

International Dialogue on Migration Seminar  
Migration and Human Resources for Health  
*From Awareness to Action*

# **Managing the Mobility of Health Care Workers The Philippine Experience**

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# Philippine Context

- **Philippine out-migration program began in 1974 with the passage of the Labor Code**
  
- **Philippines a major labor-sending country**
  - **197 destination-countries**
  - **8 M overseas Filipino workers**
  - **US\$6.8 B in average annual remittances from 2000 to 2005.**
  - **US\$10.7 B in remittances (2005)**



# Discussion Points

1

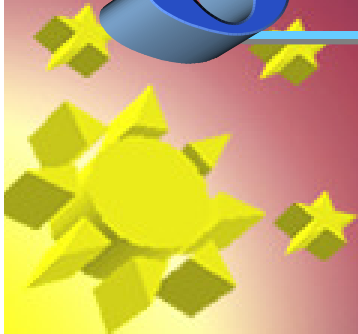
Supply and Demand of  
Philippine Health Professionals

2

Internal, Bilateral, & Multilateral Mechanisms  
for Managing Mobility

3

Lessons Learned

