

WOMEN OVERSEAS WORKERS

Where in the world is the Filipina OCW?

More and more women are leaving the country to work overseas. In the early 80s, women overseas contract workers (OCWs) flocked to Europe and the Middle East. As Asian economies grew, women's participation in the work force created a demand for foreign domestics. Now their destinations are Hongkong, Singapore, Japan. In October 1991, 40.6% of the estimated 752,700 Filipino OCWs were women.

Why work abroad?

It takes more than curiosity or sense of adventure to leave one's family, one's profession as teacher or an office job to work as a domestic helper "DH" in Hongkong, Singapore or the Middle East. For women, jobs are few and salaries too low that even college graduates are lured to do menial tasks abroad.

Dollar Earners

POEA lists a total of 696,630 OCWs in 1993 scattered in 137 countries. In the same year, they remitted US\$2.2 billion (Central Bank Foreign Exchange Dept.) OCWs are the biggest single dollar earner for the economy, "even surpassing earnings from apparel and electronics" (TNT, Kanlungan Dec. 1993). Because of their critical contribution to the economy, the Philippine government refers to them as "Bagong Bayani" or contemporary heroes.

At what cost?

- Huge loans at exorbitant rates ... only to be victimized by illegal recruiters.
- Extreme loneliness, strange food and language. No freedom of religion in Muslim states and strict dress codes and behavior.
- Physical and sexual abuse -- insults, battering, rape, insanity, mysterious deaths, surprising suicides.

But the exodus goes on.

Despite the ban in Kuwait, where many atrocious physical abuses were inflicted on Filipino domestic workers, many women are still willing to go as illegals and risk it, rather than live in poverty here. About 2.5 million are undocumented, many of whom surface only when they need help.

What can be done?

As long as jobs and living wages cannot be had, men and women will continue to risk working abroad. Ridding the industry of illegal recruiters and protecting OCWs on the job by forging bilateral labor agreements with host governments are the urgent needs. Creating a better economic future is the main task to end the exodus of the Filipino OCWs.

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Newspapers are full of news about 16 Filipinos with fake visas stranded in Romania on their way to Italy. Ten were women. Early in 1994, 13 illegal workers (11 of them middle-aged women) were stranded in Russia, also on their way to Italy, where there are officially no jobs. In 1992, 25 women and 5 men almost froze to death in an abandoned truck in Germany. (They were also enroute to Italy). In the same year, 30 Filipinas were found in Nigeria sold to a prostitution den. There were the "Brunei beauties". Kuwait repatriated 416 Filipinas who ran away from their employers and sought refuge in the Philippine welfare center in 1993.

Why do they keep going abroad? Why do more and more women leave their loved ones to take care of other's children, or wind up entertaining men in a faraway land? Why be an OCW?

What is an OCW?

OCW stands for overseas contract worker. Someone who is contracted to work abroad, whether hired directly by a foreign employer (name hire), through POEA (government hire) or through a private licensed recruitment agency. Another category is the sea-based OCW who are mostly men (seamen).

Who are our women OCWs?

1991 National Statistics Office (NSO) figures show that a typical woman OCW was between 20 - 34 years old. A pre-departure profile of Domestic Helpers (DH) showed that 80% were single. Majority were Christian, 77% Catholic and only 1% Muslim. 43% were highschool graduates, 36 % finished college, while 11% finished vocational courses. (Table 1)

More than half of the total respondents were unemployed at the time of application. 25% had experience working as domestics in the Philippines. The

rest were clerks, bookkeepers, seamstresses, salesladies, secretaries, teachers, nurses or midwives and beauticians with salaries ranging from P200 to P4000 a month. (Beltran, "Filipino Women Domestic Workers Overseas: Profile...")



Table 1. Pre-Departure Profile of Women, 1991

Courses of Graduated DH Applicants:

commerce/business administration	- 49%
education	- 26%
nursing, agriculture etc.	- 25%

Vocational courses:

secretarial	- 28%
dressmaking/tailoring	- 19%
midwifery	- 17%
cosmetology	- 10%
electronics/mechanics	- 8%
computer studies	- 6%

Source: Ruby Palma-Beltran, "Filipino Women Domestic Workers Overseas: Profile and Implications for Policy" which appeared in "Filipino Women Overseas Contract Workers...At What Cost?"

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Where in the world are our women OCWs?

In October 1991, 40.6% of the estimated 752,700 Filipino OCWs were women. 72% were mostly in Asia, 11% in Europe, 8% in America and 9% in other continents. (Table 2) Majority of the men are seabased workers (145,758 deployed in 1993).

Ten out of 12 OCWs in Hong Kong and six out of eight in Singapore were women. In Europe the ratio of women to men were: Italy 2:1, Greece 8:1, Germany 5:1, Spain 7:1, and Belgium 2:1. (NSO/NCRFW Oct, 1992)

In 1993, POEA lists a total of 696,630 OCWs scattered in 137 countries and seven regions. (Table 3) These are the documented workers. About 2 million are illegals.

What kind of jobs do women OCWs hold?

Majority are entertainers and domestic helpers. In 1991, 82% of the 275,000 service workers were women doing housekeeping jobs. (Table 4 Major Occupation By Sex)

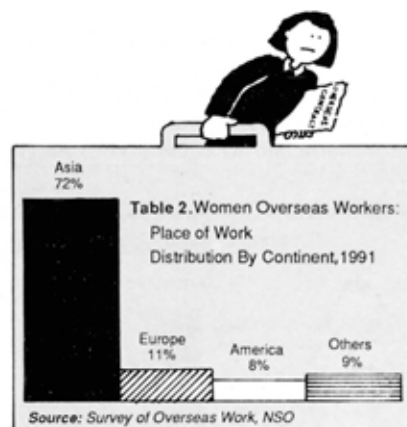


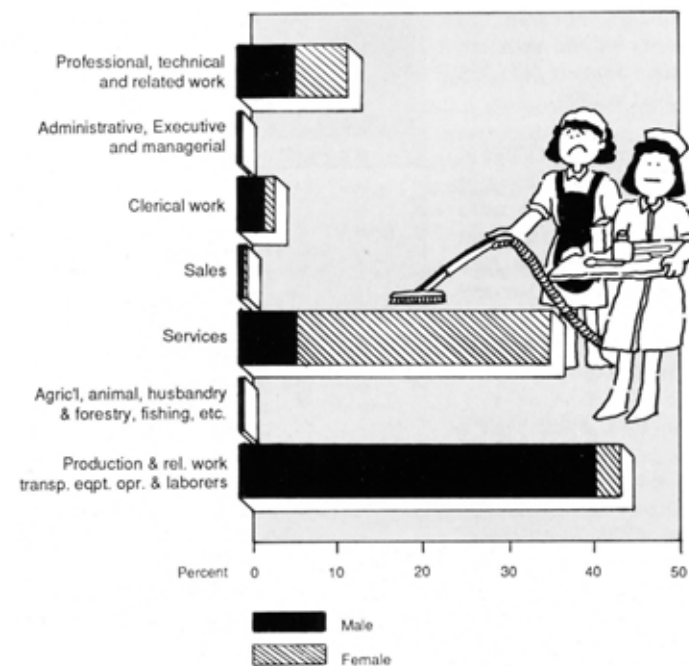
Table 3. 1993 Deployed OCW by Country of Destination

Saudi Arabia	230,996
Hongkong	62,583
Japan	43,542
United Arab Emirates	30,045
Taiwan	23,025
Malaysia	12,409
Singapore	11,568
Kuwait	11,256
Brunei	10,960
Italy	9,367

Source: POEA

NSO 1991 figures showed that the second largest group of professionals were nurses, where 84.7% were women. POEA figures show that 4,500 out of 19,000 nursing graduates leave to work abroad every year, despite 30% shortage of nurses in the country or one nurse for every 6,900 Filipinos. (Overseas Employment Info Series OEIS Vol.5 No.1)

Table 4. Major Occupation Group by Sex: 1991

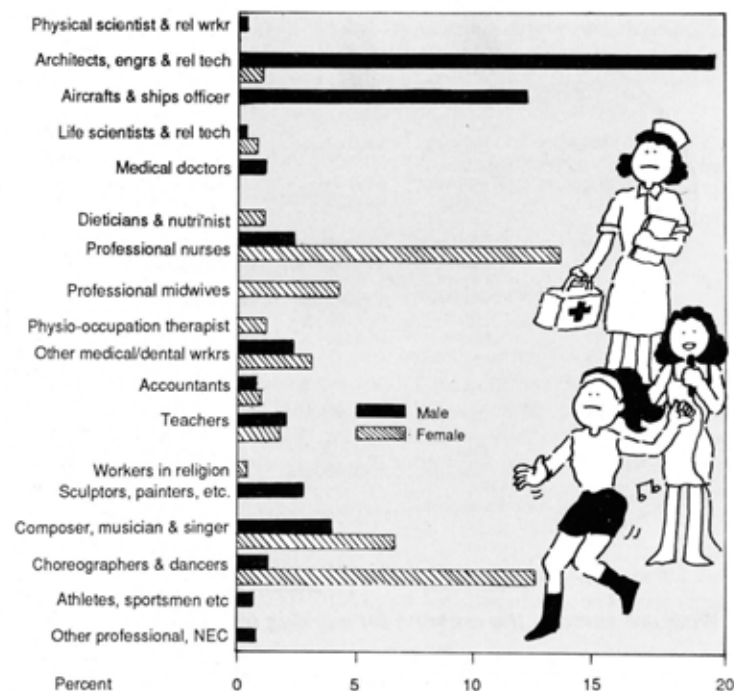


Source : Survey of Overseas Workers, NSO

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The third largest group of the "professionals" were choreographers and dancers where 90.5% were women. (Table 5 Professionals By Sex)

Table 5. Professional, Technical and Related Workers, by Sex October 1991



Source: Survey of Overseas Workers, NSO

How much do they earn?

Unskilled workers earn from US\$180 to US\$700 or a median rate of US\$208. Semi-skilled workers get from US\$200 to US\$733, while highly skilled workers earn from US\$370 to US\$5615. (Chronicle 11-28-93)

Minimum wage figures were gathered from POEA country reports, OEIS "Fact Sheet on Medical Workers", and NGO publications (Table 6). Except for Italy, HongKong and Taiwan, salaries from other countries are not all that high as compared to the risks involved and the cost of placement of at least P 15,000.

Table 6. Minimum Wage Per Country Type of Job

Hongkong	Domestic	HK\$3200/mo	P11,200/mo
Singapore	Domestic	S\$300/mo	P5,258/mo
	Actual	S\$150/mo	P4,500/mo
Japan	Entertainer	US\$1500/6mos.	P6,750/mo
	Domestic	US\$1000/mo	P27,000/mo
Saudi Arabia	Domestic	US\$200/mo	P5,400/mo
	Actual	US\$150/mo	P4,050/mo
	Nurse	US\$500/mo	P13,500/mo
Taiwan			P12,000/mo
Italy	Domestic	US\$400/mo	P10,800/mo
US	Nurse	US\$2000/mo	P54,000/mo
	Therapist	US\$2500/mo	P67,500/mo

Sources: POEA country profiles & focus on nurses, Scalabrini files (Italy)

What are some of the reasons for working abroad?

- There are not enough jobs for women.

Unemployment rate among women was very much higher than that of men: 18.3% in 1991 with 11.9% for men. The unemployed are mostly married women. In 1990, ten percent of the 1.247 million unemployed were heads of households, and 20 % of these household heads were women.

There are 9.78 million women graduates and only 7.28 million male graduates in 1990, who could not be absorbed by the local labor market.

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- Women's salaries are low.

For every peso earned by a male worker, a female receives only 37 centavos on the average. (Institute of Labor Studies ILS survey)

Minimum wage here is P118 a day. "A greenhorn worker with legal status in Italy earns US \$5 per hour or the equivalent of P1,100 a day for eight hours work — the salary of a manager here.

What problems do women OCWs encounter? How can they be avoided?

- Pre-departure Problems:

1. Illegal Recruiters

Almost daily, newspapers feature gullible victims of illegal recruitment. The modus operandi is typical. They put out ads promising non-existent jobs. They use only a post office box and ask readers to send placement fees by mail. Or an enterprising recruiter will set up a dance studio, charge the girls for lessons then convince them that they have the talent to perform abroad. After getting the placement fees, the recruiter disappears.

