

STUDY ON THE OVERSEAS FILIPINO WORKER: A GENERAL PROFILE

By

Shirley Marie B. Cosalan

THESIS

Submitted to
KDI School of Public Policy and Management
in partial fulfillment of the requirements
for the degree of

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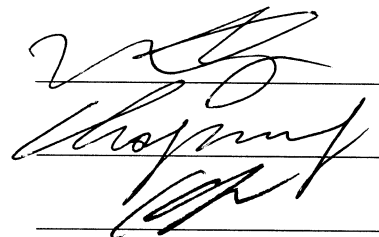
MASTER OF PUBLIC POLICY

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ABSTRACT

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The Philippines has been an interesting topic of studies on migration. Philippine migration is largely economically motivated and temporary, thereby, the term “Overseas Filipino Worker (OFW)” is used to describe those who are employed in foreign countries through a contract with their employers. However, only a few researches involve the survey of workers in the destination countries, in this case, Korea. The researcher thought that it would be best for the study if she had primary data, thereby, conducted the survey while in Korea. This study sought to generate sufficient data on migrant workers in South Korea through interviews and questionnaires and these data were used in the descriptive analysis. The analysis on the causes of, consequences and concerns about international labor migration used data from various government agencies as well as findings from related studies. What is particularly relevant and unique about the study is that the survey has included illegal workers, most of who were personally interviewed by the researcher. Illegal or undocumented workers are those who do not have the proper or valid working visa as against the legal or documented workers. Among the several findings from this study, the researcher opted to highlight that all the respondents to the survey have entered South Korea legally but more than half of them are illegal workers. Further, most of the respondents have jobs in the Philippines before migrating to Korea. A more detailed narration and analysis of the research findings as well as policy recommendations have been discussed in this paper.

TABLE OF CONTENTS

I.	PHILIPPINE LABOR MIGRATION.....	1
	Historical Background of Philippine Labor Migration	
	Overseas Filipino Workers (OFWs): A Profile	
	Causes of International Migration	
	Unemployment and Underemployment	
	Low Domestic Wages and	
	International Wage Differentials	
	Population Growth	
	Consequences of Migration	
	1.4.1 Recruitment and Employment Promotion	
	1.4.2 Remittances	
	1.4.3 Return and Skills Transfer	
	Concerns of Migration	
II.	FILIPINO WORKERS IN SOUTH KOREA.....	20
III.	CONCLUSION/RECOMMENDATION.....	29
IV.	APPENDIX A : SURVEY QUESTIONNAIRE.....	32
V.	REFERENCES.....	38

LIST OF TABLES

1. Filipino Emigrants and Temporary Workers	4
2. Number of Workers Deployed	4
3. Deployment of temporary contract workers	6
4. Number of Welfare Cases, January to September	6
5. Deployment of OFWs by Top Ten Destinations (2006-2007)	7
6. Overseas Filipinos' Remittances by Source (in'000 US\$)	8
7. Overseas Filipinos' cash remittances coursed through formal and informal channels	8
8. Total remittances and average remittances per year, 2003 to 2007 Survey on Overseas Filipinos	9
9. Top Five OFWs Regions of Origin	9
10. Labor Force for Selected Years	12
11. Results from July 2009 Labor Force Survey (LFS)	13
12. Population Census	15
13. Summary of Population Projections by Year 2008-2010	16
14. Country Data	16
15. Matrix of Respondents by Age, Gender, Status	22
16. Matrix of Respondents by Household Size/Position	23
17. Matrix on Education of OFW Respondents	23
18. Matrix on Respondents by Regions of Origin	24
19. Matrix on Entry Visa and Status of Residence	25

LIST OF FIGURES

- | | |
|--|---|
| 1. Overseas Filipino Workers by Occupational Type Abroad | 5 |
|--|---|

CHAPTER 1

PHILIPPINE LABOR MIGRATION

This study discusses a profile of Filipino migrant workers and a descriptive analysis of the causes of, consequences and concerns about international labor migration using data from various government agencies as well as findings from related studies. The study of the Overseas Filipino Worker (OFW) is of relevance due to their growing number which is about 10% of the country's total population and the social and economic effects this has brought to the Philippines. Further, a survey among OFWs in South Korea is particularly interesting in the sense that the current Employment Permit System (EPS) being implemented between both governments of South Korea and the Philippines is considered one of the more favorable arrangements struck by the Philippines with its partnering labor host countries.

1.1 Historical Background of Philippine Labor Migration

Researchers divide the history of Filipino migration into waves, each possessing a distinct character from the others. The First Wave of labor migration was in 1900's, when thousands fled due to poverty brought about by the Philippine-American war to work in Hawaiian plantations. By 1934, there were about 120,000 Filipino workers employed in Hawaiian plantations. The First Wave was characterized by migration to the US with the option to stay there for good or to return to the country. The Second Wave is characterized by an outflow of professionals, mostly doctors, dentists, and mechanical technicians to the US. Migration was primarily induced by the desire to "look for greener pastures". By 1975, more than 250,000 Filipinos have migrated to the US. The economic boom brought about by the dramatic increase in oil prices enabled oil-rich countries in the Middle East to pursue development projects for their countries. Scarce of manpower, the Middle East turned to the Philippines as a source of labor in the 70's. The Philippines, in turn, was more than willing

to grab this employment opportunity, ushering the Third Wave of labor migration. Labor migration during the Third Wave is characterized by short-term contractual relationships between the worker and the foreign employer. Different from the other waves, the Third Wave saw the geometrical growth in the number of labor migrants. Seeing the high potential to increase the country's dollar revenues, the Marcos Administration pursued a policy of encouraging deployment. During his term, the late President Marcos set-up several offices under the Department of Labor and Employment (DOLE) to regulate overseas employment. Eventually, the Philippine Overseas Employment Administration (POEA) was established as a processing and regulatory body for the deployment.

During the term of President Aquino, a more vigorous marketing strategy for Filipino Overseas employment was pursued. Working abroad was made more accessible. Marketing missions were sent abroad to look for more employers of Filipino labor. The target then was to deploy half a million Filipino workers every year.

Reports of abuses and the consequent public outrage on the exploitation of Filipino workers abroad made the Ramos Administration to rethink its policies on overseas employment. The concern for protection became more apparent. Bans were imposed and laws were passed with the objective to providing more protection for the worker. President Ramos issued a statement on May 1, 1995 saying "It is not the policy of my administration to export workers to foreign lands." However, deployment in large numbers still continued. With this, the Medium-Term Development Plan for 1993-1998 provided as a policy and strategy for poverty alleviation and employment generation, to "Continue the overseas employment program as an alternative source of employment opportunities, provided that this does not result in an undue drain in scientific/technical expertise and locally needed and middle-level skills. The program should be strengthened through adequate strategies to ensure the dignity

and welfare of workers and their families.” President Ramos also reiterated that working overseas should be an option and not out of need.

President Estrada simply upheld the policies of his predecessor. However, a more aggressive move for overseas jobs has been adopted under president Arroyo’s administration targeting one million overseas jobs every year. In 2006, a total of 1,062,567 Filipinos have been deployed abroad, hitting that target of the current administration of deploying 1 million Filipino workers for jobs abroad. This figure is expected to continue increasing despite the economic recession being experienced globally.

