against this backdrop that two integrating priorities - the protection of our OFWs and the development of a quality Filipino workforce - are brought to fore.

When our countrymen opt to work abroad, our role is to provide them with a policy environment and an integrated package of services that will not only facilitate their deployment, but more importantly, will also lay the groundwork for a gainful and protected employment option.

We shall thus give greater focus today to ensuring better quality and higher value-adding jobs abroad under optimum worksite conditions. We will also intensify our efforts at forging bilateral country agreements that not only bring in new Job opportunities, but also afford better protection for our workers.

Market-responsive policies shall be developed in order to strengthen the quality of skills of our OFWs through stronger linkages with our education and training sector. We are thus pursuing jointly with concerned agencies of government and stakeholders, the Implementation of the recommendations of the National Manpower Summit initiated by the Department of Labor and Employment last March 2006. These recommendations are aimed at generating the right quality and quantity of workers being sought by overseas labor markets, while at the same time taking into account the requirements of the domestic economy and the heightened concern on brain drain.
A set of reforms and measures to plug irregular migration routes and minimize circumvention of legal deployment requirements are also being put in place. These include the upgrading of our worker skills and competencies, the review of present deployment policies, the enforcement of a selective deployment policy through stricter pre-qualification of employers, and closer coordination with host governments on the matter of equipping our OFWS with appropriate entry documents and visas as foreign workers.

Noteworthy among the various program initiatives being pursued at the POEA are its Global OFW Mapping and Profiling Program (GOMPP) and e-Services Delivery Infrastructure (e-SDI). The GOMPP will allow us to pinpoint the whereabouts of our OFWs abroad as well as identify the kinds of skills in demand in the global market. To be interfaced with the local skills mapping project of the Bureau of Local Employment, the GOMPP will thus provide vital information on our local skills stock vis-à-vis world market demand.

Complementing the GOMPP is the e-SDI that will enable the POEA to get timely and accurate information about our OFWs, which is crucial to effectively monitoring the welfare Situation onsite. Once fully implemented, the e-SDI shall also provide our major stakeholders access to information on overseas employment procedures and processes, including the accreditation of foreign employers and deployment of our OFWs.

I realize that all of the above are just a fraction of what still needs to be done to effectively manage our labor migration program. The Strategic Intent and Priority Program Framework (SIPPF) developed by the POEA serves as a good starting point for setting the right direction and steering the organization towards achieving its goals. I am certain that with the SIPPF as its guidepost, and a dedicated and highly-motivated team in the organization, the POEA shall be able to contribute significantly to making our shared vision of making the global Filipino worker number one in the world a reality.

Congratulations and keep up the good work!
CONNECT. TRANSFORM. PROTECT. These three words were our guide for year 2006 as POEA embarked on the first year of implementation of its nine major strategic programs. Specifically, this year, we ensured that we remain true to our battle cry which states: “POEA connects to the world, and in partnership with all stakeholders, creates and provides annually a million decent jobs overseas, and helps transform the Filipino worker, as world’s Number One.” In this regard, allow me to present to you the top 10 milestones of our team for this year:

1. **1 Million and More Filipinos Deployed Abroad** - This year we have made a ground breaking record in the number of OFWs deployed in 197 destination countries at 1,062,567. This is a 7.5% increase from the 988,615 deployed in 2005. This year’s achievement is the highest in the past three decades. Translated into economic realities, families of OFWs who are in the country received a total of US$12.76-B in total remittances as compared with US$10.69B recorded in 2005.

2. **More High End/High Value Jobs for OFWs** - Of the total number of deployed Filipinos in land-based occupations, 60 percent belong to the technical and high-end/high value skills category. This reflects a gradual shift in the bulk of OFW deployment from low-end to high-end occupations. For the past five years, deployment of new hires registered an upward trend in non traditional markets requiring professional and highly skilled workers such as in the Americas, particularly in the United States, Oceania which includes Australia, and Europe, notably the United Kingdom, which posted 91%, 300.5% and 56.2% growth respectively in 2006 compared to deployment in 2005. OFWs deployed in the US, who were mostly nurses, exhibited an increase of 67.9% compared to the 2005 figure.

   The POEA’s global campaign for quality jobs for OFWs were realized through the conduct of high level technical marketing missions and forging of bilateral agreements with host governments.

3. **Double Digit Growth in Demand for Seafarers** - A 10.7% growth in deployed seafarers was recorded with 274,497 as against 247,983 in 2005. This figure represents an upward trend from 2001-2006 starting at 3% (2001-2003), 6% (2004) and 8.3% (2005) thereby maintaining the Filipino seafarers dominance of the world’s seafaring industry.

4. **Wider Reach of POEA Services in the Countryside** - For 2006, the 15 POEA regional centers, extension units and satellite offices facilitated the documentation of 98,846 workers where 31,036 were deployed through the designated exit points in the regions. This deployment figure means a 61% increase from the 19,323 recorded in 2005. The services of these offices also contributed significantly to the Agency’s key results in the campaign against illegal recruitment as well as in
increasing job applicants’ awareness through the Pre-Employment Orientation Seminars (PEOS) which were conducted in 345 sessions involving 34,208 participants in cooperation with the local government unit leaders and Public Employment Service Office (PESO) managers. The number of PEOS sessions conducted by the regional offices represents 41% of the total number of seminars the POEA conducted nationwide.

5. **More Positive Results in the Campaign Against Illegal Recruitment** - The implementation of both the preventive and remedial approaches in fighting illegal recruitment has gained headway in 2006. As part of its preventive approach the Agency provided 8 capability enhancement training to 298 PESO managers from Bulacan, MIMAROPA, NCR, Regions III, VI, VII, VIII and XII, Palawan and Cordillera Administrative Region. The Agency likewise, engaged in multi-media campaign to further increase awareness about illegal recruitment. Our surveillance operations in partnership with NBI and PNP-CIDG, has resulted in the closure of 12 establishments and the arrest of 50 suspected illegal recruiters (as opposed to 4 recruiters in 2005). A total of 316 (as against 250 in 2005) illegal recruitment cases involving 694 victims were filed for preliminary investigation.

6. **Stronger Strategic Partnerships with LGUs** - POEA’s “Illegal Recruitment-Free LGUs” campaign, has exhibited its impact early as seven (7) city governments in NCR expressed its support through formal signing of MOUs. This was a remarkable increase of support for the program from only two (2) city governments in 2005. Among the signatories for the program were Quezon City, Taguig, Valenzuela, Mandaluyong City, Malalabon, Las Pinas and Muntinlupa.