If four months after signing the contract, you have not left the country, go at once to POEA Legal Assistance Division for free legal help.

How can you avoid being victimized by illegal recruiters?

- Make sure jobs exist. Check with POEA if the agency has job orders.
- Deal only with licensed recruiters. Dance schools or talent scouts are not recruiters. Check list at POEA.
- Beware of P.O. box addresses. Transact business at the office.
- Never send money by mail. Pay only after contract has been signed.

2. Fake Passports

Those seeking employment abroad without undergoing the required deployment procedures of DOLE, POEA and other government agencies are usually the ones



who resort to falsification, Renato Villapando, DFA passport division director said. Women, particularly Muslims, falsify their age, to reach the age requirement of 30 to work as domestics in the Middle East.

There is rampant falsification of passports, (photos and data are substituted) such that Philippine passports are thoroughly scrutinized the world over.

It seems we are the only country that allows travel agencies' liaison officers to get passports without personal appearance of applicants.

How can falsification of documents be avoided?

- Don't deal with fixers who promise to facilitate documents. Most likely, you will get fake documents.
- Do not agree to change your name or age or use a fake passport. Passports cost P650.

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- Be sure you possess a working visa, not a tourist visa.
- Make sure your passport, visa, contract and all pertinent papers are with you. Leave copies with your family.

3. Exorbitant Fees

The placement fee costs only P5000. This includes passport, trade/skill test, and terminal fees. Some recruiters ask for one month's salary. Unscrupulous recruiters charge from P35,000 to P50,000 and prospective workers move heaven and earth to work abroad.

One case involved 500 jobseekers and P22 million. Each applicant had to fork out P45,000 placement fee for a job in Taiwan as a factory or construction worker that will earn P13,000 a month. (PDI, March 5, 1994)

Those stranded in Russia recently reported that they paid P165,000 up to P200,000 placement fee.

TIP Pay only after contract has been signed and ask for official receipt. Do not pay more than P5000.00 placement fee. OCWs are exempted from paying travel tax.

What to do if victimized by an illegal recruiter?

Avail of free legal assistance for cases of fake papers, contract violations, fake jobs, charging higher fees and unlicensed recruiter. Report the agent to POEA Legal Assistance Division (4th fl.) or DOLE regional office, the police, NBI, PNP or go straight to the Fiscal's office.

What can POEA do?

The Anti-illegal Recruitment Branch can suspend or after 5 suspensions, cancel the license and close the office of the illegal recruiter. The Operation and Surveillance Division has police power (art. 38 of the Labor Code) and can arrest the erring agent.

■ Problems On the Job:

The case of Leonor Dacula, 21, of Western Samar, who was beheaded in Saudi Arabia on May 7, 1993 for killing three people showed the helplessness of our women workers. Dacula complained to her employers that she was raped twice by their 16-year-old son. The parents did not seem to care. She had no one to run to because she was not allowed to use the phone, her letters were confiscated and she was often locked in the house. Due to her desperate situation, she killed the son and his parents in their sleep, then tried to kill herself by slashing her arms near the wrist. Dacula remembered sprinkling the bodies with salt. Since she was locked in, it took three days for the police to discover the murders. This happened in June 1992, after working for the family for seven months.

Due to strict rules in Saudi Arabia, our embassy was able to make only one visit to Dacula in the year she was in jail. "I can't believe I did it. If I had talked to someone about my problems, this would not have happened", Dacula told the embassy official. Although arrangements were made for a lawyer, it was too late. In Saudi Arabia, they do not tell the accused what the punishment is and when it will be carried out. Not even her body could be repatriated because criminals in the kingdom have no such rights. (DFA reports by Victoria Salian and Rodolfo Severino.)

One reads about Lorna Laraquel serving a 15-year jail sentence in Kuwait for stabbing to death a cruel Arab princess... Maricris Sioson, an entertainer in Japan who came home in a coffin with deep wounds in her private parts but authorities insist she died of "natural causes"... Liza Mamac, who was "sold" to a sex farm in Europe. Many more suffer the same fate in HongKong, Japan, even as far away as Nigeria.

Those who were repeatedly raped came home catatonic or hopelessly insane. From 1981 to 1990, 2972 OCWs died, of which 189 were considered "unknown causes". (Today, 4-30-94) Many died from "accident" or "suicide" like jumping from a building. (Table 7: Cases/Complaints 1991-92)

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Table 7 Cases/Complaints of Female OCWs (DH)

	1991	1992		1991	1992
Physical abuse	96	162	sexual abuse	3	3
No communication	108	118	rape		8
Stranded	40	99	impregnated	1	3
excessive workload	37	65	attempted rape	6	9
non-payment of salary	34	62			
unpaid salary	45	55			
illness	29	42			
ran away	16	29			
reduced salary	32	29			
poor/no food provision	20	27			
detained	14	24			
forced to prostitution	5	23			
mental illness	1	2			
deceased	9	3			
murdered	1				
suicide	1				

Source: POEA
marketing
services as of
21 April 1993



1. Undocumented Workers

This refers to OCWs who leave the country as tourists or were passed off as tourists to work abroad, without passing through POEA. Workers in Singapore, Japan, Kuwait, Italy and Spain are mostly illegals because there's a ban in Kuwait or these countries are officially not accepting foreign workers. About two million undocumented workers risk exploitation and slavery because their presence is unrecorded. Illegals have no protection whatsoever.

Any safeguards against illegals?

The Labor Assistance Center (LAC) at the airport checks whether documents are fake or incomplete to prevent illegal workers from leaving the country. All OCWs are made to pass the LAC but those with tourist visas are not obliged. Immigration officials must watch out and use their discretion.

2. Contract Substitution

At the airport, contracts may have already been changed. Workers are given a different employer, or more than one family to work for, lower pay, longer hours, or an entirely different job. Many of those who applied to be hotel receptionists or waitresses in restaurants end up as domestics or prostituted women. Others are made to sign a different contract.

Where to file complaints on contract violations and abuse

Welfare cases such as non-payment of salary, unauthorized deductions, delayed salary, long working hours, inadequate food, physical abuse, death and medical cases are handled by the Welfare Services Branch (2nd fl.)

In your place of work abroad, complaints will be entertained by Welfare officers and labor attaches at the embassy or consulate, who will negotiate with the employer and see to it that they (including the recruiter) follow the contract.

3. Abuse and Discrimination

In Canada, Filipinas are advertised as "house pets". In Hong Kong, in a highrise a sign read "No Filipinos, no dogs." Verbal abuse terrified Loma Laraquel to the point of madness when threatened with Muslim punishment such as cutting off hands and tongue. Mercy Nayusan, 24, was branded with a hot iron on the thigh and cheek by a Singaporean for forgetting to turn off the appliance. So many cases of alleged suicides like jumping from several floors or dying of "natural causes" like Maricris Sioson were reported, but autopsies prove otherwise. Nurses and other professionals have not been spared from rape.

Is there a system of monitoring women OCWs?

Regular visits to household workers by Philippine Overseas Labor Officers (POLOs) ensure their safety. NGO networks also help

monitor women OCWs. Philippine and foreign promotion agencies are responsible for taking care of the entertainers' welfare.

4. Repatriation in Times of War

Filipino OCWs scattered in 137 countries are most likely to be caught in the crossfire as armed conflicts erupt. Women OCWs especially face the horror of being raped aside from the dangers of being stranded in a foreign land at war.

The Gulf War from August 1990 to February 1991, showed the need for contingency plans and ready funds to bring home OCWs from war-torn countries. There were numerous reports of sexual abuse of Filipino women by Iraqi soldiers. However, the National Contingency Plan (NCP) was formalized almost five months after the Iraqi invasion of Kuwait. Approximately 30,000 Filipino workers in Kuwait and Iraq (out of an estimated 400,000) were evacuated at the cost of P118 million on airfare and mobilization expenses. Women made up 71% of the returnees and 40% were married. (ILS News Digest 9-10/1992)



Since civil war erupted in Yemen, on May 4, 1994, 500 Filipino OCWs out of 1500 have been repatriated. There are about 800 believed still trapped in Aden, Yemen, while 329 OCWs opted to stay (215 are domestic helpers). Contingency plans were set as early as April but anxious Filipino OCWs were the last foreigners to leave. The Philippines has no diplomatic ties with Yemen.



How to ensure repatriation for every OCW:

- Don't be an illegal worker. Make known your presence in the country by registering at the Philippine Embassy.
- Pay US\$25.00 membership fee to OWWA (Most employers pay for this; valid while working for same employer).
- The Repatriation Bond collected from all POEA-processed worker once a year assures repatriation, even as it is the responsibility of the recruiter and the employer.

TIP Organize yourselves into teams for easy mobilization.

Where can you go for help?

Check church-based shelters and NGO affiliates in the directory. (See pamphlet "Where to Get Help") Philippine Embassies and consulates will establish Household Workers Centers where social welfare programs are available. They also offer skills enhancement training and foreign language courses.

■ Problems Upon Return:

Most OCWs go back to work overseas because either he/she can't find a job or one that could give them a decent living. It is hard for one earning 12 times the salary here to stay for less pay.

Those who stay "encounter economic and social reintegration problems". A teacher who worked as a DH abroad would feel inadequate to teach plus a loss of self-esteem when socializing with her former colleagues. (Karlungan, Beltran/de Dios "At What Cost")

Other problems concern the family. They come home to a broken home and alienated children who, instead of appreciating the financial contribution hard earned thru years of loneliness and sacrifice, are even resentful of their absence. There are many children left in the

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care of grandparents and aunts because the father is a seaman and the mother is also an OCW.

Are our women OCWs prepared for jobs abroad?

POEA gives pre-employment and predeparture orientation seminars, that include printed and video materials about the country of destination, basic skills training and everything there is to know for survival in a foreign country.

What are the effects of working abroad?

■ On the woman OCW

Sometimes women OCWs mistake loneliness for love and get into adulterous situations. But this is hardly the case for domestic helpers who are overworked and are virtual prisoners in the homes of their employers.

Entertainers, especially single women fall in love with "customers". They get married and have a child, then the husband disappears. There is an estimated 10,000 Japanese-Filipino children in the Philippines. (Far East Economic Review 1-20-94)



■ On the family

Back home, some husbands misuse hard-earned remittances, gambling or maintaining a mistress. Incest is on the rise. (Many cases had OCW mothers so fathers could rape daughters with impunity) Neglected children are not doing well in school.

Some get addicted to drugs. The house is burglarized as neighbors see better financial status of OCW family.

■ On Philippine society

Due to the many idealized movies and radio soap operas about women OCWs, young women aspire to be "dancers" and even college graduates are willing to work as domestics as long as the pay is good. Working abroad has become some sort of a status symbol. Due to lack of better opportunities, even the well-to-do (no siblings to send to school) apply for work abroad.

■ On the economy

Financially, overseas workers are able to send their children to school, bring home appliances they could never afford before, and buy even a house and lot. In a 1992 baseline survey on Filipino OCWs from 12 regions for OWWA and DOLE by IBON Databank, 68.4% out of 3500 respondents were financially better off due to higher pay (19.5%).

Remittances from OCWs in 1993 amounted to P2.2 billion. Table 8 shows 1992 remittances per country.




Table 8. Remittances of Filipino Workers 1992, in Thousands

USA	US\$ 880,000	HONGKONG	US\$ 29,750
KSA	US\$ 143,910	SINGAPORE	US\$ 25,990
JAPAN	US\$ 54,680	GREECE	US\$ 8,980
UK	US\$ 49,140	KUWAIT	US\$ 8,710
GERMANY	US\$ 37,930	NETHERLANDS	US\$ 7,140

Source: Chronicle, November 28, 1993

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The artificial propping up of the economy due to the dollars brought in by OCWs brings us farther away from industrialization. Due to the brain drain and lack of skilled manpower, the manufacturing sector suffers.

The cost of education lost to other countries is great. IBON Databank computed that the human capital invested in one OCW is P256,646 for the college level, P98,020 for high school and P22,646 for elementary. If 385,000 deployed workers in 1988 all finished highschool, the total value of exported human capital was P37.7 billion. (Doronila, Luisa, Chronicle 6-20-93)

Are women OCWs protected by law?

