Recognizing Filipino migrant workers' skills: Initiatives and challenges

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Outline of the Presentation

❑ Country profile

❑ Labor migration trends

❑ Recent policies to promote skills development of Filipino migrant workers

❑ Challenges

❑ Response to address challenges

Country Profile

THE PHILIPPINES
Country Profile

GROSS DOMESTIC PRODUCT

US$ 313.6B
GDP (2017)

US$ 2,989
GDP per capita (2017)

7.4% Agriculture
33.4% Industry
59.3% Services
Economic Structure
(GDP composition,
Q3 2018)

POPULATION AND LABOR FORCE

106.6M
Population (Q3 2018)

71.3M
Working age population
(2018)

43.5M **(60.9%)**
Labor Force (2018)

EMPLOYMENT STATUS

41.2M (94.7%)
Employed (2018)

2.3M (5.3%)
Unemployed (2018)

6.7M (16.4%)
Underemployed (2018)

OVERSEAS FILIPINOS AND REMITTANCES

8.8M
Overseas Filipinos
(2017)

2.7M
Documented OFWs
(2017)

US$ 31.3B
Remittances (2017)

10%
Remittances Share
to GDP (2017)

Labor Migration Trends

FIGURE 1. Deployed Land-based Overseas Filipino Workers by Top 10 Destinations: Philippines, 2017

