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Vision

Excellence in governance for world-class Filipino migrant workers.

Mission

POEA connects to the world, and in partnership with all stakeholders, facilitates the generation and preservation of decent jobs for Filipino migrant workers, promotes their protection and advocates their smooth reintegration into Philippine society.

Quality Policy

Providing effective and efficient service.

Operating within the requirements and standards governing overseas employment.

Empowering our human resources.

The POEA’s role in the Department’s employment thrust and its ensuing contribution to the Philippine economy is such that it cannot be captured in one word. Over the years, the overseas employment program has helped uplift the way of life of countless Filipino families and stabilized the country’s financial position.

Amidst the world’s volatile labor migration scenario, the Philippines maintained its foothold in the world labor arena. The strategic programs of POEA, in partnership with government and private entities, contributed for the most part in the sterling achievement. A 14.7% increase in deployment of OFWs for 2008 is arduous as it is impressive in the light of obtaining global economic difficulties.

While we experienced the onset of the worldwide financial crisis in the last quarter, it adversely affected labor migration to a great extent. However, our statistics speak of solid accomplishments in the OE program in 2008. And we stand proud for turning the problem around.

Since my days in 1976 at the defunct Overseas Employment Development Board (OEBD) to the present, I have been steeped in public policy on migration and the building of vital infrastructure to bring to reality the common Filipino dream of working and living abroad. I know that doing that is not easy.

For decades, I have witnessed the Philippine labor migration grab ordeals by their horns and invariably emerge triumphant. It is in this light that 2009 ought to be dealt with in order to keep count of our gains and attain established targets.

Ensuring the welfare of every deployed OFW is an added toil for which we salute everyone responsible. As tough as POEA tasks may be, we acknowledge the participation of all stakeholders for remaining steadfast in the Administration’s endeavor. For all the hard work and challenges ahead, the POEA shall pursue its mission and uphold the relevance of Philippine labor migration.

I am confident that the innovative women and men of the POEA shall directly confront the challenges of the coming year.

Consider a few breathtaking accomplishments made in a single year:

1. OFW remittances as the single, biggest source of foreign exchange, accounted for nearly 10% of the country’s Gross Domestic Product (GDP).

2. The most number of overseas jobseekers actually sent abroad for gainful employment

3. Sealing of the most number of international pacts and bilateral agreements with current and potential host countries

4. The emergence of Africa, Europe, Canada, the Americas, Australia/New Zealand and Pacific as fresh OFW destinations

5. Deluge of public involvement in the government’s campaign against illegal recruitment and human trafficking

Throughout the report, the amazement continues in almost every measure of performance. Yet, truly awesome is the fact that the full throttle of the POEA capability was impeded by a financial storm that swept the world economy in 2008.

Basking in the glory of these historic gains would be most unfair if the credit is not shared with a predecessor, former POEA Administrator and now Labor and Employment Undersecretary Rosalinda Dimapilis-Baldoz. To her belongs the distinction of administering POEA for most of 2008.

As well, the unrelenting efforts of the stakeholders, particularly the landbased and seabased agencies, partners in local government and the private sector, non-government organizations, along with every officer and staff of the POEA, must be lauded for the way 2008 turned out.

Together, we could again blaze the trail in 2009!

JENNIFER JARDIN-MANALILI
Administrator
Philippine Overseas Employment Administration
The POEA Governing Board

MARIANITO D. ROQUE
DOLE Secretary
CHAIRMAN

JENNIFER JARDIN-MANALILI
Administrator
VICE-CHAIRMAN

CAPT. GREGORIO S. OCA
SEA-BASED SECTOR REPRESENTATIVE

LEONARDO B. DE OCAMPO
LAND-BASED SECTOR REPRESENTATIVE

GUILLERMINA T. GABOR
WOMEN SECTOR REPRESENTATIVE

APOSTOL POE GRATELA
PRIVATE SECTOR REPRESENTATIVE
The POEA Organization Structure*

POEA DIRECTORATE

JENNIFER JARDIN-MANALILI
ADMINISTRATOR

HANS LEO J. CACDAC
DEPUTY ADMINISTRATOR
LICENSED ADMINISTRATION

VIVECA C. CATALIG
DEPUTY ADMINISTRATOR
EMPLOYMENT AND WELFARE

(VACANT)
DEPUTY ADMINISTRATOR
MANAGEMENT SERVICES

STELLA Z. BANAWIS
DIRECTOR IV
PRE-EMPLOYMENT SERVICES OFFICE

NIMFA D. DE GUZMAN
OFFICER-IN-CHARGE
WELFARE AND EMPLOYMENT OFFICE

MELCHOR V. DIZON
DIRECTOR IV
LICENSED ADMINISTRATION

ALEJANDRO A. PADAEN
DIRECTOR IV
ADJUDICATION OFFICE

ADJUDICATION OFFICE

PACIANO F. FALEJO
OIC, ADJUDICATION BRANCH

MARIBEL M. BELTRAN
OIC, RECRUITMENT AND REGULATION BRANCH

JONE B. FUNG
DIRECTOR II, LEGAL RESEARCH, DOCKET AND ENFORCEMENT BRANCH

HERNANOLDO B. REYES
LEGAL RESEARCH DIVISION

BENIGNO Q. DE GUZMAN
OIC, DOCKET AND ENFORCEMENT DIVISION

GRACE M. VENUS
HEAD, CONCILIATION UNIT

GENEVIEVE C. AGUILAR-ARDIENSTE
HEAD, REPATRIATION UNIT

WELFARE AND EMPLOYMENT OFFICE

JOCelyn P. REY
OIC, GOVERNMENT PLACEMENT BRANCH

LEONA VENUS B. NICOLAS
OIC, RECRUITMENT AND DOCUMENTATION DIVISION

JOCelyn P. REY
CHIEF, CLIENT SERVICES DIVISION

LAURA S. TIMONERA
OIC, EMPLOYMENT BRANCH

JOCelyn T. SANCHEZ
OIC, MANPOWER REGISTRY DIVISION

ELIZABETH D. MIRABUENO
OIC, MANPOWER DEVELOPMENT DIVISION

LICENSED AND REGULATION OFFICE

ANTI-ILLEGAL RECRUITMENT BRANCH

JOVENCIO R. ABARA
CHIEF, LEGAL ASSISTANCE DIVISION

JOHN RIO A. BAUTISTA
CHIEF, OPERATIONS AND SURVEILLANCE DIVISION

ROSEMARIE GONDRANIOS-DUQUEZ
CHIEF, PROSECUTION DIVISION

ELEANOR S. SAMSON
OIC, WELFARE EDUCATION DIVISION

FELIXBERTA N. ROMERO
DIRECTOR II, EMPLOYMENT REGULATION BRANCH

EMPLOYMENT SERVICES AND REGULATION DIVISION

ALFONSO N. DE CASTRO
OIC, LABOR ASSISTANCE CENTER

LUCIA L. VILLAMAYOR
OIC, LICENSING BRANCH

YOLANDA E. PARAGUA
CHIEF, LICENSING AND EVALUATION DIVISION

CELIA P. LAURENTE
OIC, INSPECTION DIVISION

* AS OF DECEMBER 31, 2008
The POEA Organization Structure (continuation)

PRE-EMPLOYMENT SERVICES OFFICE
DOLORES H. CRISOSTOMO
OIC, SEABASED ACCREDITATION AND CONTRACT PROCESSING CENTER

NANCY V. AVELINO
OIC, SEABASED PROCESSING DIVISION

ROSALIE T. SAJO
OIC, SEABASED PROJECTS ACCREDITAION DIVISION

MAYBELE M. GOROSPE
OIC, LANDBASED CENTER

NIDA G. DEMEGILIO
OIC, MIDDLE EAST AFFAIRS DIVISION

BARBARA D. LAMZON
CHIEF, AMERICAN, EUROPEAN AND ASIAN AFFAIRS DIVISION

ELMIRA C. STO DOMINGO
CHIEF, BALIK-MANGGAGAWA PROCESSING CENTER

LIWANAG A. SIMONDAC
OIC, NAME HIRE ASSISTANCE DIVISION

GENERAL ADMINISTRATIVE AND SUPPORT SERVICES
NICANOR S. JAVIER
DIRECTOR II, ADMINISTRATIVE BRANCH

PRECIOSA R. SIENES
CHIEF, HUMAN RESOURCES DEVELOPMENT DIVISION

REYNALDO E. CABRERA
CHIEF, GENERAL SERVICES AND PROPERTY DIVISION

RENATO C. LIMJUCO
CHIEF, CASH DIVISION

RAMONA S. QUIJANO
CHIEF, CENTRAL RECORDS SECTION

ADEL N. DELA CRUZ
HEAD, BUILDING MANAGEMENT UNIT

OSCAR R. ROSAL
OIC, INFORMATION AND COMMUNICATION TECHNOLOGY BRANCH

NERISSA S. JIMENA
DATABASE AND NETWORK MANAGEMENT DIVISION

MARIE ANTHONETTE B. MARQUEZ
OIC, SYSTEMS MANAGEMENT DIVISION

HELEN S. BARAYUGA
DIRECTOR II, PLANNING BRANCH

CARLOS F. CANABERAL
CHIEF, POLICIES AND PROGRAMS DIVISION

NASCEL A. GABITO
OIC, INFORMATION AND EDUCATION DIVISION

CANDIDA B. VISTRO
DIRECTOR II, FINANCE BRANCH

Marilyn M. ADALIA
CHIEF, ACCOUNTING DIVISION

LOLITA L. ARAGON
CHIEF, BUDGET DIVISION

LIBERTY T. CASCO
DIRECTOR II, MARKETING BRANCH

RAMON LAMBERTO C. PASTRANA
CHIEF, MARKET PROMOTIONS DIVISION

ALFREDO A. ROBLES, JR
CHIEF, MARKET RESEARCH AND STANDARDS DIVISION

PATERNO D. JURIDICO JR
CHIEF, REGIONAL AND OVERSEAS COORDINATING OFFICE
Despite the financial difficulties that gripped the global economy in 2008, the POEA surpassed previously established performance records in its 26-year history. Consider:

- OFWs in more than 190 host destinations remitted US$16.4 billion for the year, a substantial 14.7 percent gain from the preceding year.
- The deployment of new landbased hires went up by 20.3 percent (rehires by another 20 percent). A dominating 28 percent share of the world’s seafarers was maintained in spite of a negligible 1.9 percent slowdown. We now send a record-breaking 3,377 Filipinos daily to gainful jobs abroad.
- With a single-digit rise, the trend towards upgrading the OFW profile was bolstered: 15 percent of newly hired land-based employees now consists of professionals and the highly skilled - a 15 per cent increase from the previous year. A notable 45% increase in sales workers was also recorded.
- The register of foreign employers grew by 6.6 percent to 21,268 in 2008. Altogether, these employers generated 637,476 job orders or 5.1 percent more jobs than the previous year.
- Europe, the Americas, Oceania, and Africa have emerged as new OFW destinations although the Middle East continued to account for more than half the current OFW population of 8.7 million based on 2007 stock estimates of Overseas Filipinos.
- To help develop global labor markets for the Philippines, POEA had engaged in 16 bilateral agreements and bilateral and multilateral negotiations. The performance is up from 10 participations in 2007.

The foregoing successes could not have been achieved were it not for POEA’s market development and management infrastructure, which made global mapping of 33 OFW destinations and profiling of overseas jobs and employers possible in 2008.

Moreover, under its “Difficult to Enter, Easy to Go” policy for recruitment agencies, POEA imposed a 3.5 percent reduction in the issuance of new licenses and a 23.8 percent rise in the number of agencies delisted for failing to comply with POEA requirements. POEA’s Anti-Illlegal Recruitment-Trafficking in Persons (AIR-TIP) public education campaign took wings in 2008 because of strong local government support. Surpassing the number of AIR-TIP seminars conducted in 2007, 1,257 officials of various government agencies, non-government organizations, faith-based groups, academe, and media attended 15 AIR-TIP campaign seminars nationwide.

Accordingly, the number of illegal recruitment complaints and cases tumbled double-digit points in 2008. Still, the POEA has caused the closure of 10 establishments and arrest of 98 illegal recruiters, a multifold rise from the 26 arrested in 2007.

Likewise, POEA endorsed 318 cases involving 769 victims to different city and provincial prosecutors. An “Incentive Program for Victims and Witnesses of Illegal Recruitment” assisted 5,298 victims in pursuing their complaints. In 2008 alone, the Supreme Court convicted illegal recruiters in three of the illegal recruitment cases the POEA endorsed to the courts for prosecution.

In terms of its adjudication record, the POEA handled 6,586 cases in 2008. Of these cases, 3,554 were disposed, which is a high 98.7 percent cover of the annual target. A total of PhP6.5 million
Orientation Seminar (PDOS), equips soon-to-leave OFWs with country and job-specific knowledge of how to manage their situation while away from home. In 2008, 34,059 OFWs attended 1,139 PDOS sessions – more than double the number in 2007.

To boost and supplement public awareness of overseas employment matters, 73,696 copies of information and education materials were circulated throughout the country. The POEA website is regularly updated for the latest bits of information.

Central to the preventive aspects of illegal recruitment is POEA’s Pre-Employment Orientation Seminars (PEOS), which were conducted 1,235 times in various parts of the country – up by 23.5 percent from 2007. In 2008, 61,582 attendees benefited from these seminars which are designed to educate applicants on what it takes to work in a foreign land as well as instruct them on how to avoid fraudulent recruitment. A related learning activity, the Pre-Departure Orientation Seminar (PDOS), equips soon-to-leave OFWs with country and job-specific knowledge of how to manage their situation while away from home. In 2008, 34,059 OFWs attended 1,139 PDOS sessions – more than double the number in 2007.

Moreover, the POEA conducted 872 job fairs all over the country - close to double the number in the previous year - in which 101,557 job seekers registered and 1,052 were immediately deployed for overseas jobs.

In all, the 2008 achievement of POEA is unprecedented. But there is much more to be achieved in 2009.
OVERSEAS EMPLOYMENT FACILITATION SERVICES

Breaking record performance despite global financial crisis

Notwithstanding the global financial crisis, the POEA facilitated the employment of 1,236,013 OFWs to more than 190 country-destinations, the highest deployment recorded since the start of the overseas employment program in 1982. This represents a 14.7 percent hike from the 1,077,623 posted in 2007. Landbased workers accounted for 79 percent or 974,399; seafarers the remaining 21 percent or 261,614. The performance is translated to an estimated daily average of 3,377 workers leaving for gainful employment abroad.

The 2008 deployment record represents a 20.3 percent increase in the number of landbased new hires at 376,973 (from 313,260 in 2007). The number of landbased rehires also grew by 20 percent. The global financial storm, which was aggravated by hostage taking incidents of Filipinos by Somali pirates, impacted the steady and robust performance of the country’s manning industry. From 266,553 in 2007, the growth in the ranks of Filipino seafarers slowed down by 1.9 percent to 261,614 in 2008.

TOP 10 OFW GLOBAL DESTINATION-COUNTRIES

The Kingdom of Saudi Arabia (KSA) remained as the top destination of Filipino workers in 2008. The 15.7 percent increment in deployment of OFWs to that country was due to the 33 percent growth of Filipino professional nurses hired during the period. Another factor was the huge increase in the hiring of Filipino skilled and semi-skilled workers, such as char workers, cleaners, wiremen, waiters, bartenders, plumbers and pipe fitters.

United Arab Emirates, Qatar, Hong Kong, Singapore, Kuwait, Taiwan, Italy, Canada and Bahrain were also choice OFW destinations.

As a region, the Middle East has been the most favored destination of OFWs for more than three decades. It enjoyed more than half of the total deployment in 2008. On the other hand, the Asian labor market also sustained its rank as the second preferred regional destination of OFWs. Europe, the Americas, Oceania and Africa emerged from its infancy stage as the new destination of OFWs in 2008.

DEPLOYMENT OF PROFESSIONALS AND SKILLED WORKERS

Of the total new hire land-based workers, a 15 per cent increase over the previous period was noted in the professional, medical, technical and related workers. These two broad skills categories accounted for 15 per cent of total land-based new hires.

In KSA and Canada alone, the demand for professional nurses, wiremen, plumbers and pipe fitters,
cooks, welders and flame cutters, and machine and earthmoving operators registered a double-digit and triple-digit growth, respectively, in 2008.

**STATE POLICY TO CURB FEMINIZATION OF OFWS IN PLACE**

Corollary to the stable demand of professionals and skilled workers in non-traditional markets, the female-to-male ratio among newly hired OFWs continued to narrow. From the 60:40 ratio in 2006 which represented more females, the ratio changed to 48:52 to favor men in 2007 and 2008. This clearly indicates that fewer female workers are going out of the country.

From January to December 2008, 163,336 of newly hired OFWs were female workers, many of them in service work categories. On the other hand, 52 percent or 174,930 were male OFWs who were mostly involved in production, professional, and technical activities.

In Hong Kong alone, the number of newly hired domestic helpers went down by 17.4 percent to 18,286 (from 22,127 year-on-year). In Singapore and Italy, the volume of newly hired household service workers also registered a double digit decline of 20.7 percent and 42.7 percent, respectively.

**MORE PRINCIPALS REGISTERED: 637,476 JOB ORDERS MADE AVAILABLE**

21,268 foreign principals or employers were registered from January to December 2008. Of this number, 93 percent or 19,726 were landbased employers and the remaining 7 percent or 1,542 were manning principals. Overall, there was 6.6 percent growth rate in the number of registered principals.

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Target</td>
<td>Actual</td>
<td>Target</td>
</tr>
<tr>
<td>Foreign principals accredited/ registered</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Central Office</td>
<td>21,268</td>
<td>19,949</td>
<td>23,247</td>
</tr>
<tr>
<td>Landbased</td>
<td>19,688</td>
<td>18,792</td>
<td>22,378</td>
</tr>
<tr>
<td>Seabased</td>
<td>1,542</td>
<td>1,157</td>
<td>969</td>
</tr>
<tr>
<td>Regional Offices</td>
<td>38</td>
<td>7</td>
<td>25</td>
</tr>
<tr>
<td>Landbased</td>
<td>38</td>
<td>5</td>
<td>21</td>
</tr>
<tr>
<td>Seabased</td>
<td>0</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Job orders approved</td>
<td>633,606</td>
<td>400,000</td>
<td>400,000</td>
</tr>
<tr>
<td>Central Office</td>
<td>635,775</td>
<td>603,434</td>
<td>565,682</td>
</tr>
<tr>
<td>RCS/REUs</td>
<td>1,701</td>
<td>2,909</td>
<td>1,760</td>
</tr>
</tbody>
</table>
Filipino seafarers still number one in the world

Despite the slight decline in deployment, Filipino seafarers continued to dominate the world’s seafaring industry with a 28 percent share of the world’s maritime workforce, which is estimated to be at 1.3 million. The total deployment figure in 2008 of 61,614 is 1.9 percent lower than the 266,553 in 2007.