7. **Remarkable Success in Dispute Settlement** - The number of cases disposed in 2006 reached 4,621 out of 6,125 total number of compulsory arbitration cases handled for the period. This output represented a disposition rate of 75.4%, an improvement from 63% and 56% recorded in 2005 and 2004, respectively. This is part of the Agency’s on-going efforts to unplug its docket system.

The POEA likewise, issued and implemented a total of 890 orders of reprimand, suspension, fines, cancellation of license of erring agencies which figure was higher than the 574 recorded in 2005. The amount collected from agencies as penalty fine amounted to Php 9.97 million while those voluntarily returned to workers totaled Php8.15 million which was an increase of 58.6% from the Php3.37 million paid in 2005. A total of Php11.13 million monetary award was also satisfied through the enforcement of orders that benefited 376 complainants, which amount exceeded the Php8.18 million posted in 2005.

Apart from the cases that were referred for adjudication, the POEA also received a total 3,570 complaints for voluntary conciliation. Of this number, 3,458 cases were disposed of and 1,750 were settled. This alternative mode of settling dispute resulted to settlement rate of 49.0% and disposition rate of 96.9%. The amount settled thru this mode reached a total of $42.08 million plus US$62,038.76, and benefited 3,479 complainants/OFWs, exceeding the amount settled in 2005 by more than 135%.

8. **Laudable Quality Management System** - POEA was lauded for its Quality Management System (QMS) by the Certification International Philippines, Inc. (CIPI), earning a Very Satisfactory rating during its surveillance audit. The Agency was conferred with continued ISO certification for being able to meet the requirements of ISO 9001:2000.

Aside from this fete, the Agency also got a score of 95% or “Grade A” rating on energy conservation following a spot inspection conducted by the Department of Energy. In particular, the Agency got a perfect score of 45% on fuel or gas conservation measures and 39.9% (out of 45% score) on electricity conservation measures. This is the highest in the DOLE family, during the government-wide Energy Conservation Measures in Government Buildings.

9. **Increased Productivity through e-Services Infrastructure Development and Customer Focused System** - From 1.6 million in 2005, some 2.2 million documents were released through the OFW One-Stop Processing Center in 2006. This was translated to a daily average of 8,175 processed documents for overseas employment. A major contributor to its productivity is POEA’s on-going efforts to increasingly mainstream the use of e-services through its Technology-based Interactive Service Delivery Program which has initially proven to decrease processing time of documents and increase the number of clients served. The full implementation of the electronic-
submission (e-submit) and electronic receipt (e-receipt) systems made the documentation of workers faster and easier. Processing of contracts through the e-submit took only 5 minutes compared to 4 hours when the documents are processed over the counters. As of end of 2006, 824 or 80% of the landbased recruitment agencies and 120 or 30% of licensed manning agencies were using the e-submit facility compared to only 40 landbased and 20 seabased agencies in the past two years. The total number of contracts processed through this facility was 276,180 for landbased and 37,692 for seabased at end 2006.

On the other hand, The POEA 24/7 Hotlines and Information and Assistance Center continued to be the foremost customer service arms of the agency, attending to an average of 350 to 500 clients daily. In end-December 2006, it had a total of 84,995 calls handled, 59,158 walk-in clients assisted, and 3,737 e-mails answered, a sizeable increase compared to last year’s figures.

10. Top Revenue Generator for the National Treasury - POEA is one of the country’s top income generating agencies earning Php360.38 million in 2006 thereby surpassing its projected target by 3%. This figure is also 60% higher than the budget earmarked by the Department of Budget signifying its position as a perennial efficient revenue-generator for the National Treasury. Compared to the 2005 income of Php343.59, the 2006 figure is higher by 4.9%.

These milestones are our top 10 reasons for celebrating the year 2006. We invite you to read over the next pages of our annual report, to look at the details of our achievements. You will observe that POEA is helping empower the global Filipino by CONNECTING them to the world through technology and increased employment opportunities; TRANSFORMING the quality and image of our OFWs through increased deployment of high skilled workers in high-end/high value jobs in the global market; and PROTECTING our OFWs by prioritizing their well-being through fast and efficient service, strategic partnerships with the private sector, convergence of service with other government agencies and its proactive stance against illegal recruitment.

Congratulations to the POEA team! Let the name of God be praised always for every good work that He does in us and through us!
POEA Deploys Over 1M OFWs

Breaking Records in 2006

One would easily think that because of the war in Lebanon and other crisis in some parts of the world in 2006, the number of Filipinos to be deployed this year would decrease. The 1,062,567 Overseas Filipino Workers (OFWs) deployed from January-December 2006, defies that expectation and tells us a different story!

This year we have seen the highest deployment record in more than three decades and is in fact a 7.5% increase from 2005’s 988,615. On the average, the POEA facilitated the deployment of about 3,000 OFWs a day. The trend shows that since Year 2000, we are seeing a steady increase of deployment and given the interest of foreign countries and our countrymen, we will not be surprised if we see a higher figure in 2007.

Of the 2006 total deployment, land-based workers accounted for 74% or 788,070, while the remaining 26% or 274,497 were seafarers. The better-than-expected performance was due to a 9.6% increase of land-based new hires to 317,680 (from 289,981 in 2005) and 3.5% deployment growth of land-based rehires to 466,386 (from 450,651). Another factor was the double-digit growth of sea-based workers at 10.7% to 274,497 from the previous level of 247,983.

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Top 10 OFW Global Destinations

The Kingdom of Saudi Arabia (KSA) still tops the list of the 197 host countries that hired Filipinos in 2006 with 223,459 deployed, followed by United Arab Emirates, Hong Kong, Kuwait and Qatar. Korea occupies the tenth spot due to the increase of deployment under the Employment Permit System (EPS) that is being facilitated through the government-to-government hiring facility of POEA.