Although the Philippines is a signatory of international agreements like ILO and CEDAW many host countries are not.

Moreover, some countries like Singapore and Saudi Arabia do not recognize domestic workers as regular laborers. According to DFA, workers with visa categories like tailors, beauticians, sewers and private nurses are counted as domestic helpers and have no protection. (Today 3-8-94) Yet, bilateral agreements are few.

Residency laws in Germany and Japan discriminate on women married to their nationals. Once separated, they lose their residency status and have to be deported.

There are many pending bills that will alleviate many problems such as illegal recruitment. (See pamphlet *Women Overseas Workers and the law*)

The Philippine Constitution prescribes the appointment of sectoral representatives to congress to champion the cause of the sectors. President Ramos has nominated three OCWs as three of the eight sectoral representatives for labor. Isidro Aligada, Mohammed Omar Fajardo who both work in Saudi Arabia and Rep. Tomas Concepcion from Italy, the only one approved by the Commission on Appointments so far. NGOs are calling for the nomination and appointment of women OCW to help address this sector's serious and urgent problems.

What measures has government put into place to respond to the needs of women OCWs?

Due to the harsh realities of the many cases of abused women workers abroad, the government has learned to adjust its programs to cater to their needs. Pre-departure seminars have widened its curriculum to include religious and cultural background of their destination. Women welfare officers were fielded to countries where more women workers are. Skills training are being offered to upgrade their job opportunities. Financial programs for returnees are in place to encourage them in business ventures (See pamphlet *Where to Get Help*).

A pilot project on entrepreneurship of migrant earnings was set up in Cebu, Tacloban and Metro Manila. The project provided consultancy and business advisory services to OCWs and their families who have aspired to be entrepreneurs. A preselection process allowed an OCW to determine if he/she has potentials for entrepreneurship.

The Department of Foreign Affairs recently announced that the Philippines will stop sending domestic workers to "high risk" areas to curb abuses against Filipino OCWs. Initial list includes Kuwait, Singapore, Pakistan and Egypt (PDI, 3-12-94).

Medicare now cover OCWs starting May 1994 for those earning at least \$200 a month. This will be distinct from the regular SSS and GSIS programs.

As "Bagong Bayani" what special treatment do OCWs get?

They are exempted from travel tax. If their family will visit them abroad, they are entitled to reduced travel tax.

The government honors them with awards, special welcome at the airport and no-hassle customs counters during Christmas holidays.



What are NGOs doing to help women OCWs?

Non-governmental organizations have linked with government in giving pre-departure orientation seminars, and give more personal services like counselling, legal assistance, and training. They have also lobbied for illegal recruitment bills and other laws that will protect and benefit OCWs. They have also a network of similar NGOs abroad to give aid and protection to Filipino OCWs (See pamphlet "Where to Get Help").

What are some proposals for sending and receiving countries regarding OCWs?

Since structures for trade and economic dialogue are in place in the ASEAN, NGOs are suggesting to extend this dialogue to cover a collective arrangement for workers' protection between countries.

Sending governments like the Philippines have the responsibility of protecting citizens overseas and re-integrating them when they return. Receiving governments have the responsibility of protecting foreign workers as they contribute to its national economy. Labor liaison offices within their embassies or even an NGO represented in both sending and receiving governments can act as go-between (Heyzer & Wee, Regional Policy Dialogue on Foreign Women Domestic Workers, Aug. 1992).

What else needs to be done?

Hand in hand with "Philippines 2000" should be the gradual phase out of OCWs as more and more jobs are created in the country. The NGO vision (presented during a symposium "DOLE-POEA Overseas Employment Vision 2000", Dec 1993) states it clearly — "When Filipinos will no longer become slaves in foreign countries (and) there will be jobs (for them)... with decent living salaries. The industrialization of our country (can be achieved) thru proper investments by our government of their remittances."

How can I help?

As an individual, you can look in on a family of an OCW, a neighbor, friend or relative. Some families of OCWs are mostly women like the Vizcondes and may be targets of criminal elements. A neighborhood crime watch or hotline for them could be established.

Write your OCW relative but beware: never write a married male or female worker with a different family name as yours in the Middle East for they could be charged and arrested for adultery.

If living abroad, join support groups that help Filipino workers just by being a "kababayan", a friend.

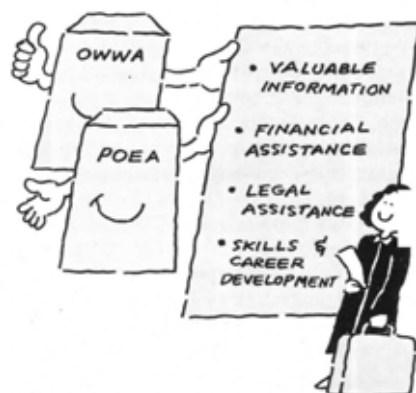
Join and do volunteer work at any NGO working for OCWs. Lawyers, psychiatrists, counsellors and researchers are always needed. Or if you belong to an organization, lobby for needed legislation or implementation. (See *Overseas Workers and the Law*)

If you have a little capital, go into manufacturing. Create jobs that will keep our workers home.

SOURCES: Congressional Research and Training Service (CRTS), POEA publications, ILS News Digest, Kaibigan, Batis, Kanlungan and Migrante newsletters, Womenews, Phil. Country Report by Lorna Angeles, 1993; Beltran/de Dios, "Filipino Women Overseas Contract Workers...At What Cost?"; Heyzer & Wee, Regional Policy Dialogue on Foreign Women Domestic Workers, Aug. 1992; DOLE orders, laws and bills; OWWA publications and papers, IBON Databank, Women in Action, 1993; COW newsletter; Phil. Labor newsletter; IBON and various newspaper clippings Inquirer, Globe, Today, Free Press, Chronicle and Manila Times.

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WHERE TO GET HELP



Since the 1970s, when then President Marcos made it a policy to export labor, agencies that processed the deployment of contract workers were put in place: As more and more workers opted to work abroad, the government created the POEA and the OWWA, under DOLE in coordination with DFA to document, safeguard and serve the needs of OCWs.

Is there a place to get all the information about working abroad?

- Philippine Overseas Employment Administration (POEA)
Ortigas Ave. corner EDSA, Mandaluyong
Tel 7221184

The POEA Action Center (POEA lobby) is open Monday to Saturday. Here one can find out:

- who are licensed recruiters,
- how much fees to pay,
- if jobs and employers are real
- where and how to file applications, complaints, and other problems concerning overseas employment. Legal assistance is available.

They have many publications such as the OCW handbook and "Primer Para sa Balik Manggagawa" both in Pilipino, The Anti-Illegal Recruitment Handbook and country profiles (Japan, Saudi Arabia, Hongkong, Singapore). There is also a video on customs and traditions of Saudis in Pilipino with English subtitles.

Mondays thru Fridays at 7:30 to 8:45 AM, and on Saturdays, at 7:30 to 8 AM, "OCW, Pag-usapan Natin" a 15-min. radio program anchored by POEA Administrator Fil Joson is aired thru Radyo ng Bayan Station 91.8 KHz. You can get valuable information and learn about the needs and problem of OCWs.

Or you can also go to your POEA Regional Extension Units and regional centers near you. (See directory).

- Department of Labor and Employment (DOLE)
DOLE Executive Bldg.
San Jose St., Intramuros
Tel. 472554, 488831, 470264,
470986, 489276, 484852

Overseas labor officers (assistant labor attaches, welfare officers, center coordinators and interpreters) now have diplomatic passports to enable them to act more effectively and expeditiously in resolving the welfare cases of OCWs.

Is there some sort of Social Security services for the OCW?

- Overseas Workers Welfare Administration (OWWA)
cor. Buendia and F.B. Harrison, Pasay City
Tel. 804-0639, 804-0658

What can the OCW expect from OWWA?

- Financial help — P2500 to P5000 predeparture loan, remittance assistance within 24 hours in Metro Manila and 72 hours in the province, family assistance loan
- Security and protection — legal assistance, repatriation, life insurance, accidental death and disability, burial benefit
- Psycho social well-being
- Skills and career development



For more information, contact Vivian Torneo, Programs and Projects Division, who coordinates the labor and welfare centers Tel. 804-0639

To follow up your benefits, you may also visit regional OWWA units near you. (See directory)

Who are the beneficiaries of OWWA?

All legally contracted OCWs.

How can the OCW benefit?

Contributions come from employers of landbased workers recruited thru private agency who pay - US\$25/worker. Employers of landbased workers recruited thru POEA pay US\$50; the diplomatic corp, US\$25 and employers of seamen, US\$25.

In early 1993, OWWA administrator David Corpin announced that illegally recruited Filipino OCWs may avail of OWWA benefits by giving a contribution of US\$25. Illegals in Italy and Spain have availed of the program (Globe, 1-1-93). Illegals in Singapore, Saudi Arabia, Kuwait, Japan, HongKong and Greece are encouraged to join for their protection.

Is there a place to stay for returnees and other OCWs from the provinces on their way to and from the airport?

- OWWA Hostel — can house 300 transients to and from other countries at reasonable rates; houses repatriates of Middle East countries and their children.
OWWA Hostel (Frederick Hotel)
Buendia Ave. near Roxas Blvd.
Tel. 832-1230

See also temporary shelters in various non-governmental organizations (NGOs) below.

Is there a safe and fast way of sending money home?

Remittance banks include PNB, PCIB, Metrobank, Allied Bank, Cocobank and



Landbank. These banks also participate in pre-departure orientation seminars to explain how to send money thru the banks and various incentives.

Where can women OCWs go for help abroad?

The government and NGOs have established centers and shelters for migrant workers all over the world, the distressed worker can run to for any emergency. (See directory in this leaflet — Philippine embassies and consulates abroad, OWWA welfare centers, and various NGO networks.)

The newest program for women OCWs is being pilot-tested in Hong Kong, Singapore and Dubai labor welfare centers, which offer skills training so OCWs can be upgraded from domestic work to factory jobs or office work.

What are the NGOs working for OCWs and their services?

- KAKAMMPI (Kapisanan ng mga Kamag-anak ng Manggagawang Migranteng Pilipino) — organizes families and relatives

of OCWs and returnees; with chapters in Metro Manila and the provinces and in Saudi Arabia

Jojo Maestra, Director
3 Potsdam St., Cubao
Tel. 922-1431

- **Kalibigan** (Friends of Filipino Migrant Workers) — Conducts pre-departure orientation seminars (PDOS); does organizing work, research, advocacy, legal and other forms of assistance to returning OCWs. With a network of centers in Hong Kong, Japan and Italy.

Arnel de Guzman, Executive Director
Maricor Mabunga, Women's Desk
Ben-Lor Bldg., Quezon Avenue, Q.C.
Tel. 992641

Publications: bi-monthly newsmagazine "Pinoy Overseas Chronicle" widely distributed among Filipino OCWs all over the world.

- **Kanlungan Foundation Center** — Provides temporary shelter, airport assistance, legal and psychological help to traumatized Filipina OCWs; conducts PDOS.

Gina Alunan, Executive Director
77 K-10, Kamias Road, Kamuning
Tel. 921-7849

Publications: quarterly bulletin "Kanlungan ng Migrante"; "Trends News & Tidbits" (TNT)

- **CBCP** (Episcopal Commission on Migration and Tourism of the Catholic Bishops Conference of the Philippines) — Provides a network of OCW centers the world over. (See listings per country).

Fr. Paulo Pringol (Scalabrini Father), head
P.O.Box 2513 Manila Tel. 495242

- **COW** (Center for Overseas Workers) — Offers shelter for female migrants, PDOS, preventive education and direct assistance.
Sr. Mary Tarcila Abano, RGS, Director
1043 Aurora Blvd. Q.C.
Tel. 9228244 Fax (2)921-5662

- **WIDF** (Women in Development Foundation) — Conducts pre-departure seminars for women.

Ruby Palma-Beltran
OWWA Hostel (former Frederick Hotel)

- **Batis Center for Women** — provides temporary shelter, airport assistance, legal, medical and psychological services, gives PDOS, assists abandoned Filipino-Japanese children. With a network of 6 NGOs in Japan.