Of 244,144 seafarers profiled in 2008, who were mostly males, 19.1 percent were deployed on board bulk carriers, 18.4 percent on passenger vessels, 15 percent on containers, 9.8 percent on tankers, and 6.4 percent oil/product carriers.

The bulk of those profiled were Ratings (98,720), followed by Non-Marine or Passenger Ship Personnel (87,651), and Officers (57,773).

The top 10 flags of registry of Filipino seafarers in 2008 were Panama (53,912), Bahamas (29,177), Liberia (21,632), Singapore (12,130), Marshall Islands (11,859), Malta (11,025), Norway (8,833), United Kingdom (8,232), Netherlands (7,796), and Cyprus (7,446).
BILLIONS OF REMITTANCE FOR OFW FAMILIES
Sustained demand for Filipino manpower worldwide – particularly professionals and skilled workers – combined with greater access by OFWs and their beneficiaries to expanded remittance facilities contributed immensely to double digit growth in 2008 remittances. Data from the Bangko Sentral ng Pilipinas (BSP) show that cumulative remittances of overseas Filipinos coursed through banks in 2008 amounted to US$16.4 billion. This was 13.7 percent higher than the level recorded in 2007. For the month of December alone, remittances continued to go above the US$1 billion mark at US$1.4 billion.

BSP Governor Amando M. Tetangco, Jr. said that despite the challenges posed by the global financial market strains and the economic downturn experienced by host economies, remittances from overseas Filipinos remained to be a steady source of foreign exchange that boosts the country’s economy.

MORE EMPLOYMENT OPPORTUNITIES FOR FILIPINO WORKERS
Consistent with its program to generate one million decent jobs overseas for Filipinos, the POEA, in tandem with the DOLE, OWWA and TESDA, dispatched nine marketing missions in 2008 (as against four in 2007) to expand employment opportunities in potential markets like Canada, Australia, Romania and Bulgaria and existing markets such as Taiwan, Qatar, and UAE.

The abovementioned marketing missions covered British Columbia and Canada (27-30 January 2008), Taiwan (03-07 March 2008), Romania and Bulgaria (18-24 May 2008), Taipei, Taiwan (14-17 June 2008), Canada (09-23 September 2008), Australia (08-14 September 2008), Qatar and United Arab Emirates (10-17 December 2008).

In addition, POEA received 14 inbound missions in 2008 consisting of government and private sector delegations from Bahrain, Qatar, Manitoba (2x), Saskatchewan (3x), Saskatoon, Japan, Australia, Jordan, Alberta, British Columbia, Dutch officials, and British Parliament.

LABOR MARKET UPDATES AND ADVISORIES
Aside from industry liaisons aimed at providing timely information on market developments to various stakeholders, the POEA also provided 32 market updates and advisories on the following countries: Australia, Canada (thrice), Czech Republic, European Union, Guam, Israel, Kingdom of Saudi Arabia, Korea, Libya, Singapore, Timor Leste, United Kingdom and Trinidad and Tobago. These updates on current labor market trends and developments provided vital information and guidance to the public in general, and the private recruitment industry, in particular.
Expanded bilateral agreements and multilateral negotiations

During the period, the POEA actively participated in the development of 16 (as against 10 in 2007) Bilateral Agreements, Bilateral and Multilateral Negotiations and Ratification of International Conventions. These were:

- RP- British Columbia Memorandum of Understanding concerning Cooperation in Human Resource Development, which was signed in Manitoba on 29 January 2008 during the visit of Labor Secretary Arturo D. Brion;

- RP-Manitoba Memorandum of Understanding concerning Cooperation in Human Resource Deployment and Development signed in Manila on 08 February 2008 during the visit of Premier Gary Doer of the Province of Manitoba, Canada;

- Implementing Guidelines for Recruitment of Health Professionals under the RP-Bahrain Memorandum of Agreement on Health Services Cooperation;

- Proposed MOU with Alberta, Canada on Cooperation in Human Resource and Development. ASEAN-Australia/New Zealand Free Trade Agreement. The POEA actively participated in the technical working group meetings while the DOLE participated in negotiations for the proposed charter on the Movement of Natural Persons in the AANZFTA.

- ASEAN Forum on Migrant Labor. Held on 24-25 April 2008, the forum served as a venue for discussing issues concerning migrant workers. Forum recommendations serve as inputs to the ASEAN Committee on Migrant Workers, which was tasked to implement the ASEAN Declaration on the Protection of the Rights of Migrant Workers.

- ILO Maritime Convention, 2006. Chaired by POEA, the DOLE Technical Working Committee completed tripartite consultations to review the extent of compliance of Philippine laws, regulations, and practices with the requirements of the new maritime convention, particularly the domestic shipping sector.

- ASEAN Forum on Migrant Labor. Held on 24-25 April 2008, the forum served as a venue for discussing issues concerning migrant workers. Forum recommendations serve as inputs to the ASEAN Committee on Migrant Workers, which was tasked to implement the ASEAN Declaration on the Protection of the Rights of Migrant Workers.

- 15th ASEAN-Australia-New Zealand Trade Negotiations Committee Meetings in Hanoi, Vietnam (27 May-09 June 2008). The meetings discussed issues relating to trade in goods, services and investment. Also discussed was New Zealand’s proposed Memorandum of Understanding on Labor and Environment.

- 3rd Joint Labor Conference with Taiwan Council of Labor Affairs in Cebu on 23-25 July 2008. The meeting discussed issues and concerns on the employment and welfare of OFWs in Taiwan.

- Meeting with the Philippine Overseas Labor Offices in Dubai and Abu Dhabi (12-13 September)
and Steering Group Meeting for the Pilot Project- Administration of Temporary Contractual Employment Cycle - from India and Philippines to the United Arab Emirates. The meeting discussed issues and concerns on the employment and welfare of OFWs in UAE. The pilot project was conceptualized to contribute to the development of a multilateral framework for cooperation among Asian countries of origin and destination, based on best practices in the administration of the full temporary contractual employment cycle.

- First Meeting of the Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers in Singapore (15-16 September 2008). The Committee in accordance with national laws, regulations and policies of member countries, served as the focal point within ASEAN to ensure the effective implementation of commitments made under the Declaration as well as the facilitation of the development of an ASEAN instrument on the protection and promotion of human rights of migrant workers.

- RP-Alberta Memorandum of Understanding (01 October 2008). The MOU concerning cooperation in human resource deployment and development, which was signed 01 October 2008, shall govern the recruitment and deployment of Filipino workers to this Province.

- Additional Protocol to the 1997 RP-Qatar Agreement Concerning Filipino Manpower Employment in the State of Qatar (13-14 September 2008). DOLE officials conducted final negotiations with Qatar labor officials for the conclusion of the additional Protocol which was signed on 18 October 2008.

- Additional Protocol to the RP-Qatar Agreement on Filipino Manpower Employment was signed on 18 October 2008.

- Signing of the Additional Protocol to the RP-Qatar Agreement on Filipino Manpower Employment in Doha, Qatar (19-20 October 2008). The additional Protocol to the RP-Qatar Agreement on Filipino Manpower Employment was signed on 18 October 2008.

- Implementing Guidelines on Memorandum of Understanding for Manitoba, Canada and British Columbia. POEA participated in deliberations on the draft MOU guidelines with concerned officials of British Columbia and Manitoba during the recruitment missions in October and November 2008.
International conferences on migration and development

The POEA participated in various international conferences/forums on Labor Migration and Development, namely:

- Familiarization Tour sponsored by the Japanese Ministry of Foreign Affairs – Southeast and Southwest Asian Affairs Department in Japan (10-15 March 2008)
- Training Course on Labor Migration Management in Incheon, Korea (28 April - 02 May 2008)
- Regional Conference of Labor Migration Management in the Process of Regional Integration in Bangkok, Thailand (27-30 May 2008)
- Official launching of the Career-in-Tourism Philippines 2009 (CIT09) in Singapore (05 June 2008)
- 4th Meeting of Asia-Pacific Expert Group on Organized Crime in Macao, China (05-06 June 2008)
- Regional Symposium on Deployment of Workers Overseas: A Shared Responsibility in Dhaka, Bangladesh (15-16 July 2008)
- Services Trade Liberalization and Labor Migration Policies in ASEAN: Towards the ASEAN Economic Community in Bangkok, Thailand (23-26 September 2008)
- POLO-Middle East Conference in Bahrain (17-18 October 2008)
- 2nd Global Forum for Migration and Development in Manila (27-29 October 2008)
- 5th RP-Israel Joint Commission Meeting in Jerusalem, Israel (10-11 November 2008)
- ILO Private Employment Agencies Course in Turin, Italy (17-19 November 2008)
Government placement services

POEA MAINTAINED 19 GOVERNMENT-TO-GOVERNMENT RECRUITMENT AGREEMENTS

In 2008, the POEA maintained a total of 19 government-to-government and private recruitment agreements, majority of which are from the Middle East and America’s trust territories, followed by clients from Korea and Taiwan. Among the traditional government clients are the Ministry of Health, King Faisal Specialist Hospital and Research Center and King Khalid University Hospital in Saudi Arabia.

During the period, the POEA signed two new recruitment agreements with two government clients; namely, New Zealand and Yemen. As of end-December 2008, there were four deployed in New Zealand and 21 nurses in Yemen, respectively.