1.2 Overseas Filipino Workers (OFWs): A Profile

Overseas Filipino workers or OFWs are Filipinos who are employed in foreign countries. They travel abroad to seek better opportunities in order to provide for the needs of their families in the Philippines. They are also known as “Overseas Contract Workers”(OCWs), since they work abroad through a contract with their employers. The term OFWs was officially adopted under the President Fidel Ramos administration to give recognition to millions of Filipinos who sacrifice by working in other countries. The change, replacing ‘Contract’ with ‘Filipino’ – honors these Filipino workers by pledging the Philippine government’s commitment to their welfare wherever they may be, and removing the pre-condition of possession of contract in order for Philippine consulates to come to their aid, under the Migrant Workers and Overseas Filipinos Act of 1995 (Republic Act 8042).

There are two kinds of overseas Filipino workers, those who leave the country for temporary or contractual work and those who settle permanently in the country of destination. The term Overseas Filipino Workers refer to temporary migrant workers who are classified as either land-based or sea-based workers whereas permanent migrants are called emigrants.

Although a large number of Filipinos abroad are permanent emigrants (most of them settling in the Americas), majority of them are OFWs or temporary workers (*Table 1*).

**Table 1: Filipino Emigrants and Temporary Workers
(2006-2007)**

Year	Registered Emigrants	Temporary (OFWs)
2006	82,967	1,062,567
2007	80,599	1,077,623

Note: Data are based on the report of POEA's Labor Assistance Center (LAC) on the actual departures of overseas workers at international airports.

Source: Philippine Overseas Employment Administration (2008)

Further, jobs of the OFWs have also been categorized as either land-based or sea-based. The occupations of land-based workers cover almost all skill areas from service workers like cooks, domestic helpers or factory workers to administrative and executive workers. Sea-based work involves ship operations although a variety of occupations can be found in large passenger vessels. Table 2 shows the Philippines Overseas Employment Administration (POEA) reports that of the 1,062,567 workers deployed in 2007, 75.26% were land-based workers numbering to 811,070.

Table 2: Number of Workers Deployed (2006-2007)

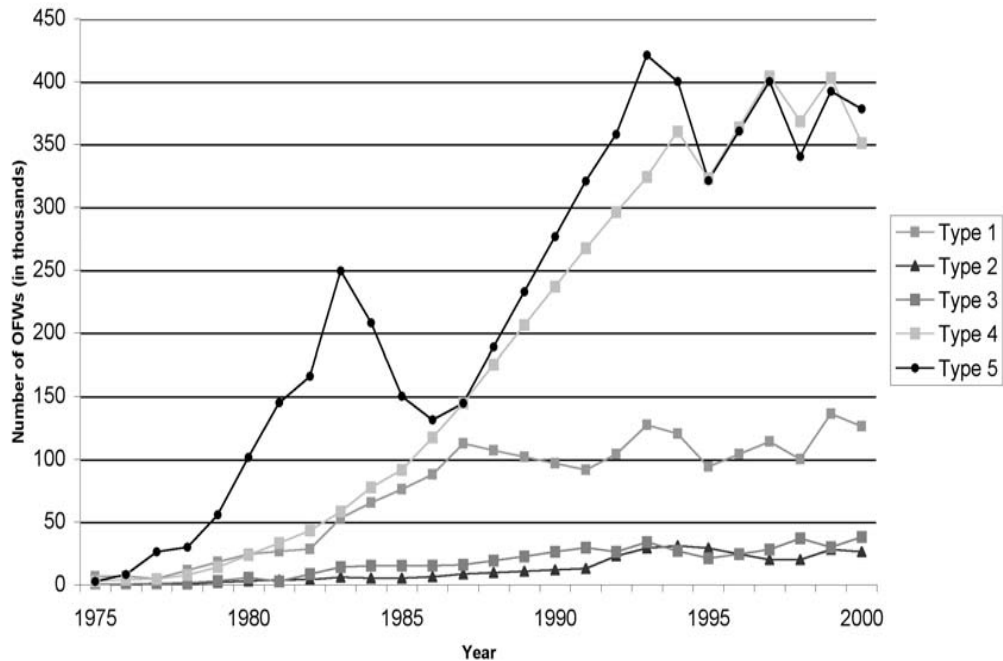
Type	2006	% share to total	2007	% share to total
Land-based	788,070	74.17	811,070	75.26
New Hires	317,680	29.90	313,260	29.07
Rehires	470,390	44.27	497,810	46.20
Sea-based	274,497	25.83	266,553	24.74
Total	1,077,623	100.00	1,062,567	100.00

Note: Data are based on the report of POEA's Labor Assistance Center (LAC) on the actual departures of overseas workers at international airports.

Figure 1 shows an overview of the fast growth of land-based and sea-based OFWs from 1974 when the government under President Marcos initiated its labor-export policy to be able to cope with the financial crisis, to 2006. Almost half of them have college degrees. Through the years, there was a notably shift from labor export of professionals such as nurses and engineers to caregivers, domestic helpers, factory workers and construction workers. A shift in the international demand for Philippine labor took place in the 1980s, indicated by a decline in the number of workers in production processes and an increase in the demand for

service workers. In the Philippines, this led to more women going abroad, mainly to work as domestic helpers or factory workers.

Figure 1: OFWs by Occupational Type Abroad



Note:

Type 1 includes professional, technical, and related workers (as well as entertainers).

Type 2 includes managerial, executive, and administrative workers; sales workers; and agricultural, husbandry, and forestry workers, and fishermen.

Type 3 includes clerical workers.

Type 4 includes service workers.

Type 5 includes production process workers, transport equipment operators, and laborers.

Source: Philippine Statistical Yearbooks, various years as cited in Neil G. Ruiz, "Made for Export: Labor

Migration, State Power, and Higher Education in a Developing Society," Ph.D. dissertation, Massachusetts Institute of Technology, 2007.

It is also observed that deployment has steadily increased through the years except in 1995 whereby there was a significant decrease in number of OFWs (*Table 3*).

**Table 3: Deployment of temporary contract workers
(1989-2007)**

Year	Land-based Workers	Sea-based workers	Total
1989	355,346	103,280	458,626
1990	334,883	111,212	446,095
1991	489,260	125,759	615,019
1992	549,655	136,806	686,461
1993	550,872	145,758	696,630
1994	564,031	154,376	718,407
1995	488,173	165,401	653,574
1996	484,653	175,469	660,122
1997	559,227	188,469	747,696
1998	638,343	193,300	831,643
1999	640,331	196,689	837,020
2000	643,304	198,324	841,628
2001 ^f	662,648	204,951	867,599
2002	682,315	209,593	891,908
2003	651,938	216,031	867,969
2004	704,586	229,002	933,588
2005	740,632	247,983	988,615
2006	788,070	274,497	1,062,567
2007	811,070	266,553	1,077,623

Source: Philippine Overseas Employment Administration (2008)

This sudden drop was caused by the policies of the Ramos administration where stricter regulations have been formulated and implemented in ensuring the welfare of the workers. Such an action came about due to grievances that have been aired by a significant number of OFWs regarding problems of maltreatment, terrible working and living conditions, lower pay being received by them in contrast to what has been stated in their work contracts, passports being illegally held by employers and even increasing cases of unexplained deaths while at the work place (*Table 4*).