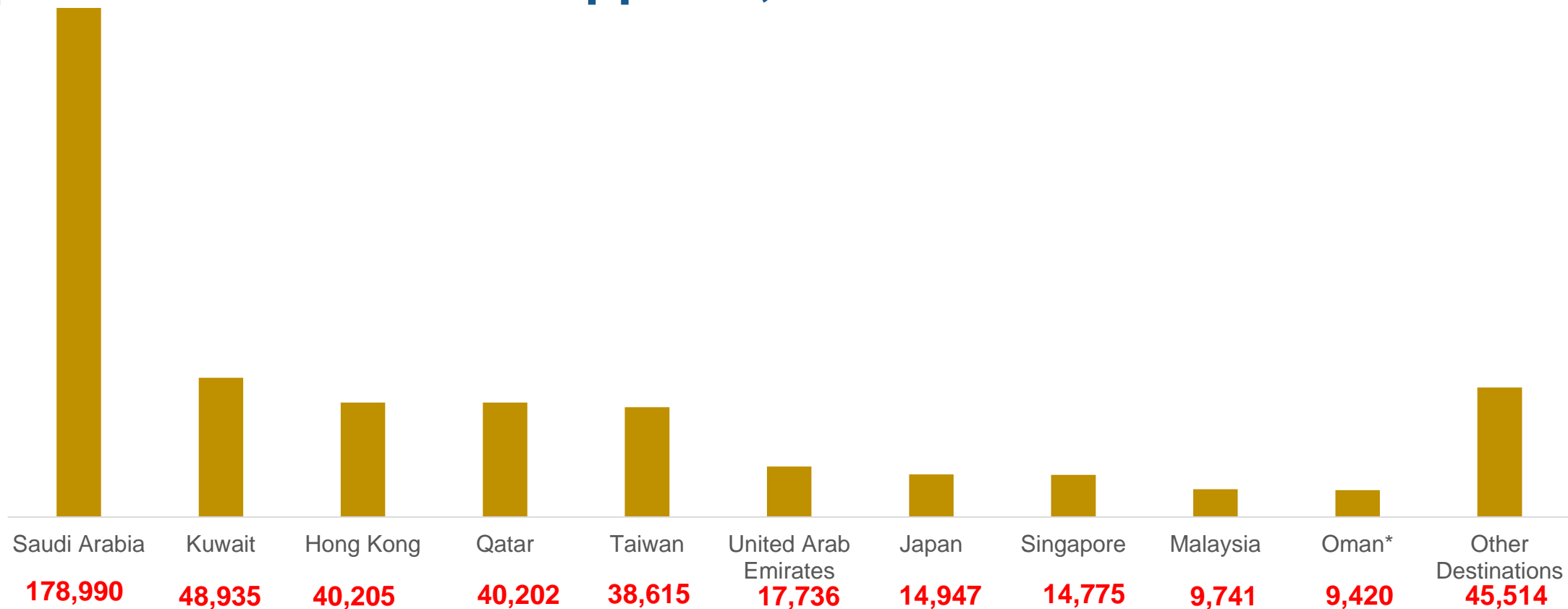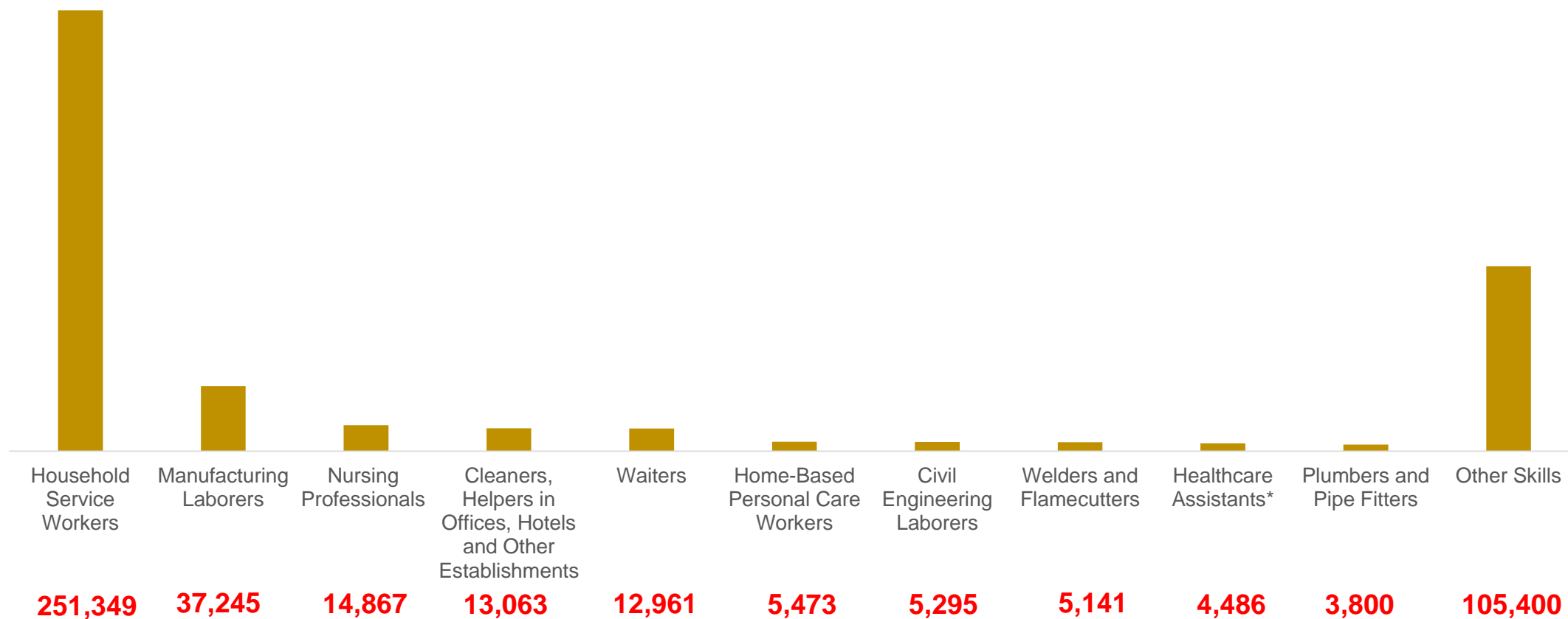| Saudi Arabia	Kuwait	Hong Kong	Qatar	Taiwan	United Arab Emirates	Japan	Singapore	Malaysia	Oman*	Other Destinations
178,990	48,935	40,205	40,202	38,615	17,736	14,947	14,775	9,741	9,420	45,514

FIGURE 2. Deployed Land-based Overseas Filipino Workers by Top 10 Skills: Philippines, 2017

Household Service Workers	Manufacturing Laborers	Nursing Professionals	Cleaners, Helpers in Offices, Hotels and Other Establishments	Waiters	Home-Based Personal Care Workers	Civil Engineering Laborers	Welders and Flamecutters	Healthcare Assistants*	Plumbers and Pipe Fitters	Other Skills
251,349	37,245	14,867	13,063	12,961	5,473	5,295	5,141	4,486	3,800	105,400

❏ Recent policies to promote skills development of Filipino migrant workers

- The most effective tool for empowerment is the possession of skills by migrant workers.