52% DECLINE IN DEPLOYMENT UNDER GOVERNMENT HIRING FACILITY

From 8,625 in 2007, the number of OFWs deployed under the government hiring facility was down by 52 percent to 4,104. Majority of workers deployed were females. The big decrease in South Korea’s Employment Permit System (EPS) and the government hiring for Saudi Arabia accounted for the significant drop.

P9.2- MILLION REVENUES CONTRIBUTED TO THE NATIONAL TREASURY

Largely through the government-to-government hiring facility, the POEA collected a total of PhP9.23 million in revenues and remitted the same to the National Treasury. Compounded by foreign exchange fluctuations, the amount pales in comparison to the PhP25.94 million collected in 2007 because of marked declines in government hiring.

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<thead>
<tr>
<th></th>
<th>2008</th>
<th></th>
<th>2007</th>
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<th>2006</th>
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<tbody>
<tr>
<td></td>
<td>Target</td>
<td>Actual</td>
<td>Target</td>
<td>Actual</td>
<td>Target</td>
<td>Actual</td>
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<tr>
<td>Government Placement Services</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>No. of workers placed through government hiring facility</td>
<td>11,000</td>
<td>4,104</td>
<td>11,000</td>
<td>8,625</td>
<td>10,000</td>
<td>11,346</td>
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<td>Global OFW Mapping and Profiling Manpower Registry</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No. of country destinations completed for OFW mapping and profiling</td>
<td>26</td>
<td>3</td>
<td>17</td>
<td>15</td>
<td>20</td>
<td>26</td>
</tr>
<tr>
<td>No. of workers applicants registered</td>
<td>12,000</td>
<td>16,834</td>
<td>50,000</td>
<td>43,268</td>
<td>30,000</td>
<td>44,361</td>
</tr>
<tr>
<td>No. of skills/manpower profiled</td>
<td>12,000</td>
<td>20,626</td>
<td>50,000</td>
<td>40,286</td>
<td>11,000</td>
<td>21,221</td>
</tr>
<tr>
<td>Jobs fair facilitated/ supervised</td>
<td>200</td>
<td>872</td>
<td>180</td>
<td>485</td>
<td>240</td>
<td>492</td>
</tr>
</tbody>
</table>
OFW mapping, skills registry, and jobs fairs

MORE COUNTRY DESTINATIONS FOR OFWS MAPPED AND PROFILED
In line with its policy to determine the whereabouts of OFWs in various parts of the globe, the POEA continues to implement its Global Mapping Program. As of end-December 2008, the POEA completed the mapping of 33 major destinations and critical labor destinations of OFWs.

In particular, the mapping of the top 20 major destination countries of newly hired OFWs for 2005, 2006, and 2007 were completed. These destinations were Saudi Arabia, Japan, Taiwan, United Arab Emirates, Kuwait, Qatar, Hong Kong, Lebanon, South Korea, Bahrain, Singapore, Jordan, Israel, Oman, United Kingdom, United States, Malaysia, Brunei, Cyprus and Canada.

Also completed was the mapping of 13 critical labor markets of newly hired OFWs for 2005, 2006, and 2007; namely, Afghanistan, Algeria, Angola, Georgia, Iran, Kazakhstan, Lebanon, Libya, Nigeria, Pakistan, Syria, Uganda and Yemen. These figures, however, do not include deployed OFWs from Regional Offices, Philippine Overseas Labor Office (POLO) and the in-house processing facility.

POEA also completed the mapping of the addresses of the 83,298 employers of newly hired OFWs for the years 2005, 2006, and 2007.

DECLINE IN SKILLS REGISTRATION DUE TO SLOWDOWN IN EPS KOREA
A 61 percent decline in the number of worker-applicants registered with the POEA, majority of them females, was noted in 2008. This decrease developed after the skills registration with Korea Employment Permit System slumped by 90 percent to only 3,493 in 2008 from 35,262 the previous year.

In 2008, the number of worker-applicants profiled declined by almost 50 percent to 20,626 from 40,286 in 2007. About 55 percent of those profiled were females. Of the 10,371 applicants referred by POEA to job openings, about 77.4 percent or 8,034 were referred to the government hiring facility and the remaining 22.4 percent or 2,230 were referred to licensed recruitment agencies. Seventeen licensed agencies availed themselves of the applicant referrals from the manpower registry of POEA during the period, up by 13.3 percent from the 15 recorded in 2007.

MORE JOB FAIRS FACILITATED AND SUPERVISED
The POEA facilitated and supervised a total of 872 job fairs nationwide, a 79.8 percent increase from the 485 of the previous year. Of 101,557 job seekers registered during the period, 1,052 were immediately deployed for overseas jobs.
Implementation of “Hard to enter, Easy to go” policy

Consistent with the POEA’s stringent “Hard to Enter, Easy to Go” policy, the number of new licensed agencies in 2008 declined by 3.5 percent. Corollarily, a 23.8 percent increase in the number of delisted companies or firms was reported due to the agencies’ failure to comply with the conditions imposed in the grant of provisional licenses or because of inactivity. This development came about as POEA implemented a more stringent evaluation of renewal, upgrading and extension of licenses taking into consideration, among other things, the records of pending cases, deployment and outstanding job orders. In 2008, 376 licenses were renewed, representing a 4.4 percent increase from the 360 recorded in 2007 and accounting for 92 percent of the annual target of 410.

The POEA conducted seven (7) Pre-Licensing Orientation Seminars, which were attended by 422 agency executives and/or representatives. This activity was aimed at providing applicant agencies with timely and relevant information on the various requirements for setting up and managing a recruitment agency.

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<tbody>
<tr>
<td>Existing Agencies in Good Standing</td>
<td>1,400</td>
<td>1,385</td>
<td>1,300</td>
<td>1,363</td>
<td>1,200</td>
<td>1,374</td>
</tr>
<tr>
<td>New agencies issued license</td>
<td>94</td>
<td>82</td>
<td>104</td>
<td>85</td>
<td>150</td>
<td>152</td>
</tr>
<tr>
<td>Renewed license</td>
<td>511</td>
<td>376</td>
<td>399</td>
<td>360</td>
<td>480</td>
<td>239</td>
</tr>
<tr>
<td>Training Seminars conducted for applicant-agencies</td>
<td>6</td>
<td>7</td>
<td>6</td>
<td>8</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Delisted agencies</td>
<td>-no target-</td>
<td>78</td>
<td>-no target-</td>
<td>63</td>
<td>-no target-</td>
<td>54</td>
</tr>
<tr>
<td>Cancelled/Suspended Agencies</td>
<td>-no target-</td>
<td>96</td>
<td>-no target-</td>
<td>49</td>
<td>-no target-</td>
<td>914</td>
</tr>
</tbody>
</table>
Anti-illegal Recruitment-Trafficking in Persons Campaign

The POEA Anti-Illlegal Recruitment-Trafficking in Persons (AIR-TIP) campaign nationwide gained headway as more support was generated from Local Government Units (LGUs) to help fight illegal recruitment and trafficking of persons. Entrapment operations which were conducted during the year resulted in the arrests of 98 illegal recruiters.

In 2008, the POEA conducted 15 AIR-TIP Campaign seminars nationwide, more than the 11 of the previous year. Some 1,257 participants — consisting of PESO managers, members of provincial and city prosecution offices, Philippine National Police, CIDG, National Bureau of Investigation, non-government organizations, faith-based groups, the academe and members of the media — attended these seminars.

STRONG STRATEGIC PARTNERSHIP WITH LGUS ON AIR CAMPAIGN

As a manifestation of increased support to the government’s continuing thrust in the anti-illegal recruitment (AIR) program, 117 local chief executives entered into partnerships with the POEA through the signing of Memorandum of Understanding (MOU) on the Illegal Recruitment-Free Local Government Units (LGUs) campaign. Last year, only 15 MOUs with LGUs were signed. The LGUs, through their Public Employment Service Office (PESO), conducted Pre-Employment Orientation Seminars (PEOS) for their constituents at the grassroots level and disseminated information on the overseas employment program.

Four other non-LGUs from the academe and socio-civic organizations affirmed their commitments to the AIR program through separate MOUs.

As the number of IR cases decreased by 14.5 percent during the period, so did the number of complainants. The latter slid down by 18.9 percent, from 1,057 complainants in 2007 to only 857 in 2008.

On the remedial side of worker’s protection program, the POEA, in joint cooperation with CIDG, NBI, AFCCCD, PNP-4BRCIDU, and PNP-
MPD, conducted 54 entrapment operations and served three (3) arrest warrants, which resulted to the arrest of 98 illegal recruiters, higher by 376.9 percent than the 26 suspected illegal recruiters arrested in 2007.

The POEA also conducted surveillance of 94 establishments allegedly engaged in illegal recruitment activities. These surveillance activities led to the closure 10 establishments which were confirmed to be engaged in illegal recruitment.

MORE CASES ENDORSED FOR PRELIMINARY INVESTIGATION
For 2008, the POEA endorsed a total of 318 cases, involving 769 victims, to the different City and Provincial Prosecution Offices for the conduct of preliminary investigation. The 5.6 percent increase in the number of endorsements manifested the willingness and cooperation of the victims in the prosecution of illegal recruiters. With the intensified AIR-TIP Campaign seminars conducted nationwide, victims of illegal recruitment were informed of their rights to go after their recruiters even if the recruitment happened three to four years ago.