The Middle East, being the earliest OFW market, remained to be the top destination region for the OFWs for the past three decades with a total market share of more than fifty percent of the total deployment for the period. Europe and the Americas emerged from its infancy as the choice destinations for 10% of OFWs in 2006. On the other hand, the Asian labor market ranked second to the Middle East with a sustained growth of 28% this year. The total deployment of OFWs to the top 10 countries hit 637,029 which represented 81% of the total land-based deployment during the period. Compared to the previous year’s total, the 2006 figure was higher by 11.8%.
Going High End: OFWs Shift to High Value Jobs

A gradual shift in skills demand from low-end to high-end occupations was reflected in the 2006 OFW deployment. Out of the total land-based new hires deployed for the period, about 60% belonged to technical and high-end/high value skill category while the remaining 40% came from the low-end skilled category. For the past five years, deployment of new hires registered an upward trend in non-traditional markets requiring professional and highly skilled workers such as in the Americas, particularly in the United States, Oceania which includes Australia, and Europe, notably the United Kingdom, which posted 91%, 300.5% and 56.2% growth respectively in 2006 compared to deployment in 2005. OFWs deployed in the US, who were mostly nurses, exhibited an increase of 67.9% compared to the 2005 figure.

As part of the Philippine government’s decent work agenda, POEA and its partners not only ensure that the employment of Filipinos in vulnerable jobs is minimized but they also gear up their campaign for OFWs to possess the skills needed to land in high-end/high-value occupations.

Corollary to the shift in demand for highly skilled workers in non-traditional markets, the ratio of deployed female to male newly hired workers was observed to change from a ratio of 70-30 in 1992 to 60-40 in 2006. One important contributing factor in this change is the reduction in the number of deployed female workers belonging to the vulnerable position. The 82% decline in the deployment of the overseas performing artists in 2006 is a significant factor of such change.

Filipino Seafarers Remain No.1

The Filipino seafarers continued to dominate the world’s seafaring industry making up more than 20% of the world’s maritime workforce, which is translated to more or less 1.2 million in nominal terms. From 2001 to 2003, the deployment of seafarers had been steadily growing at 3%, however, from the period 2004 to 2006, it registered a significant increase of 6%, 8.3% and 10.7% respectively. The total deployment figure in 2006 was registered at 274,497 compared to 2005 figure of 247,983.

Out of the 230,000 deployed seafarers in 2006 who were profiled, 23% were Officers, 60% were Ratings and 17%, passenger ship personnel. Among the Ratings, AB seaman was the top skill deployed with 18.6% of the total sea-based deployment followed by oiler (11.5%), ordinary seaman (9.9%), bosun (4.5%) and mess man (4.4%) in that order. Dredging, seismic and offshore personnel comprised about 1% only of seafarers’ deployment.

The 2006 figure also showed that 97% of the seafarers were males and were deployed on-board passenger vessels (20%), bulk carrier (19.9%), container (14%), tanker (12%), oil and general cargo vessels, each at 5%. Thirty eight per cent (38%) of those on board were assigned in the Deck Department while 23% were in the Engine Department. The rest were in Food and Catering, and Communications Department.

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<tr>
<th>Top Ten Vessel Type</th>
<th>No. of Seafarers</th>
<th>% Share to Total</th>
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<tr>
<td>PASSENGER</td>
<td>46,752</td>
<td>20.33%</td>
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<tr>
<td>BULK CARRIER</td>
<td>45,697</td>
<td>19.87%</td>
</tr>
<tr>
<td>CONTAINER</td>
<td>32,156</td>
<td>13.98%</td>
</tr>
<tr>
<td>TANKER</td>
<td>28,377</td>
<td>12.34%</td>
</tr>
<tr>
<td>OIL/PRODUCT TANKER</td>
<td>12,908</td>
<td>5.81%</td>
</tr>
<tr>
<td>GENERAL CARGO</td>
<td>11,387</td>
<td>4.95%</td>
</tr>
<tr>
<td>OTHERS</td>
<td>9,114</td>
<td>3.96%</td>
</tr>
<tr>
<td>CHEMICAL TANKER</td>
<td>6,709</td>
<td>2.92%</td>
</tr>
<tr>
<td>TUGBOAT</td>
<td>5,875</td>
<td>2.55%</td>
</tr>
<tr>
<td>PURE CAR CARRIER</td>
<td>5,827</td>
<td>2.53%</td>
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Based on the profile of 230,022 deployed seafarers.
Government-to-Government Recruitment Continues

A recruitment option preferred by some host governments, the government-to-government hiring scheme facilitated the employment of workers to Taiwan under the Special Hiring Program and South Korea though its Employment Permit System (EPS). As of end December 2006, the number of OFWs who found employment in the manufacturing sector in Korea surged by 59% to 8,438 from 5,310 in 2005. On the other hand, the deployment of workers to Taiwan reached 102 during the period which is 36% lower than what was recorded in 2005. The total deployment of OFWs under this scheme which was facilitated through the POEA in-house hiring facility registered 1% of the overall OFW deployment for 2006.

Bottom-line Impact: Billions of Remittances for OFW Families

The rising demand for Filipino workers and the significant increase in the volume of high-end skills deployed in 2006 contributed immensely to the double-digit growth in remittances in 2006. Based on the data furnished by the Bangko Sentral ng Pilipinas (BSP), the total OFW remittances from January to December 2006 reached US$12.76B, up by 19.4% from US$10.69B recorded in 2005. Higher inflows of remittances put the country in a much stronger balance of payments position and further built up international reserves.
Partnerships and Technology: POEA’s Key Strategies For Success

Deploying more than 1 million Filipinos is never an easy task. For POEA, this required two main strategies – dynamic partnerships and maximized technology. This year we have seen that by strengthening relationships with foreign governments and private sectors, opportunities increase; processes work smoothly and productivity soars. Also noticeable is the contribution of computer technology in helping speed up the processing time of needed documents. This section will discuss these two critical strategies as they relate to the increased achievement in facilitation of workers’ deployment.

Strategic Partnerships with Host Countries

Driven by its objectives to explore employment opportunities for Filipino workers across the globe and at the same time create conditions that set the wheel of gainful and protected employment in motion, the POEA intensified its global campaign for quality jobs for OFWs both in traditional and new markets.

Marketing Missions: Expanding Employment Opportunities - The year 2006 saw the initial efforts toward the realization of this objective through the conduct of high level and technical marketing missions to Guam and Palau, Australia, Taiwan, Saskatchewan and Manitoba in Canada. Bilateral agreements were also forged with the governments of Spain, Canada and Libya on the hiring of medical workers and highly skilled workers. These agreements were the:

- Memorandum of Understanding with the Department of Advanced Education and Employment of the Government of the Province of Saskatchewan of Canada concerning Cooperation in the Fields of Labor, Employment and Human Resource Development;
- Memorandum of Understanding on Cooperation for the Management of the Migratory Flows with the Ministry of Labor and Social Affairs of the Kingdom of Spain which gave birth to the initialization of Proyekto Piloto on the hiring of Filipino professional and skilled workers, where medical workers will be the initial beneficiary of said project and;
- RP-Libya Memorandum of Understanding on Labor Cooperation.