Carmelita G. Nuqui, Executive Director
Rm. 711 on Santiago Bldg.
1344 Taft Ave., Ermita, Manila
Tel. 521-1279 Tele/fax 522-4357

Publications: Batis Monthly Beeper
Batis Newsletter (semi-annual).



- **Migrante-APME** (Alliance for Migrant Concerns — Asia Pacific and the Middle East) — 31 Filipino organizations in Saudi Arabia, Hong Kong, Australia, Saipan and the Philippines joined to organize, educate and empower fellow workers in these regions.

c/o Batis
Rm.711, Don Santiago Bldg.
1344 Taft Ave., Metro Manila
Tel. 521-1279 Fax 522-437

DIRECTORY

DEPARTMENT OF LABOR & EMPLOYMENT REGIONAL OFFICES

CORDILLERA AUTONOMOUS REGION
Naguillan Rd.cor Sofia de Veyra St.
Baguio City
Director: Viveca C. Catalig

NATIONAL CAPITAL REGION
8th Floor, Palacio del Gobernador
Juan Luna cor. Aduana St., Intramuros, Manila
Director: Romeo Young

REGIONAL OFFICE NO.1
Dyquiango Bldg.
Cor. Ancheta and Bucaneg St.
San Fernando La Union
Director: Guerrero N. Cirilo

REGIONAL OFFICE NO. 2
Vargas Building, Tuguegarao, Cagayan
Director: Ana C. Dione

REGIONAL OFFICE NO.3
E & A Building
Consunji St., San Fernando, Pampanga
Director: Alex Maraon

REGIONAL OFFICE NO.4
5th Floor, Gasman Building
372 Quezon Avenue, Quezon City
Director: Henry M. Pamel
REGIONAL OFFICE NO.5
318 Penaranda Street
Bonot Legaspi City
Director: Ricardo S. Martinez

REGIONAL OFFICE NO. 6
Sto Rosario Building
cor. Fuentes-Ledesma St., Iloilo City
Director: Mae Laserna

REGIONAL OFFICE NO. 7
2nd Floor, Gotiaco Bldg.,M.C.
Briones Street, Cebu City
Director: Alan M. Macaraya

REGIONAL OFFICE NO. 8
Trece Martinez St., Tacloban City
Director: Jalilo de la Torre

REGIONAL OFFICE NO. 9
PHIDCO Building
Veterans Avenue Zamboanga City
Director: Lourdes M. Trasmonte

REGIONAL OFFICE NO.10
P.F. Roa Building
cor. R.M. Abejuela and Corales St.
Cagayan de Oro City
Director: Bartolome C. Amoguis

REGIONAL OFFICE NO. 11
R.T. Yap Building
cor. Bangoy and Monteverde St.
Davao City
Director: Pepito J. Susi Jr.

REGIONAL OFFICE NO. 12
Marquez Building
Don Rufino Alonzo Ave. corner
Roman Vito Street
Cotabato City

POEA REGIONAL EXTENSION UNITS

LA UNION
2nd Floor, Rang-ay Bank Ext. Building
Ortega Street, San Fernando, La Union
Tel. No. (072) 415-317
Fax. No. (072) 414-584 (OWWA)

ILOILO
DOLE Regional Office No. VI
Sto. Rosario Bldg., F. Ledesma Sts., Iloilo City
Tel. No. (033) 271-158
Fax. No. (033) 271-058

BAGUIO
Cordillera Administrative Region
Suite 317 K. Luy Wing Building
Magsaysay Avenue, Baguio City
Tel. No. (074) 442-72-92
Fax. No. (074) 442-24-47

CAGAYAN DE ORO
DOLE Regional Office No. X Consuelo Bldg.
Corrales-Abejuela St., Cagayan de Oro City
Tel. No. (08822)724-824
Fax. No. (0822) 722-863 (OWWA)

ZAMBOANGA
DOLE Regional office No. IX
3rd Floor Wee Agro Industrial Inc. Building
Veterans Avenue, Zamboanga City
Tel. No. (062991)43-45/38-36/46-07/25-55
Fax. No. (062911)26-73

COTABATO
POEA-ARMM
4th Floor, Marquez Building R. Vilo Street,
Cotabato City Telefax No. 213041

POEA REGIONAL CENTERS

CEBU
POEA Regional Center for the Visayas
Marjoy Building, 221 N. Bacalso Avenue
South Expressway, Cebu City
Tel. No. (032) 213-511
Fax. No. (032) 213-513

DAVAO
POEA Regional Center for Mindanao
Rm. 304-305, Third Floor, Bernardo Building
A. Pichon St., Brokenshire Drive Davao City
Tel. No. (082) 793-87/795-36/ 221-20-63
Fax No. (082) 648-73

OWWA REGIONAL UNITS

NATIONAL CAPITAL REGION
OWWA Center,
F.B. Harrison cor Buenda St.
Pasay City

CORDILLERA AUTONOMOUS REGION
Dominguez Bldg.
Benitez Court Compound
Magsaysay Avenue
2600 Baguio City
Tel: 442-8258

REGION 1
2nd Floor, Rang-ay Bldg.
Ortega St. San Fernando
2500 La Union
Tel: 414-584

REGION II
2nd Floor, R.C. Bldg.
Rizal St, Tuguegarao,
3500 Cagayan
Tel: 446

REGION III
3rd Floor Assumpta Bldg.
cor. Mercado and Consunji St.
San Fernando
2000 Pampanga
Tel: 614-465/615-146

REGION IV
Room 1, Hectan Commercial Center
Barangay Halang
Calamba
4027 Laguna
Tel: 545-2345

REGION V
Room 309, Ranola Bldg.
Quezon Avenue Ext.
Cor T. Alonzo St.
4500 Legaspi City
Tel: 226-02

REGION VI
2nd Floor, AJL Bldg.,
General Luna St.
5000 Iloilo City
Tel. 270-323

REGION VII
3rd Floor, Manros Plaza,
Gen. Maxilon Avenue
6000 Cebu City
Tel. 233-199/220-305

REGION VIII
Trece Matirez
Cor Lopez Jaena St.
6500 Tacloban City
Tel. 321-4376

REGION IX
3rd Floor Prudential Bank Bldg.
Climaco Avenue
7000 Zamboanga City

REGION X
3rd Floor Consuela Bldg.
Corrales Avenue
9000 Cagayan de Oro City
Tel. 722-863/722839

REGION XI
Rm. 203, Jaltan Bldg.
Bonifacio cor C.M. Recto St.
Tel. 795-36

REGION XII
Hadju Kadil Daud Bldg.
Shariff Kabunsuan Blvd.,
Campo Muslim,
9600 Cotabato City
Tel. 213-087

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WHERE TO GET HELP ABROAD

AFRICA

ANGOLA
EPISCOPAL COMMISSION
FOR THE PASTORAL CARE
OF MIGRATION AND TOURISM
Rua Comandante Bula, 118
C.P. 3579, Luanda, Angola

BURKINA FASO
PASTORAL COMMISSION OF MIGRANTS
B.P. 35 Diebougou
Burkina Faso

BURUNDI
CED-CARITAS MUTUAL AID & ASST.
SERVICE
B.P. 2110 Bujumbura, Burundi

**NATIONAL EPISCOPAL CONFERENCE
OF CAMEROON**
B.P. 2110
Bujumura, Burundi

CONGO
COMMISSION ON DEVELOPMENT
OF JUSTICE AND PEACE
B.P. 200 Brazzaville, Congo

GABON
EPISCOPAL CONFERENCE OF GABON
B.P. 209
Dyem, Gabon

GHANA
NATIONAL MIGRATION COMMISSION
P.O. Box 9712 Accra, Ghana

IVORY COAST
B.P. 447
Man, Ivory Coast

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LESOTHO
P.O. Box 200 Maseru 100
Lesotho

LIBERIA
JUSTICE AND PEACE COMMISSION
P.O. Box 2078 Monrovia
Liberia

MALABAR
Post Bag 2580 Ernakulam
Cochin 682031
Siro Malabar

MALI
COMMISSION OF MIGRANTS
AND TOURISM
B.P. 298 Bamako, Mali

MALTA
P.O. Box 29
Valleta, Malta

MOZAMBIQUE
1701 P.O. Box 286
Maputo, Mozambique

NIGERIA
P.O. Box 951
Lagos, Nigeria

SENEGAL
EPISCOPAL CONFERENCE
OF SENEGAL
B.P. 58 Kaolack
Senegal

SUDAN
EPISCOPAL COMMISSION FOR SUDAN
P.O. Box 6011
Khartoum, Sudan

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SOUTH AFRICA
P.O. Box 9270
Johannesburg 2000
South Africa

TCHAD
B.P. 456 N'Djamena, Tchad

UGANDA
COMM. FOR SOCIAL SERVICES
& DEVELOPMENT
P.O. Box 2886
Kampala, Uganda


ZAIRE
B.P. 3258 Kinshasa-Gombe
Zaire

ZAMBIA
P.O. Box 31965
Lusaka 10101
Zambia

ASIA

BRUNEI

 **PHILIPPINE EMBASSY**
4th/F. Badi'h Complex
Mile 1, Jalan Tutong
Bandar Seri Begawan 1930
Negara Brunei Darussalam
TELEX PHIL BSB BU 2673
Fax (02) 236980
Tel. (2) 41-465 TO 66
23-70-52 TO 53

 **OWWA WELFARE OFFICE**
Hs. No. 5, Simpang 504
Kabansaan Lama, BSB
Brunei Darussalam
33-38-61

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HONGKONG

ASIA PACIFIC MISSION
FOR MIGRANT FILIPINO
c/o Kowloon Union Church
4 Jordan Road
Kowloon, Hongkong
Tel. 3-721-3-211

BETHUNE HOUSE
4 Jordan Road
Kowloon, Hongkong
Tel. 3-669-201

ASIA MIGRANT WORKERS CENTER
4 Jordan Road
Kowloon, Hongkong
Tel. 3-312-0-031

MISSION FOR FILIPINO MIGRANT
WORKERS
New Hall Ground Floor
St. John's Cathedral
Garden Road, Central
Hongkong
Tel. 5-22-82-64

If maltreated or abused
Police tel.999
Doctor tel. 999
Ms. Merriam Cuasay or
Ms. Yolanda Uy Tel. 5714129

If charged with a crime
Atty. Chua, Phil. Consulate
22/F Regent Center
88 Queens Road, Central HK
Tel. 810-0183

Expired contract
Labor officer, Labor Dept.
12/F Harbor, 38 Pier Road
Central HK Tel.852-3542

Immigration Office,
Wanchai Tower 11
7 Gloucester Road
Wanchai, HK Tel.829-3111

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BAHAY NATIN HOSTEL:
c/o Sts. Peter and Paul Church
Shui Pin Village, Yuen Long, N.T.
Tel. 0-75-45-06 or
c/o Sacred Heart Church
26 Pak Sha Wan Road
Sui Kung, N.T.
Hongkong

DIOCESAN PASTORAL CENTRE
FOR FILIPINOS
17th Fl., Grand Building
15-18 Connaught Road
Central Hongkong
Tel. (05) 264-249
Contact: Sr. Rosalina Wee, RGS
Sr. Mercy Ang, RGS & Aida Pineda

FILIPINO WORKERS SOCIAL CENTER
2/F Flat D Pak lee Bldg.
6-8 King's Road
Causeway Bay
Hong Kong
Telex. 83624 RPON HX
Fax . (5) 571-41-35
Tel. (5) 571-41-29 /810-0183

PHILIPPINE CONSULATE GENERAL
22/F Regent Center
88 Queens Road
Central, Hong Kong
Tel. (5) 810-0183

INDIA

CBBCI Centre
Ashok Place, 1
Goldekkhana
New Delhi 110001
India

INDONESIA

Comm. for Socio Economic Development
Taman Cut Mutiah 10
Jakarta 10340
Indonesia

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JAPAN

Tokyo

THE PHILIPPINE EMBASSY
11-24 Nampaidai Machi
Shibuya-ku
Tokyo, Japan
Tel. (03)3496-2731

OFFICE OF THE LABOR ATTACHE
Tel: (03)3496-6685

FILIPINO WORKERS
DEVELOPMENT CENTER
1-29-12 Yamate Dori
Aobadai, Rm 903, Seven Star
Mansion Meguro Ku
Tokyo Japan
Tel. 3496-6685/3376-9515