- In order to protect Filipino migrant workers, the Philippines supports the promotion of skills and qualifications recognition pathways to ensure decent work

1. Passage of a law institutionalizing the Philippine Qualifications framework on January 16, 2018
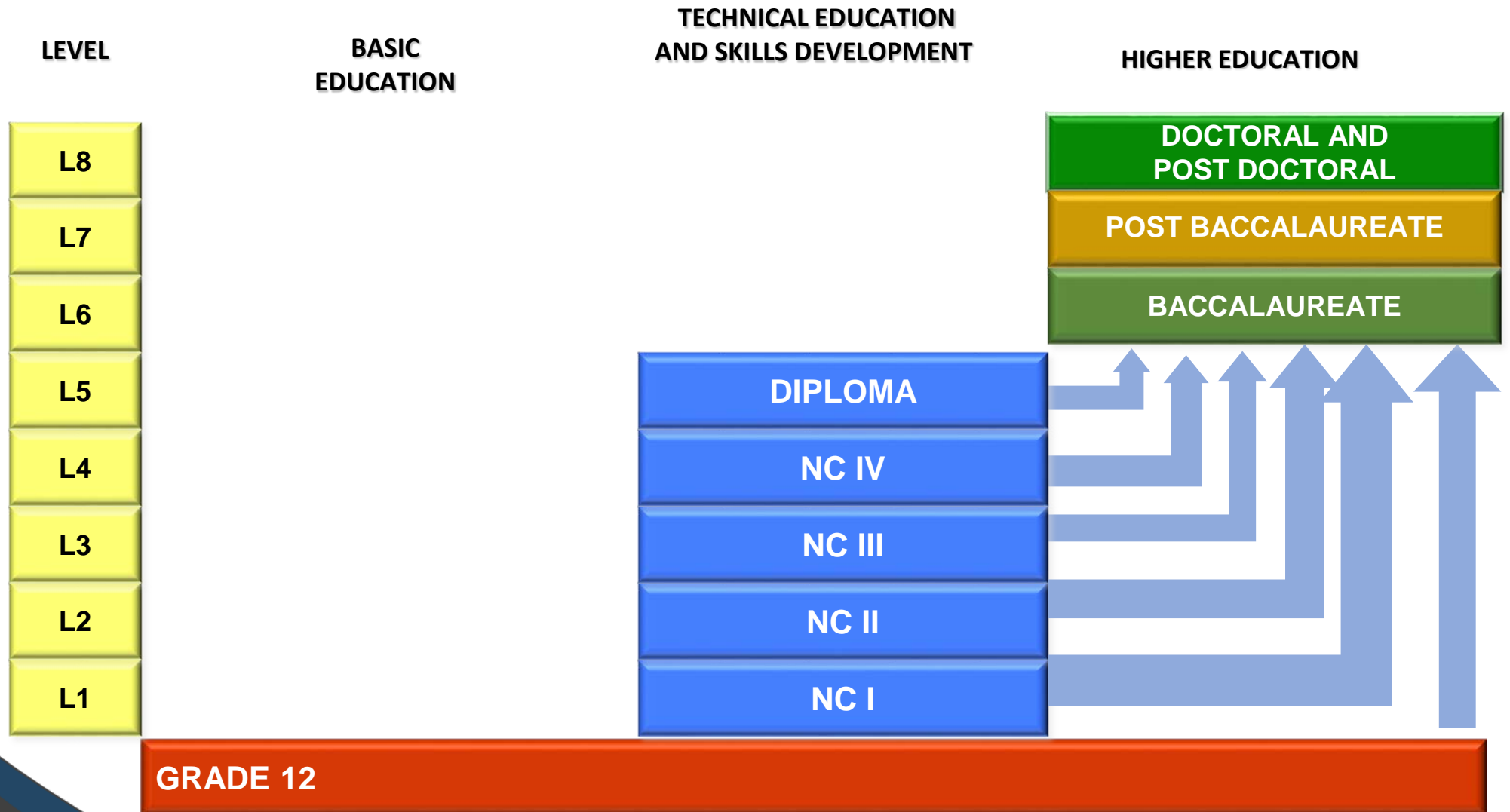
PHILIPPINE QUALIFICATIONS FRAMEWORK (PQF)

- **A quality assured national system for the development, recognition, and award of qualifications based on standards of knowledge, skills, and values acquired in different ways and methods by Filipino learners and workers.**

How can the Filipino workforce benefit from PQF?