INCENTIVE PROGRAM FOR VICTIMS AND WITNESS OF ILLEGAL RECRUITMENT
With the government's Incentive Program for Victims and Witnesses of Illegal Recruitment, the POEA provided financial assistance (by paying docket fees and transport allowance) to qualified victims. The first recipients of this program were the 13 fishermen recruited by Tony Chua and Alejo Salome as well as the victims from Pampanga whose cases were pending before
the Court and the Department of Justice.

The POEA, through its Economically Displaced Worker’s (EDW) Desk, assisted 266 displaced workers who were affected by the Global Financial Crisis. The EDWs were assisted in the filing of recruitment violation cases that were endorsed to the Conciliation Unit for the appropriate proceedings.

LEGAL ASSISTANCE TO VICTIMS OF ILLEGAL RECRUITMENT AND RECRUITMENT VIOLATIONS
From January to December 2008, the POEA assisted a total of 5,298 victims of illegal recruitment and recruitment violations by licensed agencies. Of the total, 2,819 were victims of pre-employment regulation violations while 2,479 were victims of recruitment violations. The Administration also assisted 238 complainants in the filing of cases involving Disciplinary Action against Workers (DAW) and 226 complainants for Disciplinary Action against Employers (DAE). The top five (5) cities with the highest incidences of illegal recruitment for 2008 were Cavite, Rizal, Quezon City, Pangasinan, Caloocan City and Manila. The top five (5) positions promised to unsuspecting applicants were factory workers, domestic helpers, caregivers, chambermaids and drivers. The top five (5) country-destinations offered to victims were South Korea, United Arab Emirates, Macau, Canada, and United States.

CONVICTIONS OF POEA ENDORSED CASES
During the period, the Supreme Court promulgated its decisions of convictions in the following POEA endorsed cases: (1) *People vs. Fujita Zenchiro* th G.R. No. 176733 for Large Scale Illegal Recruitment and Estafa; Information from RTC of Malolos, Bulacan); (2) *People vs. Atty. Catalino S. Pepi and Rosita Monis* for Illegal Recruitment in Large Scale, Simple Illegal Recruitment and Estafa (13 counts); and (3) *People vs. Marichu Delas Alas* for Illegal Recruitment and Estafa with Criminal Case no. MC-05-9532 (Estafa) and MC-05-9533 (IR).

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<tbody>
<tr>
<td>Surveillance operations conducted</td>
<td>220</td>
<td>94</td>
<td>200</td>
<td>147</td>
<td>300</td>
<td>78</td>
</tr>
<tr>
<td>Illegal recruitment establishment closed</td>
<td>30</td>
<td>10</td>
<td>20</td>
<td>9</td>
<td>30</td>
<td>12</td>
</tr>
<tr>
<td>Suspected illegal arrested</td>
<td>55</td>
<td>98</td>
<td>52</td>
<td>26</td>
<td>12</td>
<td>50</td>
</tr>
<tr>
<td>IR cases filed for preliminary investigation</td>
<td>350</td>
<td>318</td>
<td>300</td>
<td>301</td>
<td>400</td>
<td>316</td>
</tr>
<tr>
<td>IR Victims assisted</td>
<td>1,400</td>
<td>857</td>
<td>1,400</td>
<td>1,057</td>
<td>1,400</td>
<td>1,135</td>
</tr>
</tbody>
</table>
In relation to the preventive aspects of the worker’s protection program, the POEA conducted a total of 1,235 Pre-Employment Orientation Seminars (PEOS) nationwide surpassing 1,000 sessions of the previous year by 23.5 percent. The seminars were aimed to empower prospective OFWs and their families in making intelligent decisions about overseas employment. PEOS modules provide complete and timely information on the risks and benefits of overseas employment. For 2008, 61,582 interested parties attended the PEOS, which number is 7.6 percent higher than the previous year’s 57,248.

As a regular program for about-to-leave OFWs, the POEA held 1,139 continent and/or country-specific In-House Pre-Departure Orientation Seminars (PDOS). A total of 34,059 name hired and government hired workers attended the seminars, a vast 153 percent improvement from only 13,461 recorded in 2007.

To supplement awareness gained from PEOS and PDOS, the POEA distributed 73,696 copies of information and education materials nationwide. These materials include country specific brochures, Frequently Asked Questions on Overseas Employment brochure, PEOS-AIR posters, and Audio Visual Presentations. In addition, a new PEOS material, the “Gabay Para sa Fishermen sa Taiwan, was developed.” The POEA further
updated the modules for the Electronic Workers Orientation Facility (EWOF), which will soon be reactivated and made available for the PDOS of Professional Workers.

Sharing best practices on labor migration management with other labor sending countries, the POEA provided briefings to nine (9) study visits of foreign delegates/visitors from the Albanian Government, the Embassy of Indonesia, the Labor Ministry of Nepal, the Republic of Kyrgyzstan (twice in April and May), the Ethiopian Ministry of Labor, the Royal Kingdom of Bhutan, the International Organization for Migration (IOM), and the Government of India.

The Lists of Licensed Agencies which the POEA provides on a regular basis to OFWs remained to be sought-after information materials. About 200,000 copies of such lists were distributed in 2008. Updated and published every three months, these publications were made available for free to walk-in applicants in the POEA Public Information Center. Produced in partnership with Globe and Smart, these materials did not only contain the list of licensed and accredited agencies but also of suspended or delisted agencies. Thus, it helped prevent workers from getting victimized by illegal recruiters.

During the period, the POEA Information Center, which operates from Monday to Sunday year-round, attended to 79,415 phone calls - or a daily average of 250 calls. The top four phone queries received by the Information Center were: (1) Questions on Job Vacancies, (2) Procedures in Hiring, (3) Processing of Documents, and (4) Information concerning OFW Welfare. Popular job searches involved Canada and South Korea. The POEA also attended to 93,883 walk-in clients, or a daily average of 350 customers.

- For 2008, the Information Center recorded minimal reports on unauthorized or illegal recruiters. Instead, it noted an upsurge in the number of complaints or reports on recruitment violations of licensed agencies such as excessive payment of fees, requiring medical examinations or training even without approved job orders, withholding of passports, the signing of contracts different from the POEA-approved ones, and the recruitment of workers without approved job orders.
For 2008, the POEA handled a total of 6,586 cases for disposition, consisting of 4,437 new cases and 2,149 pending cases. Consequently, 3,554 cases were disposed of (including those approved by the Administrator), a high 98.7 percent rating of the annual disposition target of 3,600.

Despite the lack of Adjudicators and with only three (3) out-of-town decision writing activities conducted in 2008, the POEA resolved 90.3 percent of the cases filed in 2008 within the Process Cycle Time (PCT) of 6 months.

Under the regulatory 90-day grace period, the disposition rate for 2008 stood at 54 percent, up by 1.7 percentage points from the 52.3 percent posted in 2007.

**INCREASE IN DISCIPLINARY ACTION VS. FOREIGN PRINCIPALS AND WORKERS**

In 2008, cases of disciplinary action against foreign principals and workers went up by 18 percent and 125 percent, respectively. A total of 1,145 orders of reprimand, suspension, fine and cancellation against erring agencies were issued. Likewise, some 3,697 certifications and clearance/track records of OFWs were issued during the period.

The POEA received a total of 717 requests for legal opinion and advice. About 668 requests were acted upon while 21 others were still in process as 28 of such requests were received late in December 2008. Nevertheless, those acted upon embody a 62 percent jump over the 2007 performance.

**MONETARY AWARDS GAINED FROM COMPULSORY ARBITRATION**

A total of P6.5 million in monetary awards were satisfied through the enforcement of orders that benefited 362 OFW complainants. Likewise, some P3.6 million in penalty fines were collected from agencies through voluntary compliance.

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<tbody>
<tr>
<td>Writs acted upon</td>
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<td>440</td>
<td>-no target-</td>
<td>498</td>
<td>-no target-</td>
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<td>Penalty fines collected through voluntary compliance</td>
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<td>P3.6M</td>
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<td>P0.6M</td>
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<td>OFWs benefited</td>
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<td>362</td>
<td>-no target-</td>
<td>448</td>
<td>-no target-</td>
<td>406</td>
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<tr>
<td>Legal opinion/advice rendered</td>
<td>120</td>
<td>668</td>
<td>120</td>
<td>413</td>
<td>-no target-</td>
<td>-no data-</td>
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</table>
The year 2008 saw a 27.3 percent decline in the number of OFW repatriation cases compared to 2007. Of the 2,204 repatriation requests, 1,835 were from documented workers while 369 came from “irregular” workers. Of this total, 1,798 workers were processed by agencies. Some 37 returning workers or namehires similarly requested for repatriation assistance. The agencies of 1,671 workers were compelled to provide Pre-paid Travel Advice (PTA) while the remaining 127 were referred to the Philippine Overseas Labor Offices (POLOs) because the licenses of the agencies concerned had either been cancelled or suspended, had expired, or the agencies delisted from the rolls.

In 2008, POEA compelled 750 agencies to provide Pre-paid Ticket Advice (PTA), and to act on requests for repatriation. With 671 of them complying, a disposition rate of 89.4 percent was achieved. The bulk of requests for OFW repatriation came from Dubai, Jeddah, Abu Dhabi, Kuwait, Alkhobar, Riyadh and Malaysia.

Due to the effective implementation of repatriation proceedings, 268 agencies were sanctioned with the suspension of their documentary processing.

Through the Repatriation Program, the government saved P46.14 million, which otherwise would have been spent by it in repatriating distressed and physically ill OFWs.
Voluntary conciliation unclogged the docket system

The Voluntary Conciliation Program continued to unclog the dockets and to benefit thousands of OFWs who received their monetary claims from erring foreign principals and their agencies.