For Information & Assistance in English
Call (03) 3201-1010

Lost Passport:
SHIBUYA POLICE HEADQUARTERS
3-8-16 Shibuya-ku
Tokyo 150
Tel. (03)498-0110

TOKYO IMMIGRATION OFFICE
Otemachi, Godochoska, Ichi-Goka
1-3-1 Otemachi, Chiyoda-ku
Tel. (03)400-1311

JAPAN CATHOLIC COMMISSION
FOR INTERNATIONAL COOPERATION
10-1 Rokubancho, Chiyodaku
Tokyo 102 Japan
Tel. (03) 262-2663
Contact: Sr. Christina Takeichi

JAPAN CATHOLIC MIGRATION
COMMISSION
10-1 Rokubancho, Chiyodaku
Tokyo, Japan

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ASIAN WOMEN'S SHELTER
JAPAN WOMEN CHRISTIAN TEMP. UNION
2-23-5 Hyakunin-cho
Shinjuku-ku, Tokyo 160
Tels. (03) 368-8855/368-73-74
Contact: Misuho Matsuda

Tel. (03) 809-25-81

Tel. (03) 709-67-71

Sr. Neoko Iyori, MMB
Machiya 4-21-3 Arakawa-ku
Tokyo, Japan
Tel. (03) 809-25-81

Sr. Mila Alarcon, FMM
4-16-2 Seta, Setagaya-ku
Tokyo 158 Japan
Tel. (03) 709-6771/72

RESOURCE CENTER FOR PHILIPPINE
CONCERNS
Tel. (03) 207-1481

Hiroshima

NOBORICHO CATHOLIC CHURCH
4-29 Noboricho, Naka-ku
Hiroshima 730 Japan
Tel. (082) 221-06-21
Contact: Fr. Henri Van Boven, CICM

Osaka

NYOIDAN: 1-13-23
562 Minoo Shi, Osaka-fu
Japan
Tel. 0727-21-7680

BAHAY NI MARIA
Tel. (06) 699-3807

ASIAN LABOURERS SOLIDARITY
2-6-29 AOI, Higashi-ku
Nagoya-shi, Japan
Tel: (52) 935-9448

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**FILIPINO CHAPLAINCY
COMMISSION FOR INTERNATIONAL
COOPERATION**

Oblates Missionaries
5-3-21 Omenoki, Itami-shi
664 Japan
Tel: (727) 839-634
Contact: Fr. Wency Laguidao, OMI

**NETWORK FOR ASIAN WORKERS IN
KANSAI (NAW)**
Telefax: (06) 942-0219

Kyoto

FRANCISCANS

600 Kyoto
Shimogyoka Iwagamidori
Shizo Sagaru Satake-cho 388 Japan
Tel: 075-822-23-69
Contact: Fr. Richard Salemiunk, OFM

Kumamoto

Parish of Tetori Catholic Church
Kumamoto City 860 Japan
Tel: 096-352-30-30
Contact: Mr. Akio Suzuki

Fukuoka

BAHAY NI MARIA
Tel: 092-685-42-42

Yokohama

**KALABAW NO-KAI
THE ASSOCIATION OF WITH
FOREIGN MIGRANT WORKERS**
Rm. 303 Kanouka Bldg.
3-10-13 Kotabiki-cho Nakakum
Yokohama-Shi Kanagawa Ken, Japan
Tel: (045)0662-5699

Okinawa

OKINAWA CHRISTIAN PEACE CENTER
Tel: (0188) 63-5639

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KOREA

C.P.O. B. 16
Seoul, Korea

PHILIPPINE EMBASSY

559-510 Yeok Samdong Kangnam-Ku
Seoul, Republic of Korea
Tel. 557-18-38 (Direct)

MALAYSIA

ST. FRANCIS XAVIER
135 JLN Gazing
46000 PJ Selangor, Malaysia
Tel. (03) 755-89-17
Contact: Fr. Jojo Fung, S.J.

ST. JOHN'S CATHEDRAL
Bukit Nanas, Kuala Lumpur
Tel. (03) 238-1876
Contact: Fr. Volle

PAKISTAN

Andrews Road
Karachi-7, Pakistan

SINGAPORE

GOOD SHEPHERD CONVENT
Marymount 790 Thomson Road
Singapore 1127
Tels. 250-9300/253-2759/256-5677
Contact: Sr. Laetitia Bool, RGS

 **FILIPINO WORKERS
DEVELOPMENT CENTER**

22 Tan Kim Cheng
Ferrer Road, Singapore 1026
Tel. 737-37-54/737-39-77
Fax. 732-57-89 Telex: 34445 Mabini RS

TAIWAN

**COMMISSION FOR SOCIAL
DEVELOPMENT**
P.O. BOX 8-376
Taipei (100) Taiwan ROC
Tel. 381-21-40
Contact: Joselito Elvesa, Bobby Yabes

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FABC OFFICE OF THE LAITY

P.O. Box 8-84
Taipei 10098
Tels. (02) 311-7764/(02) 391-0618
Contact: Cora Mateo

Fr. Paul Jaucian, SVD
Fu Jen University
Divine Word Missionaries
Hsingchuang 24205, Taipei, Taiwan ROC
Tels. (02) 906-5170 (02) 901-4112

Fr. Merckelbagh Guido, CICM
CICM Missionaries
P.O. Box 8-123 Taipei
Taiwan ROC

PHILIPPINE LABOR CENTER

Manila Economic & Cultural Office
4th Floor, Metro Bank Plaza
Cor. Chung Hsiao
East Road, Sec. 4, No. 107, Taiwan
Tel. (02) 778-79-51/52741-6984
Fax. (886-2)778-7953

**COMMISSION FOR SOCIAL
DEVELOPMENT**

R.O.C.
P.O.B. 8-376
Taipei 10098, Taiwan

THAILAND

Praetham Bldg.
57 Oriental Avenue, Bangrak
Bangkok 10500, Thailand

AUSTRALIA AND PACIFIC

**BISHOPS' COMMITTEE
FOR MIGRANT AFFAIRS**
P.O. Box 86
Townsville 4810 QLD
Australia

Sr. Amabula Olive, RGS
Sr. Letitia Allado, RGS
168th Avenue,
Rosebud Victoria 3939 Australia

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**COMMONWEALTH OF THE NORTHERN
MARIANA ISLANDS (CNMI)**

 **PHILIPPINE CONSULATE GENERAL**

P.O. Box 731
CTC Bldg, Beach Road
San Jose, Saipan, CNMI
Telex 716 PHCON SPN
Tel. (670) 234-18-48 to 49 / 234-60-89

FIJI

P.O. Box 289
Suva, Fiji

NEW ZEALAND

P.B. 1937 Wellington
New Zealand

PAPUA NEW GUINEA

P.O. Box 92125
Hohola, Papua New Guinea

EUROPE

DENMARK

**WOMEN'S AID, ACTION, ADVISE AND
INFORMATION FOR FILIPINAS (WAIF)**
Strandhojsvej 12
3050 Humlebaek

KULU WOMEN AND DEVELOPMENT

Landgreven 7.3
DK 1310 Copenhagen-K
Tel. 09/45/33157870

FRANCE

Msgr. Manny Gabriel
17 rue de l'Assumption
Paris 75016
Tel: 46-47-8456

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COMMISSION FOR MIGRATION
269 Bis
Rue Fauborg Saint Antoine
Paris 75011 France

GERMANY

AGISRA, e. V.
Kaleser Str. 1 A
6000 Frankfurt 90
Tel. 069/7322152
Fax. 069/7392238

OKUMENISCHE ASIENGRUPPE, e. V.
(Ecumenical Asian Group)
Elbest. 9,
600 Frankfurt Am Main 1
Tel. 069/237482; 069/239682

AMNESTY FOR WOMEN
Steintorweg 2
2000 Hamburg 1
Tel. 040/2802829

BANYING, e. V.
Postfach 100 168
1000 Berlin 10
Tel. 030/8537692

CARITAS COUNSELLING
CENTER PARA SA PILIPINA
Georgstr. 7
5000 Köln 1
Tel. 0221/2010124

FRAUEN INFORMATIONS
ZENTRUM (FIZ)
(Womens Information Center)
Landhausstr. 62
D-7000 Stuttgart 1
Tel. 0711/261891

INFORMATIONSZENTRUM
DRITTE WELT
(Third World Information Center)
Overwegstrasse 31
D-4690 Herne 1
Tel. 02323/496970
Fax. 02323/496956

KOFIZA CONTACT AND INFORMATION
CENTER/TULOY-TULUNGAN
Schellingstrasse 33/IV
8000 München 40
Tel. 089/283494

PHILIPPINE INFORMATION NETWORK
(PIN)
Fritz-Tillman Str. 9
5300 Bonn 1
Tel. 0228/2679935; 0228/108266

SOLIDARITY WITH WOMEN
IN DISTRESS (SOLDWODI)
Probstei Str. 2,
5407 Boppard 3
Tel. 06131/222224; 6741-2232

Fr. Hermogenes Bacareza, SVD
Bayernallee, 28
Berlin 19
Tel. 030-304-3009

Mrs. Ma. Agnes M. Urban
Counsellor for Filipinos
Caritasverband, Cologne

GREECE
KASAPI ELLAS
P.O. Box 4035
Athens 10210

ACHEVECHE CATHOLIQUE
Rue Montsenigou 3
49100 Corfou, Greece

THE PHILIPPINE EMBASSY
58 Akti Moutsopolou St.
Pasalimani, Pireaus
Greece 18536
Fax. 418-3641
Tel. 418-3247

HUNGARY
Karolyi M.U. 4-8
Budapest H-1053
Hungary

IRELAND

Episcopal Comm. for Immigrants
63 Harold's Cross Road
Dublin, Ireland

ITALY

KAPISANAN NG MANGAGAWANG
PILIPINO SA ITALYA (KAMPI)
c/o FILEF
3/F Cosmopolita Pension Building
Via Quattro de Novembre 114
00187 Roma

THE FILIPINO WOMEN'S COUNCIL
c/o S.I.D.
Palazzo Civilla del Lavoro
00144 EUR Rome
Tel. 06/5917897; 5913447; 5925506

Via Aurelia 490
Roma 00165
Tel. 06-680.60.71/680.60.81

Sr. Carolina Ganzon, OSS
Via Nazionale, 8
Firenze
Tel. 055-29-82-02

Sr. Carmela Palladro
Via Sonzini, 8
Varese 21100
Tel. 0332-235-261

Sr. Rosanna Saporiti
Via Copernico, 7
Milano 21125
Tel. 02-689-06-55

Don Gianni Guida
Semenario Maggiore
Lungarno Soderini 19
50122 - Firenze
Italy

BENEDECTINE MISSIONAIRE
Via dei Bevilacqua 60
1-00 Rome, Italy

CIRCONVALLAZIONE AURELIA
50 Roma 00165
Italy

THE PHILIPPINE EMBASSY
Via San Valentino 12
Rome, Italy 00197
Tel. 4823256 (Direct)
8083530
FWSC (06) 810-43-38
Telex : 612104 FILAMRON ROME

FILIPINO WORKERS
DEVELOPMENT CENTER
Via Volturmo N 2/C
Rome, Italy, 00917
Tel/Fax: 482-46-27

NETHERLANDS
FILIPINO WORKERS DEVELOPMENT
CENTER
Corsi Lodi 127
20139 Milan
Tel. (02)533-800
The NETHERLANDS

COMMISSION FOR FILIPINO
MIGRANT WORKERS
Haarlemmerdijk 173
1013 KH Amsterdam
Tel. 020/254829

STICHTING TEGEN VROUNHANDEL
(Foundation Against Trafficking in Women)
Postbox 97799
2509 GD Den Haag
Tel. 070/245080

STICHTING BAYANIHAN
(Foundation for the Well-Being
of Filipinos in the Netherlands)
Ekster 13
2411 MT Bodergraven
Tel. 01726/16162

