



**Philippine  
Overseas  
Employment  
Administration**

Republic of the Philippines  
Department of Labor and Employment  
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**BOARD RESOLUTION NO. 04  
Series of 2008**

WHEREAS, it is the policy of the State to afford full protection to labor, local and overseas, to protect the rights of workers and to promote their welfare;

WHEREAS, it is the mandate of the Philippine Overseas Employment Administration to ensure the safety and well-being of Overseas Filipino Workers, including seafarers on board ocean-going vessels;

WHEREAS, the recent spate of piracy incidents of merchant vessels along the Gulf of Aden and the hostage-taking off the coast of Somalia and Yemen of Filipino seafarers on board call for immediate precautionary measures;

WHEREAS, there is an urgent need to ensure that Filipino Seafarers on board merchant vessels passing through the Gulf of Aden are protected from possible attacks by pirates and compensated commensurate to the risk;

WHEREAS, the Governing Board, concerned with the welfare of Filipino seafarers, consulted with the representatives of the manning industry;

NOW THEREFORE, the POEA Governing Board, in a meeting duly convened, RESOLVES, as it is hereby resolved:

1. Based on the documented locations of incidents of piracy, to declare as a "high risk" zone the following coordinates within the Gulf of Aden:

Latitude 12° 13' North  
Latitude 15° 22' North

Longitude 43° 39' East  
Longitude 53° 10' East

Latitude 11° 00' North  
Latitude 14° 10' North

Longitude 44° 05' East  
Longitude 54° 00' East

2. To enjoin the Shipowners to implement precautionary measures on their vessels passing through the "high risk" zone in line with international advisories.
3. That the seafarer, while sailing within the declared high-risk zone, shall receive double the amount of his basic wage, overtime pay, and leave pay. On any death, injury or illness while sailing within the high risk zone, the seafarer shall also be entitled to a double amount of compensation and benefits. The higher pay and higher death and disability compensation and benefits provided herein shall be limited to the duration of vessel's transit through the "high risk zone" and in case of detention of the seafarer, the duration thereof. The Master must immediately notify his Shipowner/Manning Agent and the crew on board the date and time of his vessel's entry and exit from the coverage of the "high risk" zone as defined herein.
4. The Master shall inform the seafarer of the voyage passing through the high risk area as soon as the voyage schedule is known.

The provisions herein provided shall apply to all Filipino seafarers effective 07 October 2008.

Done in the City of Manila this 7<sup>th</sup> day of October 2008.



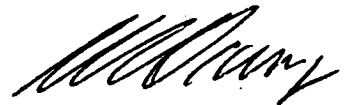
**MARIANTO D. ROQUE**  
Secretary of Labor and Employment  
Chairman of the Governing Board



**GREGORIO S. OCA**  
Member



**GUILLERMINA T. GABOR**  
Member



**LEONARDO B. DE OCAMPO**  
Member



**APOSTOL POE M. GRATELA**  
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