Dialogues, Negotiations and Consultations: Towards Securing Gainful and Protected Employment - DOLE and POEA officials also participated in conferences and the conduct of technical discussions in international and local fora concerning employment, protection and rights of OFWs including seafarers such as the RP-Malaysia TWG on Migrant Workers; Bilateral agreements on RP-EU Partnership Cooperation; Third RP-Korea policy consultations; JPEPA Proposed MOU on Deployment of Nurses and Caregivers, ASEAN Declaration on the Rights of Migrant Workers, 94th Maritime session of the International Labour Conference in Geneva; Tokyo Workshop on International and Labor Market in Asia; International Seminar on Maritime Labour Convention and Japan-Philippines Manning Conference in Tokyo; and IOM International Dialogue on Migration and Human Resources for Health in Geneva, among others.

Continuing negotiations with existing host governments were also undertaken to further improve the conditions and terms and benefits of OFWs in the worksites. The First RP-Taiwan Joint
Labor Conference held in March, 2006 tackled such concerns as the strengthened enforcement of regulations on fees paid by workers, review of standard employment contract for the three major skill categories deployed to Taiwan and implementation of the collection of tax refund of workers.

Similarly, consultations were undertaken with the Human Resources Department of South Korea regarding the deployment of workers through the Employment Permit System (EPS) which resulted to the renewal of the Memorandum of Understanding between the Ministry of Labor of Korea with POEA which purpose is to sustain the strong cooperation and increase transparency and efficiency in the process of sending and receiving OFWs.

The visits of foreign government officials for the furtherance of the consultation and negotiation process augured well as the terms of the agreements were greatly enhanced in favor of the Filipino workers. Said visits included those of (1) Australia, regarding the holding of Australia Skilled Migration Expo; (2) Ministry of Manpower of Singapore; (3) Labor Ministry of Bahrain; (4) General People’s Committee for Manpower Training and Employment (Libya); (5) Canada Department of Advanced Education and Employment ; and (6) ILO High Level Tripartite Mission on the Maritime Labor Convention 2006.

**Strengthening Synergy among Government Agencies**

POEA continues to strengthen its efforts in working efficiently with different government agencies to help address different issues on labor migration. This year it increased its collaboration with the education and training sectors and other stakeholders concerned with human resource development. It actively participated in the conduct of the DOLE 2006 National Manpower Summit study groups to identify the jobs and competencies that are needed by the overseas labor markets, plug the outflow of mission critical skills and to identify the necessary mechanism to send appropriate signals to develop programs that are responsive to the needs of both local and overseas labor markets.

One of the outputs of such exercise was the adoption of a framework in determining the level of skills supply and demand and the occurrence of shortage of mission-critical skills in a particular industry. It also participated in the development of the framework for the Human Resources for Health Master Plan led by the Department of Health which is designed to ensure the strategic production, distribution and mobilization of local health care professionals for both local and overseas employment for better management of the migration flow of health professionals and the development of a training program for specific types of workers in coordination with the Technical Education and Skills Development Authority (TESDA) to address the manpower requirements for emerging markets like Australia.

POEA also facilitated the conduct of 396 job fairs nationwide in close coordination with the DOLE regional offices, local government units and the Bureau of Local Employment. The aim of said activities is to match available jobs with the right manpower and at the same time make the opportunities accessible to jobseekers.

Since its establishment in 2003, the **OFW One-Stop Processing Center**, a facility of 14 government agencies which is housed at POEA lobby and involved in the documentation of land-based workers and seafarers, has continued to provide fast and convenient services to thousands of OFWs. From 1.6 million in 2005, some 2.2 million documents were released through the Center in 2006 consisting of 1.2 million land-based workers’ and 910,785 seafarers’ processed documents. This was translated to a daily average of 8,175 processed documents for overseas employment.

POEA also maintains strong partnerships with other government institutions to provide services for our OFWs. For instance, the critical collaboration of POEA with COMELEC and DFA has resulted to the putting up of Pre-Departure Registration Center for Overseas Absentee Voters at the POEA lobby. The POEA-based Registration Center since its beginning in October 2005 up to August 2006 had registered a total of 39,223 OFWs.

**Enhanced Private Sector Partnership**

Duly recognized as the driver of economic growth through the overseas employment industry, the role and contributions of legitimate placement agencies in making the economy more vibrant can never be overemphasized. They are the ones that create job opportunities for the Filipino workers and at the same time assist the government to promote and preserve quality jobs for the OFWs. In 2006, the licensed private recruitment agencies was able
to bring in 620,243 new jobs and crew orders from 22,378 foreign land-based and sea-based principals and employers. This volume of job orders offered an additional opportunity for the OFWs who sought job placement overseas this year.

For its part, the government through the POEA, continuously pursued the protection not only of the interest of the workers but also the preservation and the professionalization of the recruitment industry where the end results are increased productivity and enhanced performance. Several programs were developed and implemented during the year, which aimed at building up a quality recruitment industry.

**Conduct of agency education and improved processing time.** Eight (8) pre-licensing application seminars were conducted during the year for new applicants for license to inform them of the rules and regulations on overseas employment and other procedural concerns. This is one way of assisting would-be licensees in the conduct of their business in accordance with the requirements of POEA. Another form of assistance extended to licensed agencies was the assurance of timeliness on the action on their applications. Out of 173 applications for new license, 116 were issued consisting of 103 land-based agencies and 13 sea-based. This was translated to an approval rate of 67%. In addition, a total of 239 agency licenses were renewed out of 299 applications. This figure was equivalent to an approval rate of 80%. The ISO enrolment of the license issuance processes made possible the improvement of the process cycle time of this service.

**Disciplining the ranks of licensed agencies.** Keeping tab with the “hard to enter-easy to go” policy, the license of 55 agencies were cancelled due to recruitment violations and 54 agencies were de-listed from the roll for not fulfilling the conditions for provisional license and for failing to comply with the requirements to renew the license. Continuous monitoring of compliance also resulted to the suspension of 449 agencies (compared to only 6 in 2005) for failing to increase the escrow deposit and 150 land-based agencies (63 in 2005) for failing to increase capitalization. As of end December, 2006 there were 1,422 active agencies, 1,374 of which were in good standing, comprising of 1,029 land-based agencies and 345 manning companies.

