

## G. PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION

### STRATEGIC OBJECTIVES

- MANDATE** : The POEA shall formulate and undertake a systematic program of promoting and monitoring the overseas employment of Filipino workers, including the regulation of private sector participation in the recruitment and overseas placement of workers, as well as protect their rights to fair and equitable employment practices
- 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 the Philippine society.
- KEY RESULT AREAS** : Poverty reduction and empowerment of the poor and vulnerable
- SECTOR OUTCOME** : 1. Increased level of opportunities for and access to decent employment and income; and  
2. Strengthened compliance with constitutionally protected rights of work
- ORGANIZATIONAL OUTCOME** : 1. Empowerment and protection of Overseas Filipino Workers ensured

**SECTION 1 : EXPENDITURE PROGRAM  
(in pesos)**

No. / Code	GASS / STO / OPERATIONS / PROJECTS	2014 Actual	2015 Current	2016 Proposed
000001000000000	General Administration and Support	153,900,000	145,372,000	184,308,000
	PS	68,159,000	49,616,000	52,394,000
	MOOE	85,741,000	95,756,000	86,108,000
	CO			45,806,000
000003000000000	Operations	201,150,000	204,059,000	221,393,000
	PS	148,975,000	148,451,000	137,128,000
	MOOE	52,175,000	55,608,000	82,280,000
	CO			1,985,000
	Projects		17,161,000	96,932,000
	MOOE		5,000,000	880,000
	CO		12,161,000	96,052,000
TOTAL AGENCY BUDGET		355,050,000	366,592,000	502,633,000
	PS	217,134,000	198,067,000	189,522,000
	MOOE	137,916,000	156,364,000	169,268,000
	CO		12,161,000	143,843,000

**STAFFING SUMMARY**

	2014	2015	2016
TOTAL STAFFING			
Total Number of Authorized Positions	510	510	510
Total Number of Filled Positions	331	324	324

**PROPOSED 2016**

OPERATIONS BY MFO	PROPOSED 2016			
	PS	MOOE	CO	TOTAL
MFO 1: OVERSEAS EMPLOYEES WELFARE SERVICES	61,700,000	55,565,000	1,985,000	119,250,000
MFO 2: OVERSEAS EMPLOYMENT REGULATION SERVICES	63,488,000	26,715,000		90,203,000

**SECTION 2 : EXPENDITURE PROGRAM BY CENTRAL / REGIONAL ALLOCATION, 2016  
(in pesos)**

REGION	PS	MOOE	CO	TOTAL
Regional Allocation (net of Central Office):	173,967,000	169,268,000	143,843,000	487,078,000
National Capital Region (NCR)	173,967,000	169,268,000	143,843,000	487,078,000
TOTAL AGENCY BUDGET	173,967,000	169,268,000	143,843,000	487,078,000

**SECTION 3 : SPECIAL PROVISION(S)**

- Appropriations for Programs and Specific Activities. The amounts appropriated herein for the programs of the agency shall be used specifically for the following activities in the indicated amounts and conditions:

## SECTION 4 : PERFORMANCE INFORMATION

## KEY STRATEGIES :

1. Simplification of processing systems for the documentation of workers through the development of the online processing of the Overseas Employment Certificates (OECs) for Balik-Manggagawa (BM Online System)
2. Interconnectivity with the Bureau of Immigration for a more efficient monitoring of workers deployment
3. Sustain field processing of OECs of Balik-Manggagawa (BM) in Four (4) outreach centers namely: Duty Free in Parañaque, Trinoma, Q.C., SM Manila, and SM Pampanga
4. Issuance of the Revised Rules and Regulations Governing the Recruitment and Employment of Land-Based Overseas Workers, and Seafarers
5. Implementation of the foreign employer accreditation by the Philippine Overseas Labor Offices (POLOs)
6. Implementation of the Maritime Labor Convention
7. Continue to implement the "Hard to Enter, Easy to Operate, and Easy to Go Policy" in the licensing and regulation of private recruitment agencies and manning agencies (i.e. close monitoring of agencies through inspection and speedy disposition of adjudication cases)
8. Continued pursuance of bilateral/multilateral and regional agreements with labor receiving countries for more protection and better employment terms and conditions for Overseas Filipino Workers (OFWs)