Table 4: Number of Welfare Cases, January to September (1994)

Nature	Total	Male	Female	Female/Male ratio
Overall (number)	9,368	3,021	6,347	2.1
Overall (percent)	100%	32%	68%	
Maltreatment	1,419	546	873	1.6
Delayed or non-payment of salaries	1,272	565	707	1.2
Contract violations	1,373	691	682	0.9
Physical abuse	187	6	181	30.0
Rape and sexual abuse	15	0	15	N/a
Sexual harassment	330	0	330	N/a
Health problems	42	13	29	2.2
Mental Illness	6	0	6	N/a
Other	3,769	694	3,075	4.4

Source: Overseas Welfare Administration, as cited in “Filipino Women Migrants: A Statistical Factbook,” National Commission on the Role of Filipino Women and the Asian Development Bank.

In Asia, the favorite OFW destinations were Hongkong and Taiwan where Korea has followed close by (*Table 5*).

Table 5: Deployment of OFWs by Top Ten Destinations (2006-2007)

Destinations	2006	% share to total	2007	% share to total
1. Saudi Arabia	223,459	28.4	238,419	29.4
2. United Arab Emirates	99,212	12.6	120,657	14.9
3. Hong Kong	96,929	12.3	59,169	7.3
4. Qatar	45,795	5.8	56,277	6.9
5. Singapore	28,369	3.6	49,431	6.1
6. Taiwan	39,025	5.0	37,136	4.6
7. Kuwait	47,917	6.1	37,080	4.6
8. Italy	25,413	3.2	17,855	2.2
9. Brunei	9,461	1.2	14,667	1.8
10. Korea	13,984	1.8	14,265	1.8
11. Others	172,490	21.9	180,379	22.2
Land-based Total	788,070		811,070	

Source: Philippine Overseas Employment Administration, 2008

Italy is also a favored country destination by the OFWs in the European region. In the past, Japan was a top favorite destination in Asia. Noticeably though, it has not been listed in the recent years. This must be due to the strict entry policies and a more rigid crackdown on illegal workers.

Although the Middle East remains to be the top country of destination, the USA, was consistently the main source of remittances (*Table 6*). In 2007, US\$ 8,244,349,000 were received in remittances from the USA.

Table 6: Overseas Filipinos' Remittances by Source (in '000 US\$)

Source	2003	2004	2005	2006	2007
Asia	894,310	918,329	1,172,373	1,496,120	1,543,180
Americas	4,370,705	5,023,803	6,605,231	7,198,212	8,244,349
Oceania	44,470	42,600	54,573	85,610	121,418
Europe	1,040,562	1,286,130	1,433,904	2,061,067	2,351,691
Middle East	1,166,376	1,232,069	1,417,491	1,909,208	2,172,417
Africa	11,371	3,439	4,546	10,272	16,027
Others	50,664	44,001	887	819	846

Source: DES-Banko Sentral ng Pilipinas (2008)

Remittances were sent through formal channels such as banks and non-formal channels such as the door-to-door system (*Table 7*). The data shows that OFWs prefer to send their remittances through the formal channels.

Table 8 shows that male workers remit more than female workers. For male workers, the overall average remittance in 2007 was 96,000 pesos while that for females was 51,000 pesos.

Table 7: Overseas Filipinos' cash remittances coursed through formal and informal channels

Year	Through banks (formal channels) ^{1/}	Through non-banks or informal channels	Global total (banks plus non-banks) ^{2/}
2001	6,031	1,690	7,721
2002	6,886	1,721	8,607
2003	7,579	1,514	9,093
2004	8,551	1,710	10,261
2005	10,689	1,603	12,292
2006	12,761	1,276	14,037
2007	14,450	506	14,956

^{1/} Refers to cash remittances coursed through the formal financial channels, including commercial banks, thrift banks, foreign exchange corporations, and offshore banking units.

^{2/} Refers to cash remittances coursed through formal and informal channels.

Source: Bangko Sentral ng Pilipinas (2008)

Table 8: Total remittances and average remittances per year 2003 to 2007 Survey on Overseas Filipinos

	2007	2006	2005	2004	2003
Male					
No. of OFWs (in 1,000)	890	751	667	450	456
Total Remittances (in million pesos)	74,158	66,063	54,731	42,159	46,379
Average remittance (in thousand pesos)	96	99	96	93	101
Female					
No. of OFWs (in 1,000)	857	764	660	439	402
Total remittances (in million pesos)	35,648	35,901	30,684	22,553	24,019
Average remittance (in thousand pesos)	51	57	58	51	59

Details may not add up due to rounding off.

Source: National Statistics Office–Survey on Overseas Filipinos (various years)

With regard to the geographic distribution of OFWs, the latest data showed that overseas workers came disproportionately from the National Capital Region and the Southern Tagalog Region which are adjacent to Metro Manila, the center of recruitment activities (*Table 9*). The Ilocos Region, which is a “traditional” migrant sending region due to the Ilocanos recognized as first official overseas workers, has remained to be on the top five regions of origin for OFWs.

Table 9: Top Five OFWs Regions of Origin

Philippine Region	Temporary Migrants (2007 only)
1. National Capital Region (NCR)	76,916
2. Southern Tagalog (CALABARZON and MIMAROPA)	72,011
3. Central Luzon	46,321
4. Western Visayas	43,332
5. Ilocos Region	28,740

Source: Philippine Overseas Employment Administration and Overseas Workers Welfare Administration(2008)

1.3 Causes of International Migration

The factors underlying economically motivated international migration are: demand-pull factors like demand for expatriate labor arising from the oil boom in the Gulf region; supply-push factors such as demographic transition; and network of friends and relatives already settled in destination countries who serve as sources of information and anchor communities for newcomers. Migration is also influenced by the dynamic interplay of socio-economic, political and historical factors and globalization. These emphasize global trade, economic expansion and the forging of economic links between nations, as well as the close relationships between flows of people, and capital, commodities and technology (*Martin, UNCRD, 1994; Sassen, 1994; Castles, 1994*).

In Asia, a factor causing the expansion of labor mobility is the widening disparity among groups of Asian countries. Labor sending countries are characterized by high rates of population and labor force growth (e.g. Pakistan, Bangladesh, and Philippines), whereas labor receiving countries have undergone demographic transition and are experiencing serious labor shortages exacerbated by aging (*Wickramasekara:OECD 1996*).

The Philippines is one of the largest suppliers of a variety of workers for overseas employment. The economy deploys professionals and technical worker including doctors, engineers, nurses, teachers, and IT specialists all over the world. On the other hand, semi-skilled workers are also deployed including technicians, production workers, caregivers, entertainers, domestic workers, and many others. Inadequate domestic employment opportunities as well as the higher compensation package abroad exert a pull on many of educated workers to seek overseas employment (*Macaraeg, 2005*).