**Strengthening e-Services**

In an effort to establish an IT facility and standards that will facilitate the documentation of OFWs, the POEA developed, updated, and made operational several computer systems that supported or converted the manual processes at POEA. These projects are in line with the Technology-based Interactive Service Delivery Program, which the POEA continuously pursues.

Below are highlights of the development and mainstreaming of e-Services in the Agency:

- POEA’s implementation of the electronic submission, e-submit for short, of worker contracts, reduced the processing time of one employment contract to 5 minutes compared to four hours when the document is processed over the POEA counters. During the year, 824 or 80% of the licensed recruitment agencies deploying land-based workers were using the electronic submission facility. As expected, the counter processing of employment documents at the Land-based Center of POEA was greatly reduced by 80% because of this endeavor. On the other hand, 120 or 30% of licensed manning agencies were using the new facility for processing seafarer documents as of end of 2006, compared to only 20 enrolled manning agencies when it started in 2004. A new version also came out in September 2006 to fully support the in-house processing scheme of the manning agencies.

- Coinciding with the introduction of the new version of the electronic submission for seafarer contracts was the introduction of the new counter processing system at the Sea-based Center, the new Accreditation of Agencies System, and the new Seafarer Registration System. The new counter processing system automated the assessment of fees thereby reducing the process flow into only two stages, that of evaluation and payment. The new system reduced the counter processing time by 20% and has helped POEA to manage the daily crowd of its clientele. The new Seafarer Registration System was readied for replication to the regional offices of POEA for its online processing systems.
Also in line with its objectives of providing secured and efficient application systems that will enable effective delivery of required services to OFWs, the POEA developed the following computer systems:

(1) **EPS Monitoring system** - a system that tracks the progress of the application of a worker for Korea from the date the worker’s profile was sent to Korea up to the date of the final flight briefing attended. This system has an inquiry module that enables the POEA-Employment Branch and Government Placement Branch to give the current status of the application for Korea – Employment Permit System (EPS) of any worker.

(2) **Online KLT Payment system** - a system that generates the Korean Language Test (KLT) information sheet and KLT exam permit based on worker information in the manpower registry and integrates the KLT payment done by the worker to the EPS database. Payments done in Cebu and Davao were captured directly through this online facility. This system addresses the orderly registration of qualified KLT examinee.

(3) **New Online Manpower Registration system** - a new version of the manpower registration system that automatically qualifies an applicant for Employment Permit System (EPS) of Korea. As the applicant encodes his personal information, the built-in checking of the basic qualification for EPS actively matches the details encoded by the applicant with the EPS qualifications such as age, education, and experience. If the applicant becomes disqualified for EPS-Korea he/she is directed to register for other countries/markets. The system also allows the updating of the applicant profile through the internet. A monitoring system is also integrated in the system such that an applicant can view the status of his/her career application online.
The Anti Illegal Recruitment and Pre-Employment Orientation Program (AIR/PEO) gained headway as it was vigorously pursued via two approaches: preventive and remedial. This article explores the achievements in both approaches as it helped protect our OFWs from illegal recruitment and in their pursuit of justice. This also explores in brief the role of strategic partnerships in addressing critical issues of OFWs.

**Intensified Campaign Against Illegal Recruitment**

**PEOS and Multi-Media Awareness Campaign.**
As part of its preventive approach in its fight against illegal recruitment and in line with its advocacy campaign to empower workers to make an informed decision, the POEA conducted a total of 843 Pre-Employment Orientation Seminars (PEOS) nationwide which was attended by 65,873 participants. Majority or 70% of PEOS participants were from the countryside.

Apart from PEOS and capability building, the POEA engaged in multi-media campaign in a move to further increase public awareness about illegal recruitment. As of end-December 2006, the Administration conceptualized and produced more than 140,000 copies of country-specific and FAQs brochures and AIR-PEOS posters in partnership with Globe Telecommunications. It also conceptualized and produced 500 copies of “Ikaw Handa Ka Na Ba” video and distributed the same in CD formats to various partners. It ensured daily plugging of AIR information/teasers over DZRH and Love Radio 89.9 am stations, as well as supplemental print ads on AIR information in local broadsheets, without cost to the national government.

During the same period, the POEA “Illegal Recruitment-Free LGUs” campaign has gained headway as seven (7) city governments in NCR expressed its support through formal signing of MOU. This was a remarkable increase of support for the program from only two (2) city governments in 2005. Among the signatories for the program were the local officials of Quezon City, Taguig, Valenzuela, Mandaluyong City, Malalabon, Las Pinas and Muntinlupa.

**More Illegal Recruiters Apprehended.**
The Administration’s intensified campaign against illegal recruitment, in cooperation with the National Bureau of Investigation (NBI) and CIDG-Philippine National Police, had yielded positive results in 2006. A total of 50 (as against 4 in 2005) suspected illegal recruiters, majority of whom were females, were arrested. The surveillance operations conducted against agencies engaged in illegal recruitment activities led to the closure of 12 (as against 19 in 2005) establishments during period. A total of 316 (as against 250 in 2005) illegal recruitment cases involving 694 victims were filed for preliminary investigation during the review period.

**Legal Assistance to OFWs.**
In support to the government’s thrust of ensuring the utmost protection of our workers, particularly those in low-end skills, the POEA provided assistance to 6,005 victims in the filing of administrative complaints for pre-employment and recruitment violations against licensed agencies. As of December 2006, more than 830 complainants filed disciplinary action cases against employers (DAE) and workers (DAW). DAE and DAW cases serve as basis for the blacklisting of the foreign principals or employers, or the worker.

It also endorsed a total of 316 cases involving 694 victims to different City and Provincials Prosecution Offices for the conduct of preliminary investigations, a sharp increase compared to 188 cases filed in 2005. Of the total, 92 cases were filed against licensed agencies.
and 222 cases were filed against unlicensed agencies. About 60% or 188 of these cases were filed in Metro Manila while the remaining 40% or 128 were in the provinces.

**Success in Dispute Settlement**

**Increased Rate in Disposition of Cases.** The POEA's commitment to unclog its docket system under its comprehensive case management program, remained in place as the number of cases disposed from January to December 2006 reached 4,621 out of 6,125 total number of compulsory arbitration cases handled for the period. This output represented a disposition rate of 75.4%, an improvement from 63% and 56% recorded in 2005 and 2004, respectively.