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)	Baseline	2016 Targets
<b>Empowerment and protection of Overseas Filipino Workers ensured</b>		
Percentage increase in the number of licensed agencies that complied with recruitment rules and regulations	933 licensed agencies (2014 - Total no. of licensed agencies - 1,207 - Percentage of agencies that have complied with recruitment rules and regulations - 77.3%)	3% (961)
Percentage decrease in the number of illegal recruitment complainants	427	10% (384)
<u>MFO / PIs</u>		<u>2016 Targets</u>
<b>MFO 1: OVERSEAS EMPLOYEES WELFARE SERVICES</b>		
Number of workers monitored		
Number of workers monitored		2,227,217
Number of overseas Filipino workers provided with assistance		8,757
Percentage of overseas workers who rate support services of POEA as good or better		90%
Percentage of requests for assistance acted upon within 24 hours		100%
<b>MFO 2: OVERSEAS EMPLOYMENT REGULATION SERVICES</b>		
Licensing Program		
No. of license, registration and accreditation applications acted upon		36,722
No. of overseas Filipino workers contracts reviewed		2,777,667
Percentage of licensed, registered and accredited agencies with one or more recorded complaints or licensing/accreditation breaches over the past two years		30%
Percentage of applications processed within five (5) days		100%
Monitoring		
No. of inspections and assessments undertaken		1,561
Percentage of inspections that result in one (1) or more detected violations		10%
Percentage of licensed, registered and accredited agencies subject to two (2) or more inspections in the last two (2) years		90%
Enforcement		
No. of enforcement cases undertaken		529
Number of licensed, registered or accredited agencies with three (3) or more recorded complaints or breaches over the last three years as a percentage of the total number of agencies with one or more recorded breaches or complaints		30%
Percentage of enforcement cases that result in a favourable judgement		100%
Percentage of enforcement cases resolved within 90 days		100%

Appropriations/Obligations

(In Thousand Pesos)

<u>Description</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
New General Appropriations	<u>334,555</u>	<u>349,615</u>	<u>487,078</u>
General Fund		349,615	487,078
R.A. No. 10633	334,555		
Automatic Appropriations	<u>16,543</u>	<u>16,977</u>	<u>15,555</u>
Retirement and Life Insurance Premiums	16,543	16,977	15,555
Continuing Appropriations		<u>13,161</u>	
Unobligated Releases for Capital Outlays			
R.A. No. 10633		11,906	
Unobligated Releases for MOOE			
R.A. No. 10633		1,255	
Budgetary Adjustment(s)	<u>17,206</u>		
Transfer(s) from:			
Miscellaneous Personnel Benefits Fund	11,804		
Pension and Gratuity Fund	5,402		
Total Available Appropriations	368,304	379,753	502,633
Unused Appropriations	( 13,254)	( 13,161)	
Unobligated Allotment	( 13,254)	( 13,161)	
TOTAL OBLIGATIONS	<u>355,050</u>	<u>366,592</u>	<u>502,633</u>

Proposed New Appropriations Language

For general administration and support, and operations, including locally-funded projects, as indicated hereunder.....  
 .....P 487,078,000  
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New Appropriations, by Programs/Activities/Projects

	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
PROGRAMS				
0000010000000000 General Administration and Support	<u>48,779,000</u>	<u>86,108,000</u>	<u>45,806,000</u>	<u>180,693,000</u>
103001000100000 General Management and Supervision	P 42,282,000	P 86,108,000	P 45,806,000	P 174,196,000
103001000200000 Administration of Personnel Benefits	<u>6,497,000</u>			<u>6,497,000</u>
Sub-total, General Administration and Support	<u>48,779,000</u>	<u>86,108,000</u>	<u>45,806,000</u>	<u>180,693,000</u>
0000030000000000 Operations	<u>125,188,000</u>	<u>82,280,000</u>	<u>1,985,000</u>	<u>209,453,000</u>
0000030100000000 MFO 1: OVERSEAS EMPLOYEES WELFARE SERVICES	<u>61,700,000</u>	<u>55,565,000</u>	<u>1,985,000</u>	<u>119,250,000</u>
161003010100000 Overseas Employment Promotion Services	37,889,000	46,675,000	1,985,000	86,549,000
161003010200000 Worker's Welfare Assistance and Overseas Placement Services	23,811,000	8,890,000		32,701,000