STICHTING KAPATIRAN
Celebesstraat 42
2585 TL Den Haag
Tel. 070-3506088

GABRIELA SUPPORT DESK
Roserijie 169 D
6228 DM Maastricht
Tel. 043/613161

Biltstraat 121
3527 Ap Utrecht, Netherlands

POLAND
Skwer kard. Stefana Wyszyńskiego 6
01-015 Warsaw, Poland

PORTUGAL
Campo Dos Martires Da Patria
43 Lisbon 1100
Portugal

SPAIN
TULUYAN SA SAN BENITO
Calle Puerta, Ferrussa 14-3,
Barcelona 08002

SAMAHAN NG MGA PILIPINA
SA BARCELONA
Riera Baja 4-6
Barcelona 1

Ms. Mercé Molina
Florestan Aguilar 7-1 *dch
28028 Madrid, Spain
Tel. 255-68-32

CENTRO FILIPINO TAHANAN
Romero Robiado 25
Madrid 28028

Espanola Calle Anastro 1
Madrid 28033, Spain

 **PHILIPPINE WELFARE OFFICE**
Calle Arenal 20
3 IZDA
Madrid, Spain
28013
TELEX 41276 AMFILE
Fax 532-37-34
Tel. 532-37-34

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 **THE PHILIPPINE EMBASSY**
Claudio Coello, 92
28006 Madrid, Spain
Tel. 5758360
Telex 51276 AMFILE

SWEDEN
UGNAYANG PILIPINO
Vimmerbyplan 14 4TR
16372 Spanga

Mr. Johan Garde
P.O. Box 4089
S-10261 Stockholm
Sweden-Suecia
Guatadress: Gotgatan 68
Tel. 08-714-86-22/714-99-67

Box 4114
Stockholm 102 62
Sweden

SWITZERLAND
TULUYANG PINOY
(Philippine Center)
Hardstr. 43
8004 Zurich
Tel. (01) 4011037

Avenue du Moleson 21
Ch-1700 Fribourg 6
Switzerland

 **PHILIPPINE MISSION
TO THE UNITED NATIONS**
47 Avenue Blanc
1202 Geneva, Switzerland
Tel. 731-82-20
Fax 412559

UNITED KINGDOM
COMMISSION FOR FILIPINO
MIGRANT WORKERS
St. Francis of Assisi Community Center
Pottery Lane, London W11 4NQ
Tel. 071/2216601; 041/236702

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Fr. Kieran Keneghan
18 Gunnesbury Crescent
London W3 9AA
Tel. 01-992-93-47

Chit Pedrosa
c/o PAHAYAGAN
49 Connaught St.
London W2 2BB, England

PHILIPPINE WOMEN'S GROUP
12 Picardy Place
Edinburg EH1 3JT

MIDDLE EAST

BAHRAIN

 **THE PHILIPPINE EMBASSY**
Building 81, Road 3902
Block 339 (Near Charcoal Grill)
Umm Hal Hassan, P.O. Box 26681
Manama, Bahrain
Tel. 725-535/ 732-712

IRAN
75 France Avenue
Pob 1136445
Tehran, Iran

IRAQ
 **PHILIPPINE EMBASSY**
39 A. B. and C 3/75
Street 3, Hai Babylon
929 Al Mashba
P.O. Box 3236
Baghdad, Iraq
Telex: 212271 UNDPH-IK
213463 PHIL EM IK
Tel. 719-3228 / 719-3747
*Temporarily closed

ISRAEL
P.O. Box 14152
Jerusalem, Israel

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KINGDOM OF SAUDI ARABIA

If no one meets you at the airport:
Call your employer
Phil. Embassy (Riyadh)
Tel. 454-0777
Phil. Consulate (Jeddah)
Tel. 660-0340

If maltreated or abused:
Erinda Arabejo, Ferdinand Roxas or
Hassan Jumdain in Riyadh
Tel. 454-0777

Abdulatif Maldisa or Nasser Mustafa
in Jeddah Tel. 667-0257


Or ask for any labor personnel
or assistance to Nationals Unit (ANU):
at Phil. embassy or consulate

If you are accused of a crime:
Write by mail or courier
Philippine Embassy
Assistance to Nationals Unit
P.O. Box 94366, Riyadh 11693

Philippine Consulate
Bldg. 2 Sarhan Al-Ajnawi St.
Al Faysalay District
P.O. Box 16254

Ask a Filipino who may visit the
detention center to inform the Embassy
in Riyadh or the Consulate in Jeddah.

Ask the police to inform your
employer about you.

 **PHILIPPINE CONSULATE GENERAL**
3rd Floor, Bldg. 2 Sarhan
A1-Afnawi St., Al Faysaleyah
District, P.O. Box 16254
Jeddah 21464, K.S.A.
Tel. 665-84-62/669-04-53
Telex: (928) 607119 PHILCCSJ
(Consulate) 605154 PHILFNSJ

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FILIPINO WORKERS DEVELOPMENT CENTER

Bin Zydown St. cor
Ahmed Jamjoon Sts.
al Rawdah District
P.O. box 16254
Jeddah 21464
Tel. 667-0257/665-8462
Fax: 667-2057/660-2101

THE PHILIPPINE EMBASSY

King Fahad District
Olaya Road, P.O. Box 94366
Riyadh 11693, K.S.A.
Tel. (01) 456-17-26/
454-07-77/456-03-24/
454-94-19 (Direct)
Telex: 406377 PHILEM SJ

KUWAIT

 **THE PHILIPPINE EMBASSY**
JABRIYA, AREA 10
Police Station St.
Villa 363, P.O. Box 26288
State of Kuwait
Fax. 532-92-99
Tel. 532-93-15 to 17


LIBYA

 **PHILIPPINE WELFARE OFFICE**
Cor. Al Mamsour Bin Amar 20304
AMBAPHIL LY
Near Cor. Arasi Mosque St.
Gargarish, Tripoli, Libya
Telex 20304 AMBAPHIL LY
Tel. 83-19-25

 **PHILIPPINE EMBASSY**
Room 7, Gargarish Andalous
Shara El Dul (Ben-Ashure)
P.O. Box 12508, Tripoli, Libya
Tel: (021)0831-925/
831-139 (Fri-Sat only)

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OMAN

 **THE PHILIPPINE EMBASSY**
Villa No. 1617
Shati Al Qurm City
P.O. Box 50420, Madeinath
Qaboos, Muscat
Sultanate of Oman
Tel. 59-48-62

QATAR

 **THE PHILIPPINE EMBASSY**
4040 Al Wadha Street
West Bay, Doha, State of Qatar
P.O. BOX 24900
Fax:: (0974) 831-595
Tel: 831-585 / 831-594

FILIPINO SOCIAL CLUB

Contact: Allen Dolina
831-327- Res.
492-136- Office

SYRIA

RUE MASR 82
B.P. 2271 Damas, Syria

TURKEY

Olcck Sokak, 87 Harbiye
Istanbul 80230, Turkey

UNITED ARAB EMIRATES

VICARATE APOSTOLIC OF ARABIA
St. Joseph Cathedral
P.O. Box 54, Abu-Dhabi U.A.E.
Tel. no. 46-18-48
Contact: Bishop Bernard Gremili

FILIPINO CLUB

Tel: 2833-36
*08:00 AM - 12:00PM (Manila time) Fax
12:01 PM - 07:59PM (Manila time)Tel.

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 **THE PHILIPPINE EMBASSY**

P.O. Box 3215
Abu Dhabi, U.A.E.
Tel. 315-425/351-445
315-525 (Direct)
Telex: 24414 LABATT EM
23995 AMPHIL EM, Dubai

 **PHILIPPINE WELFARE CENTER**

Sultan al Owais Bldg.
Rm. E-3 Mezzanine Flr
Al rigga Road, Diera
Fax. 286298
Tel. 783311
Dubai, UAE

NORTH AMERICA

CANADA

COMMISSION FOR SOCIAL AFFAIRS
90 Avenue Parent
Ontario KIN 7B1
Ottawa, Canada

 **THE PHILIPPINE EMBASSY**

130 Albert Street Suite 606
Ottawa, Ontario K1P 5G4
Canada
Tel. (613) 233-1121/367-3996
(613) 567-3996 Labatt Direct Line
Telex: 05304537 AMBA OTT

UNITED STATES OF AMERICA

PASTORAL CENTER
Office of Filipino Catholic Affairs
455 Church Street
San Francisco, California 94114
Tel. (415) 565-3682
Contact: Ms. Noemi Castillo, Director

NATIONAL CONFERENCE

OF CATHOLIC BISHOPS
Pastoral Care of Migrants and Refugees
1312 Massachusetts Ave., NW
Washington, D.C. 20005
Contact: Fr. Peter Zendzian, Director
Tel. (202) 659-966-81

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Fr. Prisco E. Entines
6420 14th St., NW A4
Washington D.C. 20005
Tel. (202) 821-90-77, 726-90-14

FILIPINO PASTORAL MINISTRY

Our Lady of Pompei Church
25 Carmine St. New York NY
Tel. (212)727-0214
Contact Person: Fr. Bobby Sison

SAN LORENZO RUIZ ASSOCIATION OF AMERICA

(SLRAA)
P.O. Box 4024
South Hackensack
New Jersey
Tel. (201) 441-2000, 441-2457

 **THE PHILIPPINE EMBASSY**

1617 Massachusetts Avenue
NW Washington, D.C. 20036
Tel. (202) 483-14-14/483-10-20/332-2366
Telex: 204991 RP EMB UR
Washington D.C.

SOUTH AMERICA

BRAZIL

PASTORAL SERVICE FOR MIGRANTS
R. Arcipreste Ezequias
633 Ipiranga, Sao Paulo
04271 Brazil

BOLIVIA

Pastoral Programme for Migration
Av. 20 de Octubre
2031 La Paz, Bolivia

CHILE

COMMISSION FOR MIGRATION AND THE
RETURN OF EXILES
N. 180 Castilla Santiago
1460 Chile

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COLOMBIA
EPISCOPAL COMMISSION FOR SOCIAL
PASTORAL CARE
Avenida 28 No. 35A-33
A.A. 12309 Bogota, Colombia

PARAGUAY
Alberdi 782
P.O. Box 1436 Asuncion, Paraguay

PERU
402 Jesus Maria, Peru

URUGUAY
URUGUAY 1319
Montevideo 11100
Uruguay

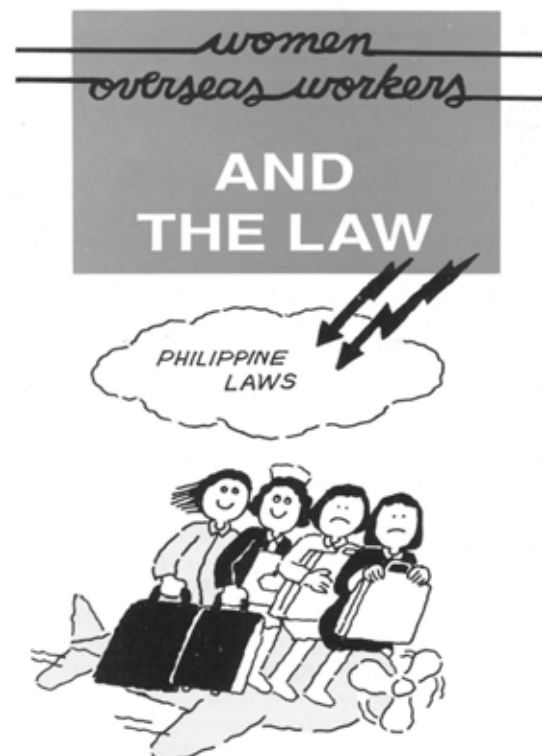
VENEZUELA
Avda. Andres Eloy Blanco
AP 43 Ciudad Bolivar
Venezuela

CARIBBEAN

CUBA
Aptdo. 623
La Habana 13
Cuba

HAITI
NATIONAL EPISCOPAL COMM.
FOR MIGRATION
Angle Ruez Piquant Et Lamarre
B.P. 1572 Port Au Prince
Haiti

PUERTO RICO
ARZOBISPADO DE SAN JUAN
AP 1967 San Juan
Puerto Rico



The first level of protection for the OCW is knowing their rights. Most of these rights, with provisions for women workers are based on International Labor Organization (ILO) conventions, The United Nations Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), the Philippine Constitution, and the Labor Code.