In 2008, the POEA handled 2,790 voluntary conciliation cases involving 3,566 complainants. Of this number, 2,607 were disposed of leading to a disposition rate of 93.4 percent. Of the cases disposed, 1,702 were settled or a settlement rate of 65.3 percent. About 399 cases were archived while 566 cases were docketed with the proper authorities.

The amount settled through this preferred mode of handling disputes reached P99.3 million benefiting 1,399 workers, most of them females.


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<thead>
<tr>
<th>Category</th>
<th>2008</th>
<th>2007</th>
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<tbody>
<tr>
<td></td>
<td>Target</td>
<td>Actual</td>
<td>Target</td>
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<tr>
<td>New cases received</td>
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<td>2,648</td>
<td>-no target-</td>
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<td>Cases pending at the beginning</td>
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<td>142</td>
<td>-no target-</td>
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<tr>
<td>Total cases handled</td>
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<td>2,790</td>
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<tr>
<td>Cases disposed</td>
<td>3,600</td>
<td>2,607</td>
<td>3,500</td>
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<tr>
<td>Disposition rate</td>
<td>97%</td>
<td>93.4%</td>
<td>96%</td>
</tr>
<tr>
<td>Amount settled</td>
<td>-no target-</td>
<td>P99.3M</td>
<td>-no target-</td>
</tr>
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</table>
Consonant with its policy of empowering human resources, the POEA facilitated/conducted seven (7) in-house training programs and/or seminars which benefited a total of 235 employees. It also facilitated 24 training programs and seminars conducted outside the POEA which benefited a total of 130 employees. To augment its manpower complement, the POEA filled up 17 of 24 vacant positions approved by the Department of Budget and Management (DBM). It also hired 83 Service Contractors through its service provider.

The POEA conferred Loyalty Awards to 107 employees who rendered 10, 15, 20, 25, 30, 35 and 40 years of service in DOLE/POEA, as well as service incentive awards to compulsory and optional retirees.

MAINTAINED THE FIVE STAR/GRADE “A” RATING OF 93 PERCENT ON ENERGY CONSERVATION
Consistent with the previous year performance, the POEA was able to maintain the Five Star/Grade “A” Rating of 93 percent given by the Department of Energy (DOE) on Energy Conservation (Enercon) Measures in Government.

It monitored and implemented effectively the Maintenance of Air Conditioning Units which resulted to a 62 percent reduction On-Call/Corrective Maintenance and minimal complaints from end-users.

INSTALLED SECOND PHASE FIRE SUPPRESSION SYSTEM
In 2008, the POEA saw the construction of the Phase II Automatic Fire Suppression/Sprinkler system. With the installation of this system, the employees and customers felt more safe and protected from any fire incident in the building.

INVIGORATED POEA SOCIO-CULTURAL PROGRAMS
During the period, the POEA continued to reinvigorate its socio-cultural programs and activities. It participated in many DOLE-wide sports activities and competitions. The POEA Chorale participated in the concert of the Philippine Madrigal Singers, “Voyages”, at the Phil-Am Life Auditorium.

SUSTAINED POEA QUALITY MANAGEMENT SYSTEM
For the 13th time in a row, the POEA passed satisfactorily the first Surveillance Audit under its new 3-year cycle certification conducted last November by its certifying body, Certification International Philippines Inc. The first surveillance audit conducted by the CIPI was held last October 21, 2002.

The sustained QMS indicated the enhanced development of core competencies of all process owners, particularly the new enrollees from the Adjudication Office and Licensing and Regulation Office.

EARNED A 90 PERCENT RATING ON CUSTOMER SATISFACTION SURVEY
Consistent with the Quality Policy of providing efficient and effective service, the POEA earned a high 90 percent satisfaction rating from external clients following the conduct of the first Semester Customer Satisfaction measurement survey in March 2008. During the subsequent 2nd Semester CSM survey, POEA received a higher 91 percent satisfaction rating from external clients such as Overseas Filipino Workers and the general public.

PLANNING AND CORPORATE INFORMATION SERVICES
As part of its regular planning and corporate information program, the POEA conducted its Mid-Year Performance Assessment (MYPA), Year-End Performance Assessment (YEPA), and Corporate Planning Exercise. It submitted regular and timely reports on Presidential Directives, DOLE monthly and quarterly performance reports on Overseas Employment to the Office of the President, Office of the DOLE Secretary, House of Representatives, Senate and other concerned government agencies.

During the period, it launched the Statistical Performance Reporting System (SPRS) the First Gawad Pagkilala honoring the top performing offices, which led to timely and complete submission of SPRS reports. This was eventually
translated to timely submission of quarterly reports of Major Final Outputs (MFOs) and Physical Report of Operations (PROs) to the Department of Budget and Management and DOLE-Planning Services for the department’s compliance to budget hearings.

Aside from its regular publication of quarterly reports on deployment of OFWs by country destinations, skills and gender, the POEA published the annual Statistical Compendium which is a rich source of materials for industry practitioners, academicians, researchers and students. The data in the Statistical Compendium which was posted in the POEA website were also used by practitioners from private recruitment and manning agencies for their marketing efforts.

**ENHANCED POEA E-SERVICES**

In line with its vision of connecting to the world, the POEA in partnership with all stakeholders, maintained and enhanced the following systems:

- e-Registration system
- Document Tracking
- Land-based Accreditation and Processing Modules
- Jobs Fair Issuance and Monitoring System
- Payroll System
- EPS-Korea modules
- AIR Cases Monitoring System
- LB In-house Monitoring System
- POEA Receipt Monitoring System
- POEA Checks Monitoring System
- e-Registration System and e-Recruitment for SHP for Taiwan
- Document Tracking
- Adjudication Case Monitoring System
- Land-Based Accreditation and Processing Modules (JO Validity, Accreditation Maintenance and Inquiry)
- Jobs Fair Issuance Monitoring System
- PDOS Scheduling
- Seafarers Incident Report
- Agency Personnel System

**ON TIME RELEASE OF OFW VERIFIED RECORDS**

Consistent with the previous year’s performance, the POEA in 2008 released on time (within 25 minutes via electronic retrievable system) verified records of OFWs numbering 79,906, representing a 35.2 percent increase from 61,207 in 2007. POEA also issued certifications to 2,873 OFWs last year, 12.9 percent higher than the 2,545 posted in 2007. In 2008, the data imaging of OFW records was estimated at 1,023.
POEA Services in the Regions

The POEA has continued to make its presence felt and its services readily accessible and available to provincial and regional clients through its three regional centers (RCs) in (1) Luzon based in La Union; (2) Visayas in Cebu City; and (3) Mindanao in Davao City. Its services were also delivered to the grassroots through the regional extension units or REUs in Cordillera Administrative Region, Tacloban, Leyte, Bacolod, Iloilo, Cagayan de Oro, and Zamboanga; and satellite offices in Pampanga, Calamba, Laguna and Legaspi.

As a microcosm of POEA, the Regional Offices performed well in 2008 in the delivery of field operational services such as: (1) in the documentation and processing of workers; (2) Anti-Illegal Recruitment (AIR) Program; and (3) Pre-Employment and Orientation management program.

For 2008, the POEA regional offices deployed a total of 59,736 OFWs out of 172,798 contracts processed. The 2008 figure, which is 54.7 percent higher than the 38,600 posted in 2007, accounted for 4.8 percent of 1,236,013 OFWs deployed for the period. Of the total OFWs deployed through the regions, about 57 percent or 34,066 were land-based workers and 43 percent were seafarers. The hike in deployment may be attributed to 38 foreign principals registered during the period, which generated a total of
POEA in Northern Luzon is composed of three offices: (1) a regional center based in the City of San Fernando, La Union; (2) an extension unit in the City of Baguio; and (3) a recently established office in Tuguegarao, Cagayan. In 2008, these POEA regional offices processed a total of 34,237 OFWs of which 92 percent or 31,527 were rehires or vacationing workers, while the remaining 5.9 percent or 2,710 were name hires. During the same period, however, a 20 percent decrease was noted in workers’ contracts processed among agency hires (from 847 to 678).

Some 10,082 worker-applicants registered in 2008, 69.4 percent or 6,998 of whom were registered through job fairs and the remaining 30.6 percent or 3,084 through provincial recruitment activities. The records showed that residents of Region I and Cordillera Administrative Region (CAR) considered overseas employment a career option.

For 2008, the POEA sustained its AIR campaign with the cooperation of various Local Government Units (LGUs) in Northern Luzon. In CAR, the POEA forged MOUs with the provinces of Abra, Mt. Province, and Benguet, City of Baguio and nine other municipalities. In Region 1, the POEA signed MOUs with the provinces of Ilocos Sur, Pangasinan, and La Union, and 25 municipalities and cities of Candon, Ilocos Sur and City of San Fernando, La Union.
Visayas Regional Center

The year 2008 was a busy year for the Regional Center in the Visayas. With an annual deployment target of 26,859, POEA-Visayas deployed a total of 28,859 OFWs or an accomplishment rate of 109.4 percent. The figure was also 7.9 percent higher than the 26,987 recorded in 2007 despite the discontinuance of Overseas Employment Certificate (OEC) validation at the Labor Action Center since March 2008. The 7.9 percent hike in deployment may be attributed to the registration of 30 principals during the period, which created a total of 252 job orders.

The hiring of nurses and other medical workers for the Saudi Recruitment Office made the Center busy as deployment in destination countries like the United States and European Union slowed down. Many nurses applied for employment in Saudi Arabia under the government hiring facility of POEA.

