

**ASSOCIATION FOR PROFESSIONALISM IN OVERSEAS EMPLOYMENT INC.  
(ASPROE)**

**PAPER IN SUPPORT OF POEA GOVERNING BOARD RESOLUTIONS NOS. 04, 05  
AND 06 SERIES OF 2006, REGARDING HOUSEHOLD WORKERS FOR OVERSEAS  
EMPLOYMENT**

ASPROE is a non-stock, non-profit organization founded by licensed recruitment agencies who are **non-fee charging**, and most of whom are now recipients of the "Hall of Fame Awards" of the POEA / DOLE and continue to be granted the "Awards of Excellence". The Association and some of its members are affiliated with the ECOP and PCCI. ASPROE's Founder-President is a member of the Board of Governors and Vice-President of ECOP. He is an employer-member of the Tripartite Industrial Peace Council and a former Commissioner of the Gancayco Commission of the celebrated Maga – Contemplacion case.

ASPROE fully supports the POEA Governing Board Resolutions Nos. 04, 05 and 06 all dated October 24, 2006 relevant to the deployment overseas of Filipino household workers and fully subscribes to the reasons stated therein. These resolutions are the reversion of the minimum age for household workers to 25 years old regardless of gender, the prohibition of the collection of placement fee from household workers whether collected prior to deployment or on-site through salary deduction and the increasing of the entry level minimum monthly salary of household workers from US\$200.00. The resolutions are vital to the overseas Filipino household workers' welfare, well-being and empowerment.

The resolution reverting the minimum age of overseas household workers regardless of gender to 25 years old is significant. ASPROE is one with the POEA in citing the three reasons for this resolution. 25 years of age is a more suitable age to observe maturity and preparedness in an individual. A 25 year old man or woman is better equipped experientially to deal with physical, mental and, especially, emotional issues and conflicts. The 25 year old individual is assumed to be more equipped to handle issues and conflicts that may and will arise in the place of work especially since the workplace will be situated in a different culture and society. As a result of this maturity and preparedness, the worker will be better equipped in abating abuses and maltreatments if not outright preventing the same as he/she perceives it at its onset.

The resolution prohibiting the collection of placement fees from household workers whether collected prior to deployment or through salary deduction is relevant and far-reaching. The vast majority if not totality of individuals seeking jobs overseas are from the less privileged portion of society. Less privileged in terms of economic and societal position and status. This is the very reason why they opt to work abroad even as household workers and helpers. Needless to say, they do this at great personal sacrifice and risk. The requirement of placement fees from these workers, while legal, may not be necessarily moral and just. For where is justice in collecting money from people who have so little money to begin with; for people who have barely enough to

survive? Some sectors may complain, from whence will the recruitment agencies get compensation for their services? They must be compensated by the foreign employers who need their services to look for and supply the qualified Filipino workers. The foreign employer who needs the help of industrious, innovative and long-suffering Filipinos to run their household and business affairs must compensate the agencies and not by the Filipino household worker who is merely seeking the opportunity for a better life. The resolution gives fitting recognition to the toil and sacrifice of our overseas household workers. Moreover, it is also in accordance with the ILO Convention number 181, the Philippines being an active member of the ILO under tripartism. This ILO Convention was endorsed by the Tripartite Industrial Peace Council for ratification by the President and the Senate.

Increasing the entry-level minimum monthly salary from US\$200.00 is long overdue because this rate has been going on for two decades already. It is true that Filipino household workers consistently comprise a huge portion of the country's yearly overseas deployment. Increasing the minimum monthly salary not only benefits the workers and their families directly but also benefits the country and increases the buying capacity of the workers' families through higher remittances. It is also true that among all overseas Filipino workers, the household worker is the most vulnerable to abuse and maltreatment from employers. The requirement for the household workers to secure a Certificate of Competency from the TESDA and the completion of a culture-specific language and culture orientation course are necessary components to the skills-compensation equation. It is not difficult to see how this dovetails very nicely with the preceding resolution. 25 year olds are more equipped intellectually for skills and culture training. Needless to say, this resolution is a welcome development to ASPROE.

ASPROE believes in the primacy of the human being as expressed through industry, enterprise and labor. It believes in the importance of developing and nurturing the economic and social health of the nation. It has no doubt that the resolutions and their expeditious and vigilant implementation will help in the fulfillment of these cherished and noble aspirations. ASPROE calls on everyone concerned to support these resolutions as well.

  
RENE E. CRISTOBAL  
President