In November 1993, President Fidel Ramos signed The International Convention for the Protection of Migrants and their Families, which states that "the protection of human rights are

responsibilities of both sending and receiving states as well as states of transit." It would be ideal if the governments of receiving countries are signatories to the above conventions. If not, bilateral labor agreements would have to be arranged.

Problems arise every step of the way from the moment a decision to work overseas is made until the worker arrives at the place of work. The first problem a prospective OCW encounters is the illegal recruiter. What is an illegal recruiter?

Agencies not licensed by POEA, recruiting for non-existent jobs abroad, falsifying documents or charging excessive fees are illegal recruiters.

Most victims of illegal recruiters are gullible men and women from remote provinces who are ignorant of the law. Are there laws against illegal recruitment?

Art.39 of the Labor Code punishes illegal recruitment with imprisonment (4 to 8 years) or a fine of P20,000 to P100,000; both imprisonment and fine, if declared by the court.

If illegal recruitment is committed by 3 or more persons or by a single person who has victimized 3 or more workers, the penalty is life imprisonment and a fine of P100,000. Under Art.38 these constitute economic sabotage.

Recruiting "mail order brides" is against the law. There is a penalty of six to eight years in prison and a fine of P8000 to P20,000. (Free Press 7-4-92)



Many young girls agree to falsify their age to be able to qualify (at least 25 years old) to work abroad. Filipinos are known the world over for fake passports. This causes holders of legitimate passports undue embarrassment and scrutiny. Is there a law against fake passports?

At present there is no law that penalizes double or triple possession of passports. (DFA scam by Cynthia Balana, PDI, 4-15-93)

The most important aspect in the process of getting a job abroad is the contract. The more detailed, especially job description and employer's responsibilities, the better. Herein lies the protection of the worker. What are the provisions of the standard contract for women OCWs?

The POEA has prepared standard contracts for domestics bound for Canada, Saudi Arabia, Middle East, Hongkong Malaysia and Europe.

This applies to other household staff like drivers, cooks, governesses, beauticians, seamstresses, and gardeners. There are also contracts for entertainers (separate contract for Japan) and nurses.

Minimum contract terms: Minimum wage should not be less than US\$200 a month and must be paid on time and in full. (No deductions are to be made without written permission by the worker.) Working hours differ for entertainers, office workers and domestics but it should not exceed ten hours a day. Workers are entitled to 15 days vacation and 15 days sick leave with pay and off days at least once a week.

Working conditions must comply with internationally accepted safety requirements. For household workers, sanitary lodgings and nutritious adequate food or allowance for three meals a day should be provided.

TIP All these may be good on paper but in practice, many provisions are violated. Be sure to read the fine print of your contract. Contracts must be authenticated by POEA.

What are the responsibilities of employers?

Employers pay the POEA processing fee (US\$100) and the welfare fund contribution (US\$25 to US\$50). Transportation is shouldered by employers of medical professionals and skilled workers hired by government. Visa fees can be negotiated. (See policies per country in this pamphlet).

It is the responsibility of the employer and the recruiter to help the OCWs in remitting funds to their families.

Foreign promotion agencies and Philippine licensed agencies shall be jointly responsible to take care of the welfare of the artist at jobsite. This includes life and personal accident insurance coverage.

What are the responsibilities of the recruiter?

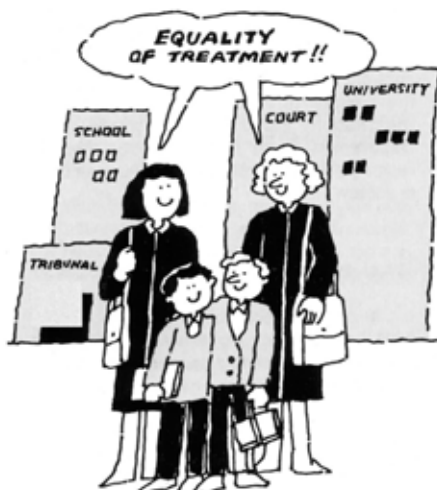
To see to it that both parties follow the contract. The agent's prime responsibility is the welfare of the OCW from sending to repatriation. For domestic workers, DOLE Department Order No. 25 (1993) requires recruiters to post additional P50,000 cash bond in escrow.

What are the obligations of the OCWs?

It is understood that the worker should fulfill the contracted job efficiently. POEA has enforced the following as requirements for job processing:

- Repatriation bond for all land-based, rehired and recontracted workers with contract duration of at least 6 months to cover airfare (P10,000 to 20,000 for a premium of P209.95 for Asia-bound workers and P399.90 a year for those bound for Europe, Middle East and USA); Seamen are exempted. In case of emergency, OWWA will advance repatriation costs then charge the employer or agent. Undocumented workers are not covered.
- Mandatory personal accident and life insurance coverage for all rehired or recontracted landbased OCWs (P50,000 and double that if death is due to accident, murder or assault at a premium of P204.20)

a year). Returning OCWs required to pay the regular welfare fund contribution to OWWA get free insurance coverage. Insurance coverage takes effect upon payment of premium, extended worldwide, on or off the job plus 60 days after termination of the contract.



What are the rights of workers abroad?

Equality of treatment — They have the same rights as the workers of the host country in terms of employment, before courts and tribunals and access to education for their children. This is guaranteed by the International Convention for the Protection of Migrants and Their Families.

However receiving states retain the right to determine who is admitted to their territories and under which condition residency and work permits are given.

TIP Every person is entitled to basic human rights. But to ensure labor rights abroad, go through the POEA system and inform the Philippine Embassy of your situation and location.

Do OCWs have worker's compensation benefits abroad?

They may file for medical and death benefits, either with the Philippines or the host country.

Members of the family are also provided with certain protections due to the OCW's death or dissolution of marriage according to the International Convention for the Protection of Migrant Workers and Their Families.

Should OCWs pay taxes to the host country too?

The ILO and the International Convention for the Protection of Migrants and their Families rule out double taxation.

Congress still has to amend the tax code to implement this provision.

In Japan today, Filipino OCWs still pay taxes to the Japanese government but the amount is deducted before any tax is paid to the Philippine government.

What are the laws regarding remittances?

Republic Act 7111, The "Overseas Workers Investment (OWI) Fund Act or Romulo Law (Aug. 1991) assures prompt delivery of remittances within 48 hours.

It also aims to give the OCWs more financial gains by:

- pooling remittances coursed thru money couriers and other informal channels to purchase Philippine debt papers by issuing participatory debt reduction certificates (PDRC) up to 40% discount (in denominations of US\$ 100, 200, 300, 400, 500, 1000 and 2000);
- pooling remittances coursed thru the banking system for a peso loan and investment fund for OCWs and their families.

The balance of proceeds in the OWI Fund shall be used for 4-year scholarship grants for the OCW or family member who has remitted US\$10,000 worth of PDRC within 2 consecutive years; a housing program and health insurance for holders of 2000 usd PDRC.

(As of March 1994, this has not been implemented because members of the board have not been appointed yet.)

- TIPS**
- Open a bank account in the Philippine bank with a correspondent bank in the jobsite before leaving.
 - Always get a remitter's copy.

Are there laws ensuring equal rights for women workers?

The Philippines is a signatory to ILO conventions such as "equal remuneration for men and women workers for work of equal value" and no "discrimination in respect to employment and occupation".

The Philippine Constitution assures gender equality before the law through a provision that implements the CEDAW adopted by the UN general assembly in 1979. It also provides safe and healthful working conditions for women, "taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation."

The Labor Code renders unlawful the discrimination against any woman employee "with respect to terms and conditions of employment solely on account of her sex" such as lesser compensation, favoring males with respect to promotion and training opportunities.

The broad term "entertainer" has led to the exploitation of thousands of women workers, (especially those bound for Japan -- "Japayukis", some of whom work under the thumb of the dreaded Yakuza) ...to the detriment of real performing artists, well respected and admired in their field. Most entertainers "perform" in prostitution dens in virtual slavery.

What are recent moves to protect entertainers?

Entertainers must be at least 23 years old. In January 1994 DOLE ordered the Entertainment Industry Advisory Council (EIAC) to set guidelines on the training, testing, certification and deployment of performing artists: -

- Mandatory training to be handled by National Manpower and Youth Council (NMYC) certified trainers at accredited centers;

- After auditions, a Competency Certificate and Artist Record Book (ARB) valid for 3 years will be issued. The ARB is a requirement for contract processing and must be presented at the Labor Assistance Center at the NAIA. Group performers will be required to give a pre-departure showcase preview.

The EIAC, in coordination with the Overseas Labor Office, will tap a network of NGOs to help monitor entertainers at jobsite. Foreign and Philippine promoters are jointly responsible to take care of the welfare of the artists abroad. (DOLE Department Order Nos. 2 & 3, 1994)

What are the new rules to safeguard Filipina Domestic workers?

Household workers, 25 years old and above, trained and tested by NMYC or its accredited agencies will be allowed to work overseas.

Only employers that allow the household worker to notify immediately the



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Philippine embassy of his/her arrival, regular visits by Philippine Overseas Labor Officers or POLOs, and attend skills training will be accredited.

Household Workers Centers (HWC) will centralize the accreditation of foreign employers and recruiters; conduct pre-employment and pre-departure seminars (where destination's socio-cultural environment and pertinent laws are discussed), skills training and trade testing.

OWWA shall prepare info materials for employers for better understanding of the Filipino worker. The Bureau of Local Employment (BLE) shall prepare a national registry of household workers.

POLOs shall accredit foreign placement agencies, monitor entry and departure of domestics, offer skills enhancement including basic foreign language courses and social welfare programs according to the needs of Filipina household worker in each country. (DOLE Department Order No. 25 of 1993)

- TIPS**
- Upon arrival, register at the Philippine embassy.
 - Mail the Feedback Form after two or three months.

What of the above laws should be more responsive to the needs of OCWs?

NGOs like Kanlungan and Batis are lobbying to revoke the mandatory repatriation and insurance bonds. They argue that these are the responsibilities of the employer and recruiter. Besides, these are already covered by the OWWA contribution of US\$25 - 50 per year paid by their employers which guarantees repatriation in war-torn areas and includes life and accident insurance worth P25,000 per worker.

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The greater majority who need protection are undocumented workers. For runaways who do not have their passports in their possession, their repatriation is dependent on when employers release them and return their passports. Repatriation bonds are valid for a year, when most contracts last two years. This also affects the entertainers in Japan who must post the bond every six months.

(Kanlungan statement)

What are the existing policies with re-ceiving countries?

Countries who are signatories to the ILO, CEDAW and the International Convention for the protection of Migrants and their Families can be persuaded to protect workers' rights based on these agreements. For non-signatories, we need a bilateral agreement.

The Middle East countries of Oman, Jordan, and Qatar have existing labor agreements with the Philippine government. Agreements with Papua New Guinea, Federated States of Micronesia, Iraq and Libya are under review. As of August 1993, there are pending agreements with Taiwan, South Korea and United Arab Emirates. Brunei, Singapore, and Saudi Arabia are not interested in forging labor agreements with any country, while Kuwait and Malaysia may consider it in the future. Proposals were submitted to Greece, Japan and the Trust Territories.

- **Canada:** The Foreign Domestic Program which granted immigrant status after two years has been discontinued. The "live-in caregiver" program introduced in 1992 denies immigrant status. Requirements: grade 12 education, 6 months training, can speak, read and understand English or French. (Angeles, Country paper on Trafficking)

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- **Hongkong:** Employment contracts are effective for 2 years, the second year effective if the worker continues to work for the same employer. Contracts may be terminated by either the worker or employer with at least one month notice; without notice if with cause.

If the employer terminates the contract, the worker may remain in Hongkong for 2 weeks. This is the "two-week rule." Beyond that, visa expires and OCW should report to Immigration Department. The worker cannot seek another employer without going back to the Philippines to sign another contract. Since this entails another expense, some workers stay on as illegals.

If the OCW files maltreatment suit against the employer she/he may not work while it is pending. If the OCW wins the case, he/she may find another employer without having to go back to the Philippines.

Standard contract charges employer: US\$100 processing fee, US\$25 welfare fund contribution, P50,000 insurance, airfare to and from worksite, visa fee, medical fee and airport terminal fees. Suitable and furnished accommodation and food free of charge or food allowance of HK\$300 a month, free medical and dental treatment. Minimum monthly salary HK\$3200. (P11,200). If your salary is delayed, the employer may be fined HK\$5000 to 20,000.