Most Filipinos go abroad with the hope of getting ahead economically and socially. Several studies have identified the factors contributing to the overseas exodus of Filipino workers. Among these factors are: rapid population growth, geographic distribution in urban

areas, unemployment and underemployment, uneven development among regions in the country, labor oversupply, sparse and depressed industrialization, social class reasons, inflation, income disparity and international wage disparities (*Go, 1996; Madigan and Pagtolun-an, 1990; Gonzalez, 1998; Carino, 1992; Vasquez, 1992*).

In this section, the primary causes of Filipino migration that will be discussed will be limited to unemployment and underemployment, high population growth rate, and low domestic wages and international wage differentials.

1.3.1 Unemployment and Underemployment

“The number of unemployed people in the globe has now reached a record-high of more than 200 million, compared to 150 million 12 years ago. Underemployment, now reaches more than 1.5 billion even as the global crisis threatens to slash more livelihood from both labor-exporting and labor-importing countries.” (*Labog, 2008*).

There is a strong push from developing countries to further liberalize the labour market for many beneficial economic reasons. Vietnam Prime Minister Pham Van Khai said that “Sending laborers to work abroad is one of Vietnam's major efforts to settle issues of employment, especially for young people,” It is young, largely unskilled laborers that the government is targeting for export. Joblessness is becoming an increasing concern for this country of 77 million people. MOLISA says that unemployment rose to 7.4 percent last year, from 6.8 percent in 1998 (*Asian Times, 2000*).

Table 10: Labor Force for Selected Years

Year	Labor Force Participation Rate (%)	Total Labor Force (in '000)	Employed (%)	Unemployed (%)
1960	-	08,539	93.7	6.3
1965	-	10,322	92.8	7.2
1970	-	11,358	92.4	7.6
1975	-	14,142	96.1	3.9
1980	-	15,900	92.1	7.9
1985	63.4	21,329	88.9	11.1
1990	64.5	24,525	91.9	8.1
1995	65.6	28,040	91.6	8.4
2000	64.3	30,908	89.9	10.1
2001	67.5	33,361	90.2	9.8
2002	66.2	33,674	89.8	10.2
2003	67.1	35,120	89.8	10.2
2004	66.5	35,629	89.1	10.9
2005	64.8	35,494	92.6	7.4
2006	64.0	33,185	92.7	7.3

Source: National Statistics Office

In *Table 10*, unemployment rate of the Philippines was at its lowest in 1975 with 3.9%. This was the year after the implementation of the 1974 Labor Code under President Marcos' administration. However, the unemployment rate reached its peak at 11.1% after ten years in 1985. As of 2006, this remained to be the highest unemployment rate so far since 1960. The double-digit unemployment rate again came about only in 2000, after the Asian financial crisis in 1997. Latest data show that unemployment rate in 2006 is at 7.3%.

The country's labor force is also highly underutilized. Employed persons who express the desire to have additional hours of work in their present job or to have additional job, or to have a new job with longer work hours are considered underemployed. Although the underemployment rate as of July 2009 is lower at 19.8% compared to that of July 2008 at 21%, the rate remains high; that is, one out of five employed workers is underemployed (*Table 11*).

Table 11: Results from July 2009 Labor Force Survey (LFS)

Philippines	July 2009	July 2008
Population 15 years and over (in '000)	59,512	58,119
Labor Force Participation Rate	64.6	64.3
Employment rate (%)	92.4	92.6
Unemployment Rate (%)	7.6	7.4
Underemployment Rate (%)	19.8	21.0

Notes:^{1/} Estimates for July 2009 are preliminary and may change.

^{2/} Population 15 years and over is from the 2000 Census-based population projections.

Source: National Statistics office

Since the domestic economy cannot absorb the increasing number of new entrants to the labor force, this created a large amount of surplus labor. Some of these unemployed and underemployed workers join the large number of Filipinos who search for jobs abroad. This also explains why even professionals and college degree holders such as nurses and teachers end up working as entertainers, domestic helpers or factory workers abroad.

1.3.2 Low Domestic Wages and Wage Differentials

Most international migrants in Asia are motivated by the prospect of earning higher wages overseas (*Smart et al. 1986*). As long as potential foreign earnings exceed local wages (after subtracting costs of movement and job placement), workers are likely to respond to higher foreign wage rates by engaging in labour migration to one of the region's core migrant-receiving countries (*Abella, 1988*). Low earning capacity and unemployment contribute to the widening income gap between the rich and the poor. The Philippines has one of the worst income disparity records in Asia where the rich are very rich and the poor are very poor. According to a World Bank report in 1998, there was a significant increase in income inequality in the mid-1990's with the Gini coefficient increasing from 0.45 to 0.5 in inequality in three years. The factors underlying these increases are: first, the incomes of the richest ten percent of the population grew faster than the incomes of the rest of the population; second, "core" poverty in rural areas appear to have been largely untouched (six

rural regions accounted for about 60% of rural poverty in 1991); and third, urban-rural differences in standard of living have widened. In the Philippines, it is estimated that the richest families control 30% of GNP (*Gonzalez, 1998*). The old landed elite (Spanish and mestizo families) has both political and economic power while the Filipino-Chinese control about 30% of the top 50 corporations in the country although they make up only about 1% of the population. Most of the Filipinos therefore, are motivated to go abroad with the hope of financial gains and social upgrade (*Pinches, 1996; Tiglao, 1993*).

1.3.3 Population Growth

Rapid population growth is one of the factors contributing to emigration pressures. The population of the Philippines is one of the highest in Southeast Asia and is projected to consistently remain among the bracket of having the highest population rate for a long time. (*Table 12 and Table 14*). At present, the Philippine population stands at 88 million and is projected to grow to 94 million in 2010 (*Table 13*). The current population growth rate is 2.04% which is relatively high considering the labor absorptive capacity of the economy.

From 1995 to 2000, the Philippine population grew at an annual rate of 2.36% which was reduced to 2.04% from 2000 to 2007 due mainly to serious government-sponsored birth control and responsible parenthood programs. However, the opposition of the Catholic Church, the lack of political will and cultural factors have hindered successful implementation of population control programs.