- **Seamless recognition of skills and qualifications to help level the playing field in the labor market**
- **Less work transition period, faster hiring process**
- **Effective use of existing and future skills and qualifications**
- **Alignment of educational outcomes with industry requirements**
- **Alignment of domestic qualifications standards with international qualifications framework**

PQF: 8-Level Qualifications Descriptors

LEVEL

BASIC EDUCATION

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT

HIGHER EDUCATION

LEVEL			
L8			DOCTORAL AND POST DOCTORAL
L7			POST BACCALAUREATE
L6			BACCALAUREATE
L5		DIPLOMA	
L4		NC IV	
L3		NC III	
L2		NC II	
L1		NC I	

GRADE 12

ASEAN QUALIFICATIONS REFERENCE FRAMEWORK (AQRF)

ASEAN QUALIFICATIONS REFERENCE FRAMEWORK (AQRF)

- **AQRF**: A common reference framework that provides a means for the comparison of educational qualifications across AMS.

- **Relation to PQF**: the Philippines has committed the PQF to be referenced with AQRF. The PQF National Coordinating Committee submitted the Philippine Referencing Report to the AQRF Committee on 16 October 2018.
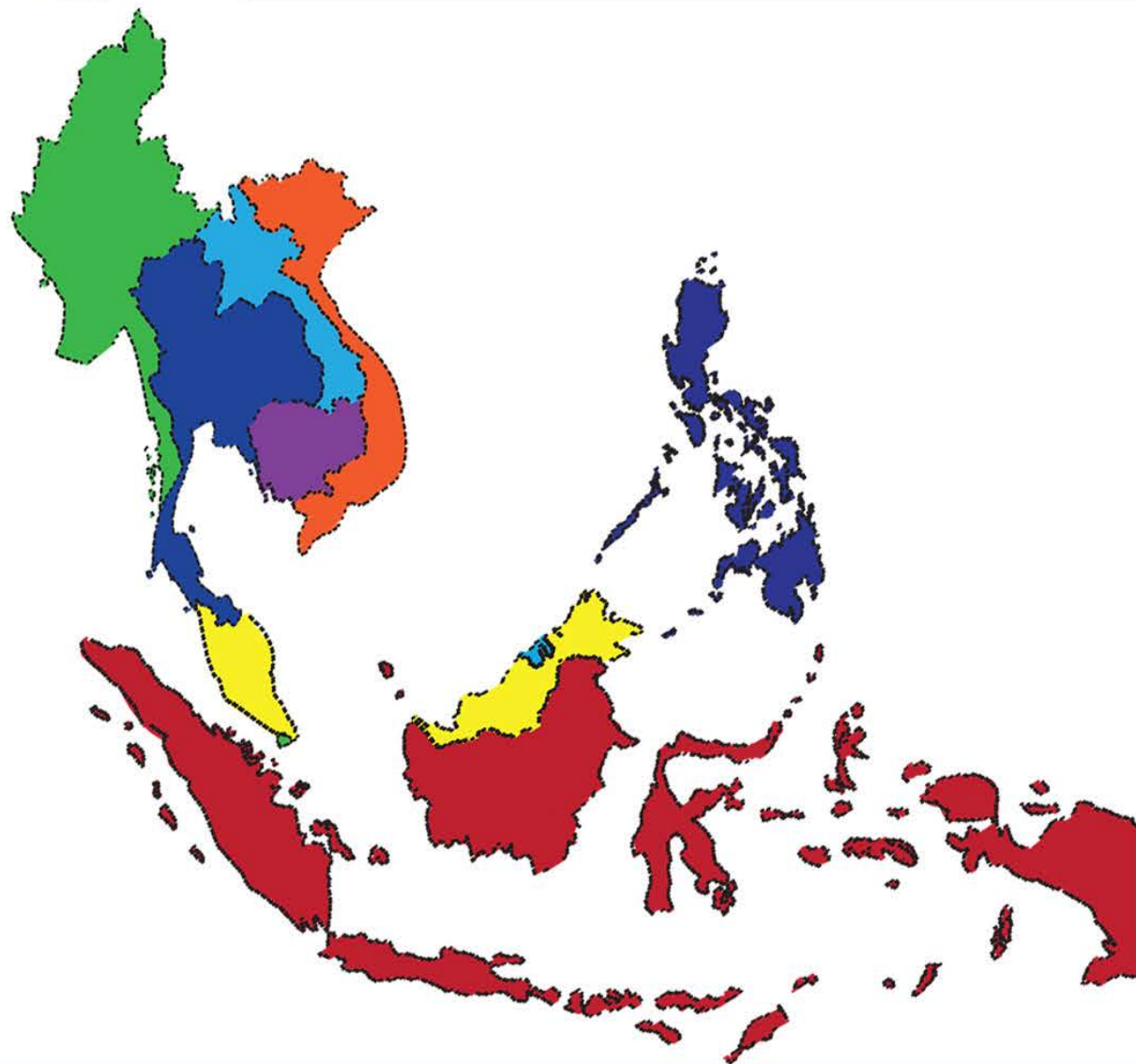
ASEAN Mutual Recognition Arrangements (MRAs) on Professional Services