The OCW pays for passport fees, skills training and upgrading, NBI/police clearance and the repatriation bond. (Myrna S. Feliciano, Speaking out, 1993)

- TIPS**
- Ask for country profile.
 - HongKong recruiters charge only HK\$5.00 and 10% of first month's salary; some recruiters charge both

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employer and worker airfare and other fees amounting to P20,000 - P40,000. Report overcharging to POEA.

- A re-entry visa is needed to return to HongKong. Before leaving, get it in HongKong for HK\$115. In Manila it will cost P3120 at the British Embassy.

■ **Singapore:** Foreign domestics are issued work permits good for two years, renewable for another two or a maximum of 4 years. No permanent residency status is given at the end of the term. Marriage with Singaporean national or permanent resident needs government approval. Permit to marry is given only to foreigners with "skills and qualifications...(that) will be of value to the nation". To monitor that no inter-marriage occurs, the domestic is required to undergo a pregnancy test every 6 months. (Karlungan, 1993)

Employers are required S\$5000 security deposit which can be forfeited if the worker gets pregnant, marries, violates smuggling, drug and subversion laws, takes another job not in contract or remains in the country after contract expires. They are also required to pay a monthly tax of S\$250. Maid's salary is an average S\$300 (P5258). Singaporean employers are very strict because they tend to lose much if their houseworker violates any law. The common practice is for the employers to hold the OCW's passport.

The employer may terminate the contract any time without reason. The maid can transfer employment with the consent of the employer and have 4 weeks to look for another employer. If you run away, you can stay in the Household Workers Center only for 12 hours. The employer is fined S\$9 a day. Two days' absence is ground for dismissal even with cause.



Singapore is one of the "high risk" countries that has the highest incidence of suicide among foreign domestic helpers. Apart from contract violations, human rights violations are grossly committed since domestic workers are excluded from the provisions of Singapore's Employment Act. (Karlungan, "Women OCWs at what cost", p.32)

TIPS

- Ask for country profile from POEA.
- Do not go on a tourist visa.
- Ask that salary be paid to a bank account which will show the amount and date.
- Renew work permit one week before contract expires.

■ **Japan:** Temporary working visas good for only 6 months are issued to the Filipina "entertainer" or "Japayukis" with no prospect of permanent residency status.

The "selective ban on the deployment of Filipino performing artists (after Sioson's death in Japan, in 1991, is enforced by the new EIAC guidelines. Only qualified performance artists, 23 years old and above, with Competency Certificate and Artist's Record Book will be processed.

Standard employment contract gives minimum compensation for entertainers of not less than Y200,000 for six hours of work a day and four restdays a month (singer, musician and instrumentalist: a maximum of four sets of performance per day or three hours per day out of 5.5 hours stay; dancer: a maximum of two working hours per day out of 5 hours stay and a minimum of two rest days a month) additional life and medical insurance must not be less than Y3 million; 40% deduction to cover board and lodging, cost of training, costumes and commissions or net take-home pay of not less than Y120,000 (US\$1164) on a six-month contract. This is roughly P5238/month. (POEA Memo Circular 39, 1991)

However, close to 70% get only US\$300 to US\$700 from contracts of US\$1500. The practice is to give monthly food allowance. The salary is given at the end of six-month contract. Transportation and placement fees are employer's expenses.

Domestic Helpers earn from US\$1000 - US\$1200/month but limited to diplomats and senior executives of multinationals. Japan requires OCWs to pay taxes. (See primer).

A step towards prostitution is the "dohan" or dating outside the club that earns extra fees. After the death of Maricris Sioson in September 1991, DOLE issued a circular banning "dohans", soliciting customers and performing in the nude. However, more than 80% of clubs practice

"dohan". Some clubs give quotas like one "dohan" a day and a fine of every "dohan" missed. (A. Javate-de Dios)

The new immigration law penalizes illegal workers and employers with 3 years imprisonment and a fine of Y2 million. (Batis 1990) Illegals become kept prisoners of their own choice. They don't dare ask for help for fear of the penalties. This could be the reason, aside from the shock of being prostituted, why there are many mental cases in Japan among entertainers.

TIP Ask for country profile from POEA.

■ **Taiwan:** Physical examinations 3 days after arrival and 6 months after are mandatory requirements. Failure means deportation.

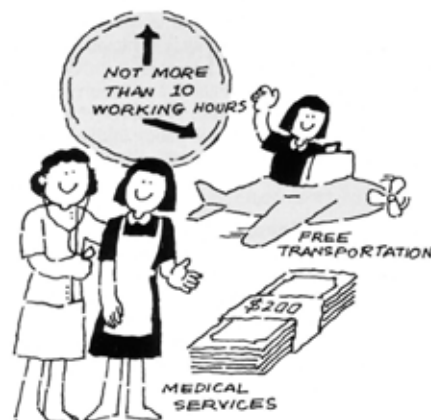
The maximum employment for OCWs is 1 year, with 1 year extension based on The Employment Services Law of 1992. OCWs were asked to leave voluntarily and return legally. Employers cannot hire foreign workers already in Taiwan. (Institute for Labor Studies News digest Oct 1992)

■ **Korea:** The estimated 12,000 Filipino illegal workers may continue to work in Korea until June 15, 1994. 20,000 trainee visas will be issued this year 1994. The program is for 2 years and entitles foreign trainees to labor protection, minimum wage and industrial calamity insurance. (Labor Market situationer, Dec 1993)

■ **Malaysia:** Freeze on hiring foreign workers except domestics, professional and skilled workers until the police has completed the nationwide crackdown on illegal immigrants.

Some 1000 Filipinos figured in an Easter Sunday raid in St. John's Cathedral in Kuala Lumpur. Only around 16 were found to be illegals. NGOs and a few senators protest the incident. (Labor Market Situation Dec 1993) There are about 40,000 Filipino maids in Kuala Lumpur. The foreign office estimates that there about 300,000 Filipino illegal workers in Sabah.

Standard contract for household workers in Malaysia provide not more than ten working hours with at least 8 hours of sleep, free accommodation and three square meals a day and working clothes, free transportation, free medical services, repatriation in case of illness or death. Minimum wage US\$200 a month (P5400). Passport in possession of worker or in case of dispute, with the Philippine Embassy for safekeeping. All labor laws in Malaysia favorable to domestic helpers applicable to Filipino OCW.



■ **Middle East:** Standard contract for household workers: The employer shall provide free transportation, medical and dental

services, one rest day a week and repatriation. The employer may not ask the domestic helper to work for other households or the employer's business establishment; or transfer the OCW to another employer.

There are no concrete policies towards domestics, and little or no penalties for violators. A domestic cannot leave her employer unless the employer signs a contract of release. The worker is at the mercy of her employer. Running away means being deported and paying her own way home. What's more, employment contracts are often written in Arabic.

■ **Kuwait:** Kuwait has the highest incidence of physical abuse to OCWs. Despite the ban on the deployment of domestic helpers there, Filipinas continue to go there even as illegals.

Residence certificates will be issued to expatriates effective December 1993. However, Kuwait's Private Sector Labor Law No. 38 of 1964 excludes domestics. (Free Press 8-14-93)

Recently the Kuwaiti government stopped issuing work permits to foreign workers. Those in the private sector were granted the right to change employment once within three months, provided their sponsor will release them or if their sponsor is found guilty of not paying salaries regularly. However, domestic helpers are not covered by this new policy.

■ **Jordan:** Employers should pay govt. work permits \$600 but often it is deducted from domestic's salary; complaints are not handled by their government but coursed thru an intermediary sent by the Labor Attache at the Philippine Embassy, Philippine Workers Association (POWA) and OWWA (Angeles, country report on trafficking 1991).

■ **Saudi Arabia:** OCWs who do not finish their two-year contracts will not be permitted to re-enter the Kingdom for a period of 3 years. Those who refuse to renew their contracts while sponsors still need their services cannot re-enter for one year. (Phil. Labor Jan 1993)

The visa is the complete responsibility of the employer. Household workers cannot leave without the employer's consent. Again this set-up leaves the OCW at a disadvantage.



If terminated or the domestic refuses to work, he/she can stay at the household Worker's Center in Riyadh for only 24 hours. After that the women will be moved to Social Welfare Administration while the men will be placed in immigration or foreign department office. If you want to leave your employer, the Philippine embassy can help prepare statements or

complaints in Arabic to the labor office but cannot interfere in the proceedings.

The labor laws of Saudi Arabia prohibit union organizing and staging of strikes, which are outright violations of several articles of the universal Declaration of Human Rights. (Arnel de Guzman "The protection of rights of migrant workers in the Phil") For domestics, the labor laws are not applicable since they are not considered regular workers. Minimum wage for domestics is SR 750 (US\$200) but the usual rate for Filipino domestics is SR560 (US\$150) or P4050 a month.

Sharia Law applies to all — Muslim or not. Possession of other religious articles (bible, rosary, crucifix, scapular, medals), talking to the opposite sex and improper dress code for women are strictly forbidden. Women are expected to wear a black, full-length coat or "abaya" over their dresses and a scarf over the head when going outside. Beware the religious police or "muttaw". Mere suspicion of improper conduct can merit jail terms and lashes.

- TIPS**
- Ask for country profile from POEA.
 - Do not entertain suitors. Do not accept gifts or invitations to parties from men of other nationalities.
 - Do not write to a male penpal.
 - Do not go to Saudi if you are pregnant.

■ **Bahrain:** Filipino DH must be at least 30 years old. Filipino women contract workers are restricted to work in small restaurants, cafes, boutiques and cold stores. Filipino male contract workers are allowed to work in all skill categories regardless of age. (Labor Market situationer, Dec 1993)

What laws in other countries discriminate against women migrants?

Hongkong's "two-week rule" and no work while case against employer is pending makes it very difficult to complain against employers and costly to ask for a change of jobs.

The no release, no exit practice in the Middle East ties an OCW to an abusive employer. Japan and Germany makes it impossible for women to leave their husbands because they will lose their resident status even if they have children.

What are the pending bills against illegal recruiters?

- House Bill 8716 gives the victim 20 years (instead of three) within which to sue illegal recruiters.
- House Bill 79 allows OCWs to file complaints in their place of work or residence. It is now pending in the committee of labor and employment.
- HB 815 penalizes foreign service employees who recruit.
- This bill has been approved on second reading.
- HB 882 limits to Filipinos the management and operation of recruitment companies for foreign employment.
- HB 3764 provides penalties for illegal recruitment.
- HB 4428 establishes a guarantee fund by recruitment agencies for

cases of abuse, injury or damage to a worker.

- HB 5232 prohibits private employment agencies to recruit women OCWs. (as of April 1993)

What are the bills that promote the welfare of OCWs?

- HB 436 promotes and protect the rights of OCWs
- HB 2784 provides consular offices abroad with staff positions for labor
- HB 7264 overseas Filipino code
- HB 6596 expatriate voting rights
- Senate Bill 1503 mandatory aids test for returning OCWs

Awaiting ratification by the Senate are ILO conventions (118) that secure equal social security, (19) gives accident compensation and (157) grants pension rights to migrant workers and (165) social security for seafarers. The Philippines has ratified 32 out of more than 100 conventions. (Chronicle 1-14-93)

What are the bills that provide financial assistance to OCWs?

- HB 279 grants tax exemption to OCWs earning US\$10,000 or less a year who remit through the banks
- HB 2785 grants exemption from payment of certain fees and taxes
- HB 3019 credit assistance program (As of April 1993)

How can I (and my organization) hasten the approval or amendment of these bills?

Follow-up the status of the bill. Write the author of the bill, your Representative or Sectoral Representatives on labor and women. Send position papers from your organization. Publicize the issue at fora, NGO newsletters and media here and abroad.

Lobby for the ratification of the ILO conventions, the implementation of the OWI Fund and the International Convention for the Protection of Migrants and Their Families provision that eliminates double taxation. And press the government to forge bilateral agreements especially in countries where domestics are not protected by labor laws.

Network with NGOs in countries with laws that discriminate against women migrants and OCWs to work for its repeal.



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