In line with the mandate for worker’s protection, POEA-Visayas monitored/inspected a total of 119 agencies in 2008 compared to 84 recorded in 2007. It also conducted 264 Pre-Departure Orientation Seminars (PDOS) for outbound OFWs numbering to 24,301. Meanwhile, 147 Pre-Employment Orientation seminars were held, which were attended by 24,301 prospective overseas Filipino workers and their families. PEOS has always been part and parcel of the POEA-AIR Campaign modules.

To further strengthen the PEOS and AIR Campaign program, POEA–Visayas conducted the following activities: (1) AIR-Trafficking in Persons Campaign Seminar in Hotel La Rica, Tacloban City on October 28, 2008; (2) Convention on Illegal Recruitment Free Local Government Units Campaign and Memorandum of Understanding on Illegal Recruitment Free in Cebu Business Hotel, Cebu City on June 4, 2008; and (3) AIR-TIP and MOY on Illegal Recruitment Recruitment-Free LGUs Campaign in Terrace Garden, Cadiz City on December 16-17, 2008.

Following those activities, POEA-Visayas signed 18 MOUs with various Local Government Units in Cebu and Negros Occidental in support of the “Illegal Recruitment-Free” LGUs campaign.

In 2008, POEA-Visayas disposed a total of 96 adjudication cases, 130 conciliation cases, and 4,036 welfare cases. The high settlement rate in the conciliation of cases led to the unclogging of the cased dockets in the Region.

POEA-Visayas has remained the best regional source of qualified applicants by Manila-based recruitment agencies. This fact caused the rise of provincial recruitments/job fairs supervised and monitored to 901 in 2008 from 701 in 2007. Likewise, the number of special recruitment activities rose to 1,250 from only 361 the previous year.
Mindanao Regional Center

The POEA Regional Center, which is based in Davao, and its Regional Extension Units and Satellite Offices, processed 29,987 workers’ contracts for 2008, up by 12.2 percent from the 26,722 in 2007. Of the total contracts processed, 5,720 workers were deployed or cleared through the Davao International Airport, and the Zamboanga and Tawi-Tawi International exit points.

Seeking employment opportunities abroad has remained an attractive option for the residents of Davao City, Cagayan de Oro City, Zamboanga City and Bongao, Tawi-Tawi. In 2008 alone, the number of worker-applicants registered for overseas jobs surged by 20.3 percent to 61,208 from 50,883 the previous year.

As POEA-Mindanao manages the outflow of their residents for overseas jobs, it also continues to provide protection to their workers. In the preventive aspect of its Worker’s Protection program, the Region conducted a total of 756 Pre-Employment Orientation Seminars (PEOS) attended by 8,921 prospective OFWs and their families. It also conducted 179 anti-illegal recruitment campaign seminars for 10,315 OFWs.

To supplement these activities, POEA-Mindanao issued 653 press releases and logged a total of 210 radio broadcasts on the program and activities of POEA in its fight against illegal recruitment. It also conducted a total of 43 Pre-Departure Orientation Seminars for 674 outbound OFWs.

POEA-Mindanao conducted 16 surveillance operations and two entrapment activities leading to the arrest/apprehension of two suspected illegal recruiters and the closure of an establishment confirmed to be engaged in illegal recruitment in Davao City. In 2008, the Center was able to generate an estimated income of PhP8.79 million broken down as follows: (1) PhP5.77 million for name hire contracts processed; (2) PhP2.63 million for rehires or Balik-Manggagawa; (3) PhP160,500.00 for land-based private agency hire contracts processed; (4) PhP133,900.00 for new/upgraded registration of sea-based workers, (5) PhP89,800.00 for seabased private agency hires and name hire contracts processed; and (6) PhP3,600.00 for updating of lost seafarers registration certificates.
Governing Board Resolutions Series of 2008

**GB RESOLUTION NO. 1**
14 March 2008
To upgrade the minimum basic wage for Filipino Able Seamen to four hundred sixty five dollars (US$465) per month.

**GB RESOLUTION NO. 1-A**
04 August 2008
To clarify that the aforementioned GB Resolution shall be without prejudice to the continued validity and effectiveness of Collective Bargaining Agreements that were entered into and already existing prior to GB Resolution No. 1 of 2008

**GB RESOLUTION NO. 2**
4 June 2008
To direct POEA to prioritize the resolution of recruitment violation complaints against agencies, specifically those involving money, within the time frame provided.

To hold in abeyance the renewal of license of agencies with recruitment violation complaints involving money, which remained unresolved within the said period for reasons attributable to the agencies.

To return to the POEA the authority to issue and renew licenses.

**GB RESOLUTION NO. 3**
22 September 2008
To use the term “Irregular OFWs” instead on “undocumented workers” in all its correspondence including statistical reports and/or presentations. The nomenclature “Irregular OFWs” is an internationally accepted term based on the International Multilateral Framework of the International Labor Organization (ILO) to give respect to workers.

**GB RESOLUTION NO. 4**
07 October 2008
To declare high risk zones based on the documented locations of incidents of piracy within the Gulf of Aden.

To provide seafarers double pay, overtime pay, and leave pay while sailing within the declared high risk zones shall receive double pay, overtime pay, and leave pay. Further, The Master shall inform the seafarer of the voyage passing through the high risk zone area as soon as the voyage schedule is known.

**GB RESOLUTION NO. 5**
17 November 2008
To direct POEA to issue the guidelines to govern the documentation, registration and deployment of direct hire seafarers which shall include among others, guidelines on the strict verification of the principal/employer and employment terms and conditions by the POLO/ Philippine Embassy and processing fee per seafarer.

**GB RESOLUTION NO. 6**
25 November 2008
To declare a temporary lifting of the ban to Lebanon for the Christmas season of 2008 and to allow processing and deployment of returning Filipino workers who are on vacation and are going back to work with the same employer in the same site.
92.8 PERCENT BUDGET UTILIZATION RATE RECORDED IN 2008
For 2008, POEA was earmarked a budget (National Expenditure Program) level of PhP305.88 million, broken down as follows: (1) Personnel Services including Retirement Life Insurance Premium (RILP) with PhP153.32 million; (2) Maintenance and Other Operating Expenses (MOOE) with PhP134.78 million; and (3) Capital Outlay with PhP17.77 million.

Of the PhP305.88 million budget allotted for POEA in 2008, some PhP283.96 million was utilized. This translated to a budget utilization rate of 92.8 percent. Due to prudent spending, POEA realized savings of PhP21.92 million for the period.

7.5 PERCENT HIKE IN INCOME GENERATED VS. ANNUAL TARGET
As of end-December 2008, POEA generated an income of PhP380 million, exceeding by 7.5 percent the annual target of PhP353.5 million. The income realized was 24.2 percent higher than the total budget earmarked by the Department of Budget and Management (DBM) during the period. It was, however, 7.2 percent lower than PhP409.8 million collected in 2007.

The single-digit decline of income generated year-on-year may be traced to the following factors: (1) hefty decline of revenues from direct hires following the temporary and selective ban in the deployment of direct hires during the period; (2) a 52 percent decrease in the deployment of OFWs under the government hiring facility of POEA due to the delayed firming up of internal processes for visa payment; (3) downturn in deployment of OFWs under Special Hiring Program for Taiwan due to Global Financial crisis; and (4) fluctuations of foreign exchange rate which affected the Philippine currency.

PER CAPITA COST OF DEPLOYED OFW
Given the PhP283.96 million utilized for 2008, the estimated per capita cost per deployed OFW stood at PhP229.74.
Thrusts and Priorities for 2010

FACILITATION OF THE DEPLOYMENT OF OFWS
Following the issuance of Administrative Order No. 247 to address the challenges posed by the overseas employment environment amidst the global financial crisis, the POEA was directed to re-focus its emphasis from regulation to full-blast market development efforts and the exploration of frontier, fertile destinations for Filipino expatriate workers.

To attain this policy shift, POEA shall adopt the following strategies:
• Participate in high-level/technical market development missions composed of a composite team from DOLE, POEA, OWWA, TESDA for increased employment of Filipino skilled workers and professionals in the global markets;
• Intensify market information gathering and analysis in collaboration with POLOs, Philippine embassies, foreign embassies and the private sector in order to determine high value employment opportunities and at the same time identify new/emerging friendly destinations/countries;
• Participate actively in forging bilateral agreements that not only bring in new jobs, but also provide better protection for OFWs;
• Encourage visits of foreign governments and private employers’ delegations to the Philippines;
• Further strengthen linkages with the education and training sectors in order to generate the right quality and quantities of workers needed by host countries; and
• Enhance coordination with host governments to plug the irregular migration route and to prevent circumvention of Philippine deployment requirements.