ASEAN MRAs on Professional Services

Accountancy   Architecture   Dentistry   Engineering

Medicine   Nursing   Tourism   Surveying*

*Framework Arrangement on Mutual Recognition

Bilateral Labor Agreements (BLAs)

Bilateral Labor Agreements (BLAs)

- As of October 2018, the Philippines has succeeded in entering 43 valid BLAs with 27 countries of destination.

- Around 28% or 12 out of the 43 BLAs negotiated have provisions related to mutual recognition of skills and qualifications, human resource development, skills enhancement and development, training, TVET, deployment of skilled OFWs, and exchange of professionals.

  - Dialogue partners: Cambodia, Bahrain, Kuwait, Libya, Qatar, Saudi Arabia, Switzerland, and provinces of Manitoba, Saskatchewan and British Columbia of Canada.

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CHALLENGES

ASEAN MRAs on Professional Services

- **Existing Philippine MRAs are limited to those within ASEAN; no MRAs yet with other countries outside of the region, particularly with the top destination countries of OFWs.**

ASEAN MRAs on Professional Services

- **Among the 7 professions with ASEAN MRAs, several key challenges linger, which can be broadly categorized into 2 domains: TECHNICAL and INSTITUTIONAL CHALLENGES.**

- **TECHNICAL: alignment of restrictive domestic regulatory regimes with MRAs.**

    - **INSTITUTIONAL: (1) inadequate funding; (2) missing offices and bodies; (3) lack of coordination among government agencies; and (4) poor data collection.**

RESPONSE

- <u>**Mutual Recognition of Professional Qualifications (MRPQ).**</u>

- **The Philippine Professional Regulations Commission's initiative to attain cooperative arrangements for mutual recognition of qualifications and credentials, which include: (1) conduct of research; (2) identification of areas of alignment; and (3) onsite visit and meetings with foreign counterparts.**

Bilateral Labor Agreements (BLAs)

- **Philippine BLAs with provisions on skills and HRD.** **Only a small portion of Philippine BLAs have provisions related to skills and HRD; the bulk of these agreements focus on abating irregular migration between the Philippines and respective countries of destination.**

RESPONSE

- **Enhancement of monitoring. Most of the Philippine BLAs are negotiated via the MOU track, which are non-legally binding instruments. Mechanisms to monitor proper implementation and enforcement of the provisions of these BLAs in both sending and receiving countries are still being enhanced, including those relates to skills and HRD.**

RESPONSE

- **Among other initiatives, the Philippine Overseas Employment Administration (POEA), DOLE-International Labor Affairs Bureau (ILAB), and DOLE-Institute for Labor Studies (ILS) have collaborated to further develop strategies in assessing the effectiveness of signed Philippine BLAs. An initial step was the conduct of a 2018 ILS research that focused on a general review of Philippine BLAs—with particular goal of developing a framework for monitoring and evaluation.**

End of Presentation