During the period, the POEA issued and implemented a total of 890 orders of reprimand, suspension, fines, cancellation of license and preventive suspension of erring agencies. This was higher than the 574 recorded in 2005. The amount collected from the agencies that opted to comply with the alternative penalty of fine in lieu of serving suspension totaled P9.97 million. This was 10.7% decrease from P11.04 million posted in 2005. Moreover, the amount voluntarily returned by these licensed agencies to the complaining OFWs totaled P8.15 million. This was a hefty 58.6% increase from P3.37 million voluntary paid in the preceding year. During the same period, a total of P11.13 million monetary award was satisfied thru the enforcement of orders that benefited 376 complainants. The amount exceeded the P8.18 million posted in 2005.

**Conciliation:** A Preferred Mode of Dispute Settlement. POEA received a total 3,570 complaints for voluntary conciliation, 3,458 of these cases were disposed of and 1,750 were settled. This preferred mode in settling disputes resulted to a settlement rate 49.0% and a disposition rate of 96.9%. A total of P42.08 million plus US$62,038.76 were collected and which benefited 3,479 complainants/OFWs, 135% more than what was achieved in 2005.

In 2006, the POEA received a total of 2,344 requests for repatriation of OFWs involving 2,105 documented workers and 239 undocumented workers. Of this number, 363 were referred to the different Philippine Overseas Labor Offices (POLOs) while 45 were referred to the Overseas Workers’ Welfare Administration (OWWA) for failure of the concerned agencies to comply with the notice to provide pre-paid ticket advice (PA).

Of the 1,981 agencies that were compelled to act on the request for repatriation, 1,963 complied with the requirement thereby causing the suspension of the documentary processing of the 45 agencies. The total amount representing repatriation expenses reached P66.68-M marking a success rate of 97.8%.

Out of 62 cases filed against POEA with the courts by licensed recruitment agencies for damages with prayer for issuance of TRO and/or writ of Preliminary Injunction on the cancellation/suspension orders for recruitment violations, 19 or about 30.6% were resolved in favor for POEA.

**Lebanon Quick Response Desk Created.** The Lebanon Desk was set up in July 2006 aimed at providing returning OFWs immediate re-deployment and reintegration in the country following the Lebanon crisis. The POEA, in partnership with OWWA had settled 233 complaints (out of 477 cases received). The most common cases received from OFWs stemmed from collection of excessive placement fees and underpayment of salaries from their employers. During the period, the POEA collected for the complainants P2.24 million plus US$1,741 as settlement fees.

**Addressing OFW Issues and Concerns Thru the CCOFW.** Since the creation of the Consultative Council on Overseas Filipino Workers (CCOFW) in 2002 through a Resolution of the representatives of 11 non-government organizations and 9 government agencies, the Council had gone a long a way. True to its mandate of serving as a regular consultative forum on all issues and concerns affecting overseas Filipino workers, the Council fruitfully deliberated on and made some recommendations on critical concerns such as the DOLE Reintegration Program (2002), Overseas Absentee Voting Law (2003), Pre Employment Orientation Seminars and Pre Departure Orientation Seminars for OFWs (2004), ILO Convention on Fishermen (2005), Human Trafficking and Escort System, Illegal Recruitment, Amendments to RA 8042 (Sections 29 &30), Philhealth and OWWA Benefits and the Household Service Workers’ Reform Package (2006).
With Reach:

POEA Services in the Regions

The POEA has continued to create impact in the countryside through its four (4) regional centers in San Fernando City, La Union, Cebu City and Davao City; five (5) Regional Extension Units in Baguio City, Iloilo City, Cagayan de Oro City and Zamboanga City; and six (6) satellite offices in Clark Field, Angeles City, Calamba City, Legaspi City, Tacloban City, and Bacolod City.

As a microcosm of POEA, the regional offices performed creditably well in 2006 in the delivery of field operations services such as: (1) in the documentation and processing of workers, (2) Anti-Ilegal Recruitment (AIR) Program; and (3) Pre-Employment Orientation (PEO) Management Program.

For 2006, the POEA regional offices deployed a total of 31,036 OFWs out of 98,846 workers' contracts processed. Of the total, about 98% or 30,376 were landbased workers and the remaining 2% or 660 were seafarers. The 2006 figure was 61% increase from 19,323 recorded in 2005. The hike maybe traced to 19 foreign principals registered during the period, which generated a total 2,260 job orders or manpower requests during the year.

Luzon Regional Center

Following its intensive Anti-Ilegal Recruitment (AIR) campaign, the Regional Center for Luzon registered a declining trend in the number of illegal recruitment cases posted from three-year period ending 2006. From 243 in 2003, the number of IR cases received by POEA-Luzon went down to only 49 in 2006, representing a 27% average annual decline for the period under review. As this developed, the number of IR victims (about 52% of whom were females) assisted also went down by an annual average of 28%, i.e., from 388 in 2003 to only 98 in 2006. Of the provinces in Region 1, La Union registered the highest number of victims, followed by Ilocos Sur and Pangasinan.

In 2006, the POEA-Luzon conducted a total of 69 AIR seminars attended by 14,025 participants mostly by Punong Barangays and PESO managers in the provinces of La Union and Ilocos Norte. There was also tri-media campaign undertaken, in cooperation with the KAPIHAN and UGNAYAN program of the Philippine Information Agency. More than 15,400 AIR materials were also produced and disseminated through the PESO managers, Gabay sa Mamayan Action Center (GMAC) of the DILG and through the assistance of the PNP Provincial Directors. Disseminated information materials were not limited to the English version but also translated into local dialects such as Ilocano and Pangasinenses.

Mindanao Regional Center

Meanwhile, the Regional Center for Mindanao conducted only 33 (as against 66 in 2005) sessions of AIR and Pre-Employment Orientation seminars in 2006 attended by 3,290 participants. As this developed, the number of illegal recruitment cases handled by the Center went up to 44 in 2006 compared to 29 registered in 2005. On the bright side, its radio program entitled “Around the Globe with POEA” aired at DXUM every Monday to Friday from 9:30pm to 10:30 pm has continued creating impact to its listening publics about overseas employment. This special project is being sustained by sponsorship of the University of the Mindanao Broadcasting Network as well as other private companies.

Another special project undertaken by POEA-Mindanao was the “Voice Over Internet Protocol” or VOIP, which provided cost effectiveness in telephone long distance charges and fax expenses for the region. This system has been implemented in Cagayan de Oro and will soon be implemented in Zamboanga.