WORKERS’ PROTECTION AND ASSISTANCE
• The market development directive, notwithstanding, the POEA shall continue to implement the following strategies and programs to ensure the protection and welfare of Filipino migrant workers:
• Expanded global OFWs mapping and profiling to respond effectively to the challenges and demands of the Global Financial Crisis
• Intensified Anti-Illlegal Recruitment Program, using the two-prong prevention and remedial approaches
  Preventive
 Pre-Employment Orientation Seminars
 Illega Recruitment-Free LGUs through forging of MOUs
 Multi-media and integrated information and education programs
 Remedial
 Legal assistance to IR victims, to complaints against licensed agencies, and other forms of legal assistance
• Conduct of intelligence/capability seminars for AIR personnel;
• Conduct of Surveillance/Entrapment Operations;
• Closure of erring establishments/Arrest of suspected illegal recruiters;
• Prosecution of cases/institution of IR and related cases; and
• Networking and linkages with law enforcement authorities, as well as Local Government Units (LGUs) and Public Employment Service Offices (PESOs), and the schools.
• More responsive manpower registry with complete profiling of applicants
• Enhanced conduct of job fairs in poverty-stricken areas nationwide
• Enhancement and promotion of the GPB as an alternative hiring facility
• Implementation of the Victims and Witness Incentive Program
• Provision of on-site remedies to OFWs wishing to file complaints against their employers or agencies

LICENSING AND INDUSTRY REGULATION
Continuing Agency Education and Agency Performance Evaluation/Ranking and Classification System
• Improved records management and comprehensive agency profiling
• Pre-application orientation seminars

• Evaluation of applications for issuance and renewal of licenses

• Agency Education/Agency Performance Evaluation/ Agency Awards

• Special EDWs desk for displaced workers due to global financial crisis

• Regular/Spot inspection Comprehensive Case Management program

• Enhanced capability of voluntary conciliators to provide effective mediation services

• Enhanced decision writing skills and updated knowledge on the current laws and jurisprudence of Overseas Employment Adjudicators (OEAs) to provide effective and timely adjudication services

• Enhanced knowledge and skills of Enforcement Officers; and

• Immediate repatriation of workers through licensed agencies

• Integrated Public Education program

• Conduct of PEOS;

• Capability Enhancement and re-tooling of PDOS resource persons;

• Enhancement of PESO managers and other cooperating agencies for the implementation of IPEP;

• Multi-media advocacy campaign Overseas Employment program; and

• Convergence of AIR-PEOS projects in the regions In partnership with Local Government Units and other entities

IMPLEMENTATION OF E-SERVICES

Full implementation of the e-Services delivery infrastructure in order to capture the right market signals and timely information, which are crucial in safeguarding the welfare and protection of OFWs, as well as in providing major stakeholders access to important information on overseas employment guidelines, procedures and processes.

INTERNAL MANAGEMENT AND SUPPORT SERVICES

POEA, with its Quality Management System certified under ISO 9001:2000, shall continue to implement its Management and Staff Development and Performance Management and Rewards Programs for officials and employees to enhance high productivity and quality performance.
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, 2007 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

JENNIFER JARDIN-MANALILI
Administrator
## Financial Statement

**DETAILED STATEMENT OF INCOME AND EXPENSES**  
**FOR THE FISCAL YEAR ENDED DECEMBER 31, 2008**

<table>
<thead>
<tr>
<th>Income</th>
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<tr>
<td>Subsidy Income from National Government</td>
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<td>Less: Reversion of Unused Notice of Cash Allocation</td>
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<td>P 271,523,831.08</td>
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<table>
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<tr>
<th>Less Expenses:</th>
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<td>Salaries and Wages - Regular</td>
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<td>Salaries and Wages - Casual</td>
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<td>Transportation Allowance</td>
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<td>Honoraria</td>
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<td>PAG-IBIG Contributions</td>
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<td>PHILHEALTH Contributions</td>
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<td>Terminal Leave Benefits</td>
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<td>Travelling Expenses - Local</td>
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<td>Travelling Expenses - Foreign</td>
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<td>Training Expenses</td>
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<td>Accountable Forms Expenses</td>
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<td>Drugs and Medicines Expenses</td>
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<td>Other Supplies Expenses</td>
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<td>Telephone Expenses - Landline</td>
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<td>Telephone Expenses - Mobile</td>
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<td>Subscriptions Expenses</td>
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<td>Repairs and Maintenance - Office Equip.</td>
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<td>Repairs &amp; Maintenance - Furniture &amp; Fixture</td>
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<td>Repairs &amp; Maintenance - IT Equipment</td>
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<td>Repairs &amp; Maintenance - Other Machineries</td>
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<td>Repairs &amp; Maintenance - Motor Vehicles</td>
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<td>Repairs &amp; Maintenance - Artesian Wells, Reservoirs, Pumping Station &amp; conduits</td>
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<td>Extraordinary Expenses</td>
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<td>Miscellaneous Expenses</td>
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<td>Taxes, Duties and Licenses</td>
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<td>Insurance Expenses</td>
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<td>Depreciation - Furniture &amp; Fixture</td>
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<td>Depreciation - IT Equipment</td>
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<td>Depreciation - Communication Equipment</td>
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<td>Depreciation - Firefighting Equipment &amp; Accessories</td>
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<td>Depreciation - Motor Vehicles</td>
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<td>Depreciation - Other Property, Plant &amp; Equipment</td>
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<td>Bank Charges</td>
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<td>Excess of Income Over Expenses</td>
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# Detailed Balance Sheet
## AS OF DECEMBER 31, 2008

### Assets

#### Current Assets

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<th>Description</th>
<th>Amount</th>
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<td>Cash - Collecting Officers</td>
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<tr>
<td>Payroll Fund</td>
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<tr>
<td>Petty Cash Fund</td>
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<tr>
<td>Cash, National Treasury, MDS</td>
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<tr>
<td>Cash in Bank, Local Currency, Current Account</td>
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<td>Receivables (Note 4)</td>
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<td>Due From National Treasury</td>
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<td>Due From NGAs</td>
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<td>Due From Regional Offices</td>
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<td>Advances to Officers and Employees</td>
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<td>Other Receivables</td>
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<td><strong>Total Current Assets</strong></td>
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#### Inventories (Note 5)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Supplies Inventory</td>
<td>4,178,369.21</td>
</tr>
<tr>
<td>Accountable Forms Inventory</td>
<td>1,666,120.83</td>
</tr>
<tr>
<td>Spare Parts Inventory</td>
<td>1,545.00</td>
</tr>
<tr>
<td>Other Supplies Inventory</td>
<td>86,953.60</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td></td>
</tr>
<tr>
<td>Prepaid Rent</td>
<td>179,108.60</td>
</tr>
<tr>
<td>Prepaid Insurance</td>
<td>331,660.00</td>
</tr>
<tr>
<td>Advances to Contractors</td>
<td>324,266.88</td>
</tr>
<tr>
<td>Other Prepaid Expenses</td>
<td>94,432.88</td>
</tr>
<tr>
<td>Guaranty Deposit</td>
<td>120,655.30</td>
</tr>
<tr>
<td><strong>Total Inventories</strong></td>
<td>P302,963,792.89</td>
</tr>
</tbody>
</table>

#### Property, Plant and Equipment (Note 6)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land</td>
<td>8,000,000.00</td>
</tr>
<tr>
<td>Electrification, Power and Energy Structures</td>
<td>848,691.31</td>
</tr>
<tr>
<td>Buildings</td>
<td>101,655,668.70</td>
</tr>
<tr>
<td>Library Books</td>
<td>162,195.00</td>
</tr>
<tr>
<td>Communication Equipment</td>
<td>27,595.00</td>
</tr>
<tr>
<td>Firefighting Equipment &amp; Accessories</td>
<td>9,317,273.80</td>
</tr>
<tr>
<td>Sports Equipment</td>
<td>3,894.00</td>
</tr>
<tr>
<td>Other Machineries &amp; Equipment</td>
<td>31,200.00</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>16,242,065.76</td>
</tr>
<tr>
<td><strong>Total Property, Plant and Equipment</strong></td>
<td>P147,598,655.45</td>
</tr>
</tbody>
</table>

### Liabilities and Equity

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td></td>
</tr>
<tr>
<td>Equities</td>
<td></td>
</tr>
<tr>
<td>Government Equity (Note 8)</td>
<td>282,378,570.90</td>
</tr>
<tr>
<td><strong>Total Liabilities and Equity</strong></td>
<td>P450,562,448.34</td>
</tr>
</tbody>
</table>

---

**Note:** All amounts are in Philippine Peso (P).
STATEMENT OF CASH FLOWS
FISCAL YEAR ENDED DECEMBER 31, 2008

Cash Flow from Operating Activities:

Cash Inflows:
- Receipt of Notice of Cash Allocation (NCA)(GF) 255,792,027.00
- Receipt of Notice of Cash Allocation (NCA)(TF) 14,083,788.00
- POLO remittances of collection 28,668,006.27
- Receipt of Refunds of cash advances and overpayment of expenses 1,931,030.56
- Receipt of inter-agency cash transfers
- Cash receipt of grants and donations 6,140,541.92
- Trust Collections 58,068,969.34
- Receipt of Cash dividends / Interest Earned 110,810.28

Total Cash Inflows P364,795,173.37

Cash Outflows:
- Cash payment of operating expenses 156,163,564.57
- Cash payment of payables incurred in operations 12,083,932.63
- Payment of Terminal leave benefits 1,062,700.17
- Remittance of Taxes withheld 52,629.76
- Granting of cash advances / petty cash fund 42,422,569.27
- Remittance of GSIS/PAG-IBIG/PHILHEALTH 32,782,352.34
- Trust Disbursements 68,507,482.64
- Purchase of Furniture, Fixture & Equipment / IT Equipment & Software 8,156,659.23
- Purchase of motor vehicles 5,164,475.96
- Deposit of Trust Collection to BTr & remittance to other concerned government agency 39,368,541.12
- Reversion of Unused NCA 308.64

Total Cash Outflows P365,765,115.33

Cash Provided by Operating Activities
(969,941.96)

Add: Cash Balance, Beginning January 1, 2008
19,990,269.10

Cash Balance, Ending December 31, 2008
P 19,020,327.14