Table 12: Population Census

	Total Population			Annual Population Growth Rate	
	1995	2000	2007	1995-2000	2000-2007
National	68,616,536	76,504,007	88,574,614	2.36	2.04
NCR	9,454,040	9,932,560	11,553,427	1.06	2.11
CAR	1,254,838	1,365,412	1,520,743	1.83	1.50
Region 1	3,803,890	4,200,478	4,545,906	2.15	1.10
Region 2	2,536,035	2,813,159	3,051,487	2.25	1.13
Region 3	7,092,191	8,204,742	9,720,982	3.17	2.36
Region 4A	7,750,204	9,339,618	11,743,110	4.08	3.21
Region 4B	2,033,271	2,299,229	2,559,791	2.67	3.21
Region 5	4,325,307	4,686,669	5,109,798	1.73	1.20
Region 6	5,776,938	6,211,038	6,843,643	1.56	1.35
Region 7	5,014,588	5,706,953	6,398,628	2.81	1.59
Region 8	3,366,917	3,610,355	3,912,936	1.51	1.12
Region 9	2,567,651	2,831,342	3,230,094	2.12	1.67
Region 10	3,197,059	3,505,708	3,952,437	1.99	1.67
Region 11	3,288,824	3,676,163	4,156,653	2.41	1.71
Region 12	2,846,966	3,222,169	3,829,081	2.69	2.41
ARMM	2,362,300	2,803,045	4,120,795	3.73	5.46
CARAGA	1,942,687	2,095,367	2,293,480	1.63	1.25

This frame on POPCEN 2007 versus projections shows that 2007 actual population count and 2007 PGR are close to the projected estimates. 2007 Population Projection count at the national level is lower than the projected estimate (medium assumption) by a few hundreds. 11 of 17 regions reported lower count in the 2007 POPCEN than the projected estimates and the difference is a few hundreds except ARMM.

Source: Commission on Population

**Table 13: Summary of Population Projections by Year
2008-2010**

	2000 Census	2007 Census	2008 Projected	2009 Projected	2010 Projected
National	76,946,500	88,574,614	90,457,200	92,226,600	94,013,200
NCR	9,968,600	11,553,427	11,252,700	11,403,300	11,552,100
CAR	1,372,600	1,520,743	1,625,600	1,659,800	1,694,400
Region 1	4,220,900	4,545,906	4,974,000	5,073,100	5,172,900
Region 2	2,827,900	3,051,487	3,250,100	3,307,100	3,365,400
Region 3	8,258,400	9,720,982	9,770,100	9,964,300	10,159,300
Region 4A	9,422,900	11,743,110	11,402,800	11,653,000	11,904,100
Region 4B	2,315,000	2,559,791	2,865,800	2,941,400	3,018,000
Region 5	4,712,000	5,109,798	5,497,200	5,604,600	5,711,500
Region 6	6,238,200	6,843,643	7,289,900	7,432,400	7,578,000
Region 7	5,739,600	6,398,628	6,754,200	6,890,800	7,029,300
Region 8	3,629,400	3,912,936	4,273,000	4,358,900	4,447,500
Region 9	2,848,200	3,230,094	3,351,300	3,418,800	3,487,400
Region 10	3,525,900	3,952,437	4,174,100	4,260,400	4,349,300
Region 11	3,698,100	4,156,653	4,222,800	4,291,900	4,362,400
Region 12	3,245,800	3,829,081	3,903,800	3,991,800	4,080,400
ARMM	2,816,200	4,120,795	3,395,900	3,473,600	3,551,800
CARAGA	2,106,800	2,293,480	2,453,900	2,501,400	2,549,400

- Since the 2007 POPCEN results show proximity to the projected population estimates, medium assumption, POPCOM has prepared population projections in single year interval for the period 2008-2015.
- This summary of population projections are lifted from the 2000 Census-based Population Projections prepared by NSO and approved by NSCB Resolution No. 7 on February 8, 2006 for use in planning and programming purposes.

Table 14: Country Data

Country	Area (km2)	Population (2009est.)	Density (/km2)
Brunei	5,765	400,000	69.4
Burma	676,578	50,020,000	73.9
Cambodia	181,035	14,805,000	81.8
East Timor	14,874	1,134,000	76.2
Indonesia	1,904,569	229,965,000	120.7
Laos	236,800	6,320,000	26.7
Malaysia	329,847	27,468,000	83.3
Philippines	300,000	91,983,000	306.6
Singapore	697	4,737,000	6,796.3
Thailand	513,120	67,764,000	132.1
Vietnam	331,210	88,069,000	265.0

Source: Wikipedia.org

With regard to regional distribution, about 19 million or 22% of the total population is concentrated in the National Capital Region (NCR) and the provinces near Metro Manila (Regions 3 and 4). Many Filipinos have been flocking urban areas particularly the NCR in search for job opportunities but this has worsened the employment situation and has contributed to the problems of overcrowding, traffic congestion, inadequate housing, environmental concerns, inadequate health services and the presence of squatters and slum areas. According to the World Bank, the absolute size of annual increase in the Philippine population and the labor force will remain very large for a long time and the poor capacity of the economy to absorb is likely to guarantee the continued outflow of workers.

1.4 Consequences of Migration

1.4.1 Recruitment and Employment Promotion

Contract migration is seen as a mechanism to help break the vicious cycle of underdevelopment in which poverty is both cause and effect, through employment and foreign exchange earnings. Increased employment leads to greater income, which generate higher savings for investments whereas increased foreign exchange earnings lead to better access to investment funds and assets for capital expenditures and thus more employment opportunities (*Vasquez,2002*). It appears that rate of employment generation from contract migration has been substantial. However, overseas contract migration and emigration may not be enough to curb high unemployment rates. Nonetheless, without contract migration, unemployment levels will be much higher.

On the other hand, high unemployment figures indicate that labor shortages will not be a problem even if the present rate of contract migration increases, except maybe for highly specialized and professional occupations that are lacking in the country. However, the recruitment process for migrations is highly selective of workers who are younger, better

educated, more experienced and highly skilled. Some studies reveal that majority of migrant workers were employed in the Philippines prior to departure.

1.4.2 Remittances

Remittances contribute largely to the country's foreign exchange. In 2008, the total remittances reported was US\$ 16.4 Billion which was an increase of 13.7% from the previous year. These amounts are underestimated considering that many workers remit through unofficial channels.

Foreign exchange earnings from overseas contract workers have contributed greatly in the balance of payments of the country and have helped to cushion the impact of deficits in the trade balance. This is not to mention the already obvious increase in family income bringing about increased social status in the community and greater educational and health benefits it gives member of the family recipients.

1.4.3 Return and Skills Transfer

It is commonly assumed that migration facilitates skills and technology transfer as workers move from lower to higher technology levels. Further, emigration is believed to positively influence education through teachers and other educators who have studied abroad. However, in the Philippines, many workers are actually being de-skilled. Highly educated OFWs increasingly seek long term contracts and extension, returning to the Philippines only for retirement. Many Filipino professionals who migrated to the USA, Australia and Canada settle there permanently.

1.5 Concerns of Migration

Abuses and exploitation, undocumented migration, high migration costs being charged by agencies and other individuals who act as brokers for foreign employers are just some of the problems that beset migrant workers. This is aside from the homesickness,

broken families, and many other social problems that come about from absence of guidance from parents.

CHAPTER 2 : FILIPINO WORKERS IN SOUTH KOREA

2.1 A SURVEY ON FILIPINO WORKERS IN SOUTH KOREA

This survey was conducted with the aim of assessing the economic and social situation of Filipino workers in Korea. Although there are some research papers on Filipino migrants in Korea, very few studies and surveys of the so-called undocumented workers have been undertaken. The initial target respondents of this survey were illegal workers living at the countryside. However, the pilot area was later expanded to include workers with visas including those with spouses of Korean nationals. This survey questionnaire (*Appendix A*) was floated to respondents in late 2006 to January of 2007 while the researcher was about to finish her academic classes and has even used the same collected data in a couple of school case studies. An in-depth interview of key informants was also done to verify some of the information and data gathered. Not included in the survey were those who live far from the main residential areas and those not personally known by the contact persons.