Visayas Regional Center

The Regional Center for the Visayas, despite its shoe-string budget, conducted a total of 243 AIR-PEO seminars attended by 16,893 applicants. It also continued to work closely with PESOs in the regions, in the conduct of overseas job fairs and monitoring recruitment to guide prospective applicants.

The Center, in close cooperation with NBI, CIDG-PNP in the region, apprehended and successfully put to jail four notorious illegal recruiters.
Five-Star Rating for Conservation Measures in Government. The POEA started the year with a bang as it earned a score of 95%, the highest in the DOLE family, during the government-wide Energy Conservation Measures in Government Buildings. The five-star or “Grade A” rating was garnered by the POEA following a spot inspection conducted by the Department of Energy on 25 January 2006. In particular, the Agency got a perfect score of 45% on fuel or gas conservation measures and 39.9% (out of 45% score) on electricity conservation measures.

Excellence in Quality Management System. Owing to its “continual improvement planning” and other initiatives aimed at ensuring customer satisfaction, the POEA’s existing Quality Management System (QMS) and its four new enrollees to the system got a Very Satisfactory rating from its certifying body, Certification International Philippines, Inc. (CIPI) during last May 2006 surveillance audit. The new enrollees are: Issuance and Renewal of License, and Inspection of Agencies of Licensing and Regulation Office (LRO), and Docket and Enforcement, Recruitment Regulation, and Adjudication of Cases of the Adjudication Office (AO). During the 3rd surveillance audit last December 2006, the POEA was conferred with continued ISO Certification for another 3 year-cycle by its certifying body. It lauded the Agency’s existing Quality Management System (QMS) as it was maintained in accordance with the requirements of ISO 9001:2000.

Human Resource Development and Employee’s Welfare and Benefits. By the end of 2006, the POEA facilitated a total of 20 training programs/seminars benefiting 284 employees. These included the completion of Foreign Scholarship Training Program for Manpower Research under the government of India. It also served Notice of Step Increments (NOSIs) to 137 employees, provided loyalty awards to 47 employees who rendered 10, 15 and 20 years of service in POEA, and DOLE Loyalty Awards to 11 employees including retirees who were awarded last September 2006.

The POEA 24/7 Hotlines and Information and Assistance Center attended to an average of 350 to 500 clients daily. Over-all a total of 84,995 calls were handled, 59,158 walk-in clients were assisted, and 3,737 e-mails were answered, a remarkable increase compared to 2005. Aside from the maintenance of the electronic billboard that flashes vital info materials such as market updates, advisories, announcements, and tips to avoid being victimized by illegal recruitment, the POEA, in close collaboration with Globe Telecom, has strategically mounted workflow signages within the building to boost public information and promote transparency in the conduct of its services.

Record Management System. The POEA records management has advanced substantially and hailed its process-cycle time of a mere 25 minutes for verification/certification of OFW records in 2006. In a move to further improve the system, updating of the electronically archived official issuances on overseas employment from 2004 to 2006 has since started by the end of 2006.

Highlights in Managing POEA Resources

Higher Income Generated Despite Lower Re-enacted Budget. For 2006, the POEA was allotted a budget National Expenditure Program (NEP) level of P213.61 million broken down as follows: (1) Personnel Services including Retirement Life Insurance Pension (RILP) with P123.32 million; (2) Maintenance and Other Operating Expenses (MOOE) with P83.70 million; and Capital Outlay with P6.50 million. The 2006 figure was 2.5% lower than the P219.08 million re-enacted budget in 2005.

Efficient Revenue Generator. Despite the lower-than-expected budget allocation during the period, the Administration has remained one of the top income generating agencies in the entire government sector and a perennial efficient revenue-generator for the National Treasury. As of December 2006, the POEA generated an income of P360.38
million, surpassing by 3% the annual target of P346.75 million. The income realized was about 60% more than the budget earmarked by the Department of Budget and Management (DBM) during the period. It was also 4.9% higher than P343.60 million collected in 2005.

**Budget Utilization.** Of the P213.51 million budget allotted for POEA in 2006, which was 2.5% lower than P219.08 million earmarked in 2005, some P210.59 million were utilized. This was translated to a budget utilization rate of 99%. Due to its prudent spending, the Administration realized a savings of P2.92 million for the period.

**Budget Utilization.**

<table>
<thead>
<tr>
<th>Allotment</th>
<th>Total Allotment</th>
<th>Obligations Incurred</th>
<th>Utilization rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>GASS</td>
<td>54,467,177.00</td>
<td>51,770,399.71</td>
<td>95%</td>
</tr>
<tr>
<td>PSO</td>
<td>41,143,000.00</td>
<td>41,143,000.00</td>
<td>100%</td>
</tr>
<tr>
<td>WEO</td>
<td>38,457,000.00</td>
<td>38,232,929.00</td>
<td>99%</td>
</tr>
<tr>
<td>LRO</td>
<td>36,421,000.00</td>
<td>36,421,000.00</td>
<td>100%</td>
</tr>
<tr>
<td>AO</td>
<td>27,725,000.00</td>
<td>27,725,000.00</td>
<td>100%</td>
</tr>
<tr>
<td>REU</td>
<td>15,300,000.00</td>
<td>15,300,000.00</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>213,513,177.00</td>
<td>210,592,268.00</td>
<td>99%</td>
</tr>
</tbody>
</table>

**Per Capita Cost per Deployed OFW.** Given the P210.59 million budget utilized for 2006, the per capita cost per deployed OFW stood only at P192.80.
Towards Enhancement of OFW Protection: Governing Board’s Landmark Resolutions for 2006

Under the dynamic leadership of the newly appointed Secretary of Labor and Employment, Honorable Arturo D. Brion, who is known to be an expert in the Philippine labor diaspora and a staunch advocate of migrant workers’ well-being, the POEA Governing Board hit a major landmark in its mandate through the approval of 12 Governing Board Resolutions (GBRs) in 2006 to further enhance the protection and welfare of OFWs as well as improve their competencies and status in the global market.

In its resolve to reduce, if not eliminate, abuses on vulnerable Filipino women workers overseas, the POEA Governing Board developed the reform package for household workers. The said reform package consisted of imperatives such as minimum age requirement of 25 (GBR No. 4), entry-level minimum wage of US$400 (GBR No. 5), prohibition of placement fee collection (GBR No. 6), compulsory pre-qualification of recruitment agencies under the Philippine Overseas Labor Office [POLO] and securing of pre-qualification certificate from employers (GBR No. 7), and mandatory verification by POLO of individual employment contracts and subsequent job orders of Filipino household workers (GBR No. 9).