000003020000000	MFO 2: OVERSEAS EMPLOYMENT REGULATION SERVICES	63,488,000	26,715,000	90,203,000
161003020100000	Licensing and Regulation Services (including Activities for Anti-Illegal Recruitment per R.A. No. 10022)	36,187,000	19,746,000	55,933,000
161003020200000	Adjudication Service	27,301,000	6,969,000	34,270,000
Sub-total, Operations		125,188,000	82,280,000	209,453,000
TOTAL PROGRAMS AND ACTIVITIES		P 173,967,000	P 168,388,000	P 47,791,000
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000004000000000	Locally-Funded Projects		880,000	96,932,000
000004010000000	Buildings and Other Structures			83,582,000
000004010500000	Government Buildings			83,582,000
103004010500009	Interior Renovation of POEA Frontline Offices (Mezzanine, 6F, 6th Floor, Phase 1 - GB Room)			76,087,000
103004010500010	Structural Retrofitting, Phase 3, (2nd Floor, Lower Roofdeck, 3rd Floor to 6th Floor and Roofdeck)			4,064,000
103004010500011	Repair and Repainting of POEA Building Exterior			3,431,000
000004100000000	Governance		880,000	13,350,000
000004100400000	Systems Development		880,000	13,350,000
103004100400002	Project 2: Development of E-POEA Services		880,000	13,350,000
Sub-total, Locally-Funded Project(s)			880,000	96,932,000
TOTAL PROJECTS			P 880,000	P 96,932,000
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TOTAL NEW APPROPRIATIONS		P 173,967,000	P 169,268,000	P 143,843,000
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Obligations, by Object of Expenditures

CYs 2014-2016  
(In Thousand Pesos)

	2014	2015	2016
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Current Operating Expenditures			
Personnel Services			
Civilian Personnel			
Permanent Positions			
Basic Salary	137,545	141,463	129,622
Total Permanent Positions	137,545	141,463	129,622
Other Compensation Common to All			
Personnel Economic Relief Allowance	7,939	8,568	7,776
Representation Allowance	5,410	4,530	4,230
Transportation Allowance	4,597	4,428	4,128
Clothing and Uniform Allowance	1,685	1,785	1,620
Productivity Incentive Allowance	664	714	
Honoraria	192	264	264
Year End Bonus	11,354	11,790	10,801
Cash Gift	1,658	1,785	1,620
Step Increment		352	560
Productivity Enhancement Incentive	1,725		1,620
Performance Based Bonus	3,512		
Total Other Compensation Common to All	38,736	34,216	32,619

Other Compensation for Specific Groups			
Longevity Pay	179		
Lump-sum for filling of Positions - Civilian	6,568		
Other Personnel Benefits	7,172		
Total Other Compensation for Specific Groups	<u>13,919</u>		
Other Benefits			
Retirement and Life Insurance Premiums	16,449	16,977	15,555
PAG-IBIG Contributions	399	424	388
PhilHealth Contributions	1,408	1,225	1,115
Employees Compensation Insurance Premiums	398	424	388
Terminal Leave	5,402		6,497
Total Other Benefits	<u>24,056</u>	<u>19,050</u>	<u>23,943</u>
Non-Permanent Positions	<u>2,878</u>	<u>3,338</u>	<u>3,338</u>
TOTAL PERSONNEL SERVICES	<u>217,134</u>	<u>198,067</u>	<u>189,522</u>
Maintenance and Other Operating Expenses			
Travelling Expenses	5,967	9,197	11,028
Training and Scholarship Expenses	5,608	5,159	4,505
Supplies and Materials Expenses	14,363	20,095	19,031
Utility Expenses	21,832	23,596	25,258
Communication Expenses	16,256	18,486	20,271
Confidential, Intelligence and Extraordinary Expenses			
Extraordinary and Miscellaneous Expenses	968	968	1,048
Professional Services	33,023	2,698	3,983
General Services	15,814	47,277	52,244
Repairs and Maintenance	4,267	9,412	6,729
Taxes, Insurance Premiums and Other Fees	3,194	2,706	3,346
Other Maintenance and Operating Expenses			
Advertising Expenses	439	500	855
Printing and Publication Expenses	507	200	465
Representation Expenses	4,572	4,500	6,278
Rent/Lease Expenses	8,699	8,771	11,060
Subscription Expenses		150	839
Other Maintenance and Operating Expenses	2,407	2,649	2,328
TOTAL MAINTENANCE AND OTHER OPERATING EXPENSES	<u>137,916</u>	<u>156,364</u>	<u>169,268</u>
TOTAL CURRENT OPERATING EXPENDITURES	<u>355,050</u>	<u>354,431</u>	<u>358,790</u>
Capital Outlays			
Property, Plant and Equipment Outlay			
Buildings and Other Structures		12,161	83,582
Machinery and Equipment Outlay			27,918
Transportation Equipment Outlay			18,270
Intangible Assets Outlay			14,073
TOTAL CAPITAL OUTLAYS		<u>12,161</u>	<u>143,843</u>
GRAND TOTAL	<u>355,050</u>	<u>366,592</u>	<u>502,633</u>