Because of the small sample size of this survey relative to the total number of Filipino workers, general conclusions cannot be drawn from the results. However, the findings may serve as input for future studies and may be useful to government and non-government organizations responsible in implementing policies and programs for the welfare of Filipino workers in Korea.

There are two groups of respondents in this study; the legal workers and the illegal workers. The main difference between the two groups lies in the validity of their visas while working abroad. Legal workers are those who hold a proper working visa or have valid status of residence. The illegal workers are those who do not have the proper visa or status of residence, or who have overstayed their entry visa.

2.2 Areas Covered by the Survey Questionnaire

A. Demographic Characteristics

1. Age
2. Civil Status
3. Gender
4. Education
5. Household Size
6. Distribution by Region

B. The Motivation to Migrate

1. Decision to Work Overseas
2. Presence of Relatives Abroad
3. Countries Where Family Members are Located
4. Employment Status Prior to Migration
5. Occupation in the Philippines
6. Reasons for Migration

C. The Migration Process

1. Manner in which Overseas Job was Obtained
2. Status of Residence upon Entry
3. Current Status of Residence

D. Work Situation in Korea

1. Occupation in Korea
2. Length of Stay in Korea
3. Wages and Working Hours
4. Job Mobility/ Change in Employer
5. Reasons for Change in Employer

6. Work Problems

E. Economic Benefits

1. Remittances
2. Skill Acquisition

F. Others

1. Perception about Life in Korea
2. Worker's Awareness of Government and Non-Government Programs
3. Worker's Availment of Government and NGO Programs
4. Respondent's Comments and Suggestions Regarding the Survey

2.3 A Profile of the Respondents

1. Age, Gender, Marital Status

Most of the migrant workers in this survey are young and of prime working age. It is relevant to note that all respondents are beyond the age of 21 years which is generally the age when a person obtains a college degree in the Philippines. Further, a college degree holder is more likely to land a white-collared job as against one who holds a blue-collared job. In a way, this situation supports other similar studies that many OFWs are professionals. With regard to marital status, more than half (61%) of the respondents were married (*Table 15*).

Table 15: Matrix of Respondents by Age, Gender, Status

Total # of OFWs	AGE (years)			Gender		Status	
	25-34	35-44	45&up	Male	Female	Single	Married
28	26	2	1	20	8	10	18

It has also been noted that all male workers except one (1) belonged to the age group 25-34 years of age. This means that almost all male workers are at their productive years.

2. Household Size and Position

The average family size in the Philippines is 5.1 according to estimates by the National Statistics office.

Table 16: Matrix of Respondents Household Size/Position

Total # of OFW	Household Size(people)		Household Position		
	1-5	5-up	Head	Spouse	Child
28	25	3	9	10	9

In this survey, 89% of the respondents have a household size falling under the 1-5 size bracket. (*Table 16*) Extended families are still common in the Philippines especially in the rural areas where children continue to live with their parents even after marriage.

3. Educational Attainment

Generally, Filipino overseas workers are highly educated. Many Filipino domestic helpers in Hongkong and Singapore have college degrees and are generally better educated than their counterparts from other Asian countries. A comparison of demographic characteristics of different national-origin groups of migrants in the USA in 1980 showed that 36.5% of migrants in the Philippines had a schooling of 16 years or more, which is higher than immigrants from the United Kingdom, Korea, Canada and Mexico (*Borjas, 1990*).

In a country with large income differentials as the Philippines, education and migration are seen as vehicles for getting ahead economically and socially. Past studies on migration have shown that remittances have been spent primarily on basic necessities and education.

Table 17: Matrix on Education of OFW Respondents

Total No.of Respondents	Education		
	High School	Vocational/Some College	College
28	5	8	15

In *table 17*, more than half (54%) of the respondents were college graduates, 29% have finished vocational courses, while 17% were high school graduates. It has been learned that some of these workers are teachers or accountants, while others were working as drivers, cashiers, sales managers, or even office workers while in the Philippines.

However, due to economic constraints such as low salaries, these employed workers still decide on finding jobs in Korea. Also, the decision to leave the country is said to be a personal decision by the majority of the respondents although some of them say that their families are aware and have been consulted of their choices to work in Korea.

5. Distribution of Workers by Region

A survey by the Overseas Filipinos by the NSO showed that most migrants come from the National Capital Region (NCR), Regions 3 and 4. The urban provinces of Regions 3 and 4 are located near the capital, Metro Manila, which is the center of recruitment activities. Interestingly, all three regions are high-income regions in the Philippines, which also have high unemployment rates. The movement from rural to urban areas have contributed to the high unemployment rates in Metro Manila and the surrounding areas. Consequently, workers who cannot find jobs in the cities leave for work overseas.

Table 18 : Matrix on Respondents by Regions of Origin

Total Number of Respondents	Region of Origin					
	Cordillera Administrative Region (CAR)	1	2	3	4	National Capital Region (NCR)
28	11	5	1	4	4	3

The highest proportion of respondents to this survey however, come from the Cordillera Administrative Region (CAR), a predominantly agricultural region in the northern Philippine highlands. Compared to the main source regions cited above, the CAR has a relatively low unemployment rate although many farmers are underemployed because of low productivity in agriculture. The Cordillera, however, is one of the high-income regions in the country.

6. Entry Visa and Status of Residence

The survey shows that all workers (100%) entered Korea legally either as tourists or with trainee visas under the Employment Permit System (EPS). Only one of the respondents entered Korea legally as a spouse to a Korean national.

Table 19: Matrix on Entry Visa and Status of Residence

Number of OFW Respondents	Entry Visa			Residence Status	
	Tourist	Trainee	Others	Legal	Illegal
28	9	18	1	15	13

However, the current status of residence of almost half of the respondents (46%) is illegal since most of the respondents overstayed their visas. Since majority of the respondents came as trainees and worked as factory workers, they were allowed a maximum of three years in accordance with the Korean government's directive on hiring Filipino workers. Probably because of fear of not being re-hired, most of these trainees end up overstaying their visas or find other employers prior to the expiration of their visas. Some of the respondents however claim that they have been victims of abuse by their employers such as withholding their passports and other documents so when they are exploited and eventually decide to run away from their employers, they end up without their legal documents.

7. Turnover rate and Mobility

There is a high turnover rate among the respondents especially the illegal workers since all of them have changed employers at least more than three times during their tenure. Obviously, this may have been because of their illegal status. Only 3 or 11% of the total respondents have stayed in their jobs as stated in their contracts. Of the 15 legal workers, about 87% have also changed employers for at least three times. Work related problems such as low salary, overtime work and long working hours, racial discrimination, and bad

relationship with co-workers were common reasons among the legal workers to change their employers. Illegal workers encounter problems such as delayed or unpaid salaries, terrible working and/or living conditions, overtime work and long working hours.

8. Remittances

All the respondents said that they send remittances to their families regularly, the largest portion of which is for family support or the purchase of basic necessities. Remittances are also intended for savings, education of children or siblings, for the purchase of a house, lot, or car and for setting up a business.

Results of the survey showed that the workers send remittances from 50% to 80% of their total monthly salaries. Apparently, males send money in larger proportions compared to the females. One reason for this may be due to the Filipino custom of men being responsible for fending for their families, whether they be married or single.

Filipinos are family-centered and children who are economically well-off can be depended on by their parents to help augment the family income or finance the schooling of their siblings. In the case of the survey respondents, some of them even said during the interviews that they are married with families of their own and yet remit to their parents as well since they are the eldest child. Traditionally, the eldest child or elder children who are better educated and economically better off are responsible for helping parents in educating their younger siblings. Since most of the migrant workers come from big families with low incomes, it is understandable that they feel obliged and responsible in supporting their families in the Philippines and in helping other family members come to Korea. The value of “utang na loob” or reciprocal obligation is not limited to kinship relationships but pervades Filipino society (*Schlegel, 1964*). As pointed out by Kaut (*1961 in Trager, 1988*), “Life is an unsolicited gift and thus the basis of a debt which cannot be repaid. Parents expect that their children will support them in their old age.”

The most common method of remittance is through the bank. Although some workers send money through the post office, through friends, or through other informal channels.

9. Skill Acquisition

Several respondents feel that their educational background and work experience in the Philippines is not matched to their present occupation in Korea. However, migration to Korea has provided the opportunity for some to undergo Korean Language lessons and for others, learn skills on how to operate machines or do some embroidery craft while being on the job. Initially however, the workers had difficulties adjusting because of the language barrier and cultural differences.

When asked if they acquired new skills from their employment in Korea, 68% of the workers responded positively although the other 32% feel that they have not learned any useful or relevant skill from their jobs. Some of the skills that the workers have acquired in Korea are: carpentry, machine equipment operation, language skills, steelworks and welding, packaging, and embroidery. Although these are common in the Philippines, the respondents claim that these are new skills learned from their jobs because most of the respondents do not have experiences related to their jobs in Korea. Most of the workers have differing educational backgrounds from their jobs in Korea. This is where mismatch between jobs and educational or professional backgrounds are evident.

10. Perception about Life in Korea

Despite all the problems that the migrants encountered at work, 96% of the respondents still believe that their life in Korea is generally good because of high salary, the country's convenient transportation system, good services, the presence of family and friends. Only one respondent answered negative since she feels homesick even if already married to a Korean national.

11. Awareness and Availment of Government/NGO Programs

About 68% of the respondents are aware of government and non-government organization (NGO) programs and projects for overseas workers but only 7% claim to have availed of these programs. Some either claim the lack of time away from work to be able to avail of government projects or programs for the OFWs or plainly because they prefer to work and be paid than take a day-off from work to avail of the programs. Understandably, for the illegal workers, they may have been hesitant to seek assistance because of their status. They fear of being caught and reprimanded or worse, deported.

12. Monthly Wage:

The amount of remittances is related to monthly wage. Workers who receive higher wages are expected to send more remittances to the Philippines. The survey results show that most workers send from 70% to 80% of their monthly wages to their families back home. Also, household positions somehow influence the degree of responsibility and the likelihood of remittance. For instance, a head of the family is more likely to remit bulk of his wages to his family for financial support as compared to an unmarried worker who may or may not remit back home.

CHAPTER III: CONCLUSION/RECOMMENDATIONS

The primary causes of migration discussed in the paper are unemployment and underemployment, high population growth rate and international wage differentials. Employment promotion is one of the economic benefits of migration. Data gathered from various sources showed that employment generation from overseas contract work has been substantial. Meanwhile, remittances have contributed substantially to the foreign exchange earnings and balance of payments of the country. Migrant workers remittances as reported are being underestimated because many workers send remittances through informal channels although this survey shows that remittances are being coursed through formal channels such as the banks by the majority of the respondents. Remittances have also improved the economic and social standing of recipient households. However, studies have not shown significant skills upgrading from overseas employment, instead, it appears that many Filipinos are being de-skilled due to their employment for menial work abroad. Also, there are many concerns and problems encountered by workers abroad. These include unpaid salaries, passports being withheld by employers, long working hours, and terrible working conditions.

Economic migration remains a major source of alternative employment and foreign exchange in the Philippines. Emigration appears to be indispensable and will continue in the future considering the country's high unemployment rate and the dependency of families on remittances from abroad. However, economic migration is not a short cut to development. Emigration can only offer a temporary solution to the problem of employment generation. Many Filipinos who leave for work overseas do not come from the pool of the unemployed; instead, many were already employed at home but they leave to seek higher wages abroad. Others were "encouraged workers" like housewives who were initially not in the labor force

but who were motivated to join the overseas labor market. Since the labor force of major labor exporting countries such as China are expected to increase in the coming decades, the Philippines faces increasing competition for workers. Some major labor importing countries such as Japan have also started tightening their already rigid visa requirements and started deporting illegal workers. It is therefore not realistic to be dependent on emigration to solve unemployment. In the long term, it is important to find ways and means of reducing the dependence on emigration.

With regard to skills transfer from overseas employment, Filipinos are actually being de-skilled. For instance, college graduates work as domestic helpers in Hongkong, engineers and government employees are employed as construction workers while highly educated females work as domestic helpers. Further, even if workers learn new skills while abroad, work experience and skills acquired are not necessarily well matched to local needs.

Meanwhile, return migration is difficult especially if the economy cannot reabsorb workers or if wage levels cannot match overseas wages. Therefore, many migrants who return after completing their overseas contracts return to the Philippines and then re-apply for jobs in other countries.

Many serious problems and concerns have cropped up from the export of Filipino labor. The government should provide adequate support and assistance to migrant workers especially to victims of abuse and exploitation. Even if a large number of migrants are aware of government projects for migrant workers, few only avail such for the reason that they get disappointed from much delayed results or no results at all.

Also, illegal workers despite their status should also be provided the necessary support considering that they are vulnerable to abuse.

Individual migrants and their families benefit from overseas employment through remittances. Remittances increase enrolment at schools since most migrant workers allocate

some amount for the education of their children and siblings. However, remittances and the savings of returning migrants are not automatically converted into economic development. Previous studies have shown that remittances are normally used for conspicuous consumption such as housing, real estate, and the like and are not usually invested in job-creating enterprises. Hence, policies should support small-scale production activities that are within the reach of migrants' families and programs on helping remittance recipients invest profitably should be strengthened. These recipients should be "educated" more on long-term benefits.

Further, it is suggested that government support from both the Philippines and South Korea for OFW returnees be offered. This may come in forms of technical trainings for business and employment which may be conducted during days-off. Also, since there are several Philippine-based Korean companies that are labor-intensive, it might be possible that the employers of the OFWs in Korea refer these OFW returnees to those Korean companies located in the Philippines for possible absorption in their manpower pool.

Improved economic conditions in the source country like the Philippines will increase the opportunity cost of migration and thus slow down the flow of migrants. However, it might decrease the constraints on the capacity to finance migration and will instead increase the inflow of migrants.

The government's macroeconomic policies need to be revised to stimulate faster growth and employment generation and curb emigration pressures like promoting foreign direct investments.

APPENDIX A

SURVEY QUESTIONNAIRE

Dear Respondent,

I'm a Filipino exchange student conducting a survey of overseas workers in South Korea for my research entitled: "Study on the Filipino Overseas Worker: A General Profile". Through this survey, I hope to gather sufficient primary data on the characteristics of migrants, their working conditions, the benefits of overseas employment, as well as problems that workers encounter in South Korea.

May I then request your kind assistance by answering this questionnaire as honestly, frankly and completely as you can. Please be assured that your identity will be kept **CONFIDENTIAL** and all information will be used solely for the purposes of this study.

You may answer in English, Tagalog, Ilokano, or Kankanaey.

Thank you very much. Maraming salamat po.

Shirley Marie B. Cosalan

Graduate Student – MPP

Korea Development Insitute

A. GENERAL INFORMATION

Nickname or Alias: _____ **Age:** _____

Gender/ Sex (please check): ___ male ___ female

Civil Status (please check):

___ single

___ married

___ others (please specify) _____

Address in the Philippines (Province and Region only): _____

Household Size (please indicate number of household members including yourself): _____

How many household members are employed? _____

Please specify (example: husband, father, myself): _____

Educational Attainment (please check):

___ Some Elementary

___ Elementary Graduate

___ Some High School

___ High School Graduate

___ Technical/Vocational Course

___ College/ University Graduate

___ Medicine/ Law Graduate

___ Some Graduate School

___ Master's Degree

___ Doctor's Degree (PhD)

___ Some College/University

___ Others (please specify)

Total number of years of schooling: _____ years

Household Position (please check):

___ household head

___ spouse

___ child (son/daughter)

B. MIGRATION DECISION and MIGRATION PROCESS

Your coming to Korea was a ___ family decision
___ personal decision

Number of family members or close relatives working or living abroad

- Please specify (e.g. brother, uncle, mother, etc.) _____

- What countries? (e.g. Korea, Japan, USA, Saudi Arabia, etc.)

Who assisted you in coming to Korea? (please check)

___ scholarship

___ husband/wife working/studying in Korea

___ business partner

- company
- Korean husband/ wife
- job agent
- relatives
- friends
- others (please specify) _____

How much was your total placement fee and other pre-departure expenses?

(estimate-please indicate if in won, pesos or US dollars)

Did you have a job in the Philippines before you came to Korea?

- yes (What was your job in the Philippines? _____)
- no

How much was your gross monthly salary in your last job in the Philippines? estimate in pesos) _____

Why did you come to Korea? (please check)

- economic reasons
 - no job in the Philippines
 - higher salary
 - better working conditions
 - others (please specify) _____
 - to earn more money and upgrade my social status in the Philippines
- to study
- to get married with a Korean
- to be with my family
- others (please specify) _____

When did you come to Korea? month _____ year _____

How long have you been here? _____ year(s) _____ month(s)

What was your visa when you entered Korea? _____

What is your visa now? _____

Have you had your visa extended after it expired?

- yes *Why?(please check)*
 - to continue working
 - to continue my studies/research
 - to save enough money
 - to be with my family
 - to stay longer in Korea
 - no job opportunities in the Philippines
 - others (please specify) _____
- no *Why not?* _____

How long do you intend to stay in Korea from now? _____years

C. EMPLOYMENT/OCCUPATION

Status/ Present Occupation (please check):

- diplomat, official
- professor, artist, church/religious missionary, journalist
- investor/businessman, lawyer, accountant
- medical researcher, instructor, engineer
- specialist in humanities and international services
- intra-company transferee
- skilled laborer
- company trainee
- artist
- temporary visitor (tourist)
- visiting relative
- athlete
- dependent (Who is your sponsor? _____?)
- construction, transport industry, stockyard worker
- factory worker
- entertainer
- student (If you checked this portion, please indicate if):
 - Philippine government scholarship
 - Korean government scholarship
 - company scholarship
 - financed with own money/funds
 - financed through parents/relatives
 - others (please specify) _____
- Others (please specify) _____

Company/School or Place of Work : _____

Please check if: _____ full-time worker
_____ part-time worker

Number of years in current job: _____

How much is your gross monthly salary in Korea?

(estimate in won)

Starting salary	_____	Year	_____
Salary in second job	_____	Year	_____
Salary in third job	_____	Year	_____
Salary in fourth job	_____	Year	_____
Present salary	_____		

How much is your hourly wage in your current job? (in won)___

How many hours do you work in a month? (estimate) _____

How many jobs do you have now?_____ (please specify_____)

How many times have you changed your employer? _____ times

Why? _____

Have you encountered some problems at work? _

___ yes

___ no

Problems encountered (please check):

___ low salary

___ unpaid salary

___ overtime work or long working hours

___ withholding of salary

___ withholding of passport, alien registration card, etc.

___ imposition of fines for job violations (coming late for work, getting absent. etc.)

___ doing jobs not indicated in contract (please specify _____)

___ organized crime (gangsters)

___ arranged marriages

___ tax

___ sexual harassment, sexual abuse

___ racial discrimination

___ bad working conditions

___ bad relations with co-employees

___ problems with agent (please specify _____)

___ others (please specify) _____

Have you ever visited the Philippines after you came here? ___yes ___no

When was the last time you visited the Philippines? _____

D. BENEFITS OF OVERSEAS EMPLOYMENT

Do you remit money to the Philippines?

___yes (How much per month? ___won;about__ % of my salary)

___no (Why not? _____)

Why do you send money to the Philippines?

___ family support

___ buy a house, land, car

___ set up a business

___ save money for future use (please specify _____)

___ invest in stocks/bonds

___ pay off debts (pambayad ng utang)

___ send my children/siblings to school

___ others (please specify) _____

How do you send money to the Philippines?

___ post office

___ friends

bank
 others (please specify) _____

Do you have a savings account in Korea? yes no

Have you acquired or learned some new skills from your work in Korea?

yes (What skills? _____)
 no (Why not? _____)

How did you learn these new skills?

through my work (experience)
 through the guidance of my boss/ supervisor/ co-workers
 through company-sponsored training
 through books
 through lessons at school
 self-study
 others (please specify) _____

E. OTHERS

Are you enjoying your life in Korea? yes no

If yes, why? (please check)

convenient transportation system
 good services
 high salary
 many friends
 many entertainment centers
 family is here
 others (please specify) _____

If no, why not? (please check)

high cost of living
 homesick
 problems with employers
 personal problems
 others (please specify) _____

Are you aware of programs being undertaken by the government and non-government organizations (NGOs) to help overseas workers? yes no

What are these programs? _____

Have you availed yourself of these programs while you were working in Korea? yes no

Do you have any suggestions for the improvement of the situation of overseas workers in Korea? _____

THANK YOU VERY MUCH. MARAMING SALAMAT PO

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