With the increasing rate of OFW deployment particularly of trained professionals, the Board saw the need to examine the potential adverse effect of the outflow of skilled Filipino workers in the operations of strategic and vital industries. Pursuant to the mandate under Section V of Republic Act 8042, which provides that the government can adopt a policy that would address the injurious effect of the unchecked migration of mission-critical skills on our national interests and the economy, the Governing Board issued Resolution No. 1 directing, among others, the adoption of 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.
Governing Board

ARTURO D. BRION
Chairperson
Secretary, Department of Labor and Employment

ROSALINDA D. BALDOZ
Vice-Chairperson
Administrator, POEA

GREGORIO S. OCA
Representative
Seabased Sector

ISIDRO Q. ALIGADA
Representative
Private Sector

GUILLERMINA T. GABOR
Representative
Women Sector

LEONARDO DE OCAMPO
Representative
Land-based Sector
POEA Management Team
Statement Of Management’s Responsibility for Financial Statements

The management of Philippine Overseas Employment Administration is responsible for all information and representations contained in the accompanying Balance Sheet as of December 31, 2006 and the related Statement of Income and Expenses and Cash Flow for the year then ended. The financial statements have been prepared in conformity with generally accepted state accounting principles and reflect amounts that are based on the best estimates and informed judgment of management with an appropriate consideration to materiality.

In this regard, management maintains a system of accounting and reporting which provides for the necessary internal controls to ensure that transactions are properly authorized and recorded, assets are safeguarded against unauthorized use or disposition and liabilities are recognized.

CANDIDA B. VISTRO
Director II, Finance Branch

ROSALINDA DIMAPILIS BALDOZ
Administrator
### Condensed Balance Sheet

**As of December 31, 2006**

**Assets**

**Current Assets**
- Cash: 5,814,321.86
- Receivables: 291,545,508.10
- Inventories: 8,968,524.88
- Prepaid Expenses: 1,050,123.66

**Investments and Property, Plant and Equipment**
- Property, Plant and Equipment: 281,026,353.64
  - Less: Accumulated Depreciation: 139,393,147.02

**Total Assets:** 446,771,625.52

**Liabilities and Equity**

**Liabilities**
- Current Liabilities: 162,099,454.94

**Equity**
- Government Equity: 284,672,170.58

**Total Liabilities and Equity:** 446,771,625.52

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### Condensed Statement of Income and Expenses

**For the Fiscal Year Ended December 31, 2006**

**Income:** 602,785,680.83

**Less Expenses:**
- Personal Services: 135,483,532.23
- Maintenance and Other Operating Expenses: 90,727,569.01
- Financial Expenses: 23,169.00

**Excess of Income Over Expenses:** 376,551,410.59
## DEPARTMENT OF LABOR AND EMPLOYMENT
### PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
### STATEMENT OF CASH FLOWS
### FISCAL YEAR ENDED DECEMBER 31, 2006

### Cash Flow from Operating Activities:

#### Cash Inflows:
- Receipt of Notice of Cash Allocation (NCA) 233,946,282.00
- Collection of Receivables
- POLO remittances of collection 30,708,434.15
- Receipt of Refunds of cash advances and overpayment of expenses 207,548.43
- Receipt of inter-agency cash transfers
- Cash receipt of grants and donations 301,120.00
- Trust Collections 36,873,030.90
- Receipt of Cash dividends / Interest Earned 65,522.41

**Total Cash Inflows** 302,101,937.89

#### Cash Outflows:
- Cash payment of operating expenses 149,109,029.04
- Cash payment of payables incurred in operation 5,217,921.20
- Payment of Terminal leave benefits 838,290.19
- Remittance of Taxes withheld 379,295.00
- Granting of cash advances / petty cash fund 33,802,859.82
- Remittance of GSIS/PAG-IBIG/PHILHEALTH 28,560,379.97
- Trust Disbursements 47,113,505.75
- Purchase of Furniture, Fixture & Equipment / IT Equipment & Software 4,657,030.02
- Purchase of motor vehicles 2,943,390.80
- Deposit of Trust Collection to BTr & remittance other concerned government agency 29,796,668.08
- Reversion of Unused NCA 57,956.29

**Total Cash Outflows** 302,476,326.16

### Cash Provided by Operating Activities
(374,388.27)

#### Add: Cash Balance, Beginning January 1, 2006
6,188,710.13

### Cash Balance, Ending December 31, 2006
5,814,321.86
POEA 2007:
Celebrating 25 Years of Dedicated Service to the World’s Best Worker

The Philippine Overseas Employment Administration (POEA) will celebrate its 25th anniversary in 2007 and as such will continuously add to its remarkable record of service and excellence the 2nd year of implementation of its Strategic Intent and Priority Programs. Specifically, the major policy directions for 2007 are the following:

1. Facilitation of the deployment of more high end/high value skills to the global.

2. Full implementation of the e-Services delivery infrastructures with the end view of harnessing all technological means that can capture the right market signals, timely information crucial in looking after the welfare and protection of OFWs in their foreign posts, as well as providing major stakeholders facilitative information access, procedures and processes from the accreditation of foreign employers, deployment of workers to the monitor of workers on site.

3. Implementation of Global OFW Mapping and Profiling to fast track information on the presence of OFWs worldwide including their skills and specific occupations.

4. Intensification of the Anti-Illegal Recruitment Campaign nationwide through the two-pronged approach: (a) preventive, and (b) remedial where networking and linkages with law enforcement authorities, as well as the LGUs and PESOs and the schools and academe will be strengthened.

5. Enhancement of professionalism of the private agencies through continuing agency education and implementation of agency classification system to increase productivity and improve performance of the private sector’s capability in providing decent jobs through updated know-how.

6. Implementation of a comprehensive case management program through the institution of reforms in dispute settlement through strengthened voluntary conciliation program and uniform interpretation of POEA rules and regulations.

As part of its celebration, POEA will be conducting a series of activities to commemorate its silver anniversary. This includes photo exhibition; recognition of POEA Administrators and Pioneers; unveiling of the newly-renovated POEA Auditorium; launching of the coffee table book; presentation of institutional video; blood-letting program; implementation of continuing education program on overseas employment and; a dinner party for employees.

Moving forward to 2007, the POEA will ensure that the Agency will continue to connect, transform and protect the country’s heroes and the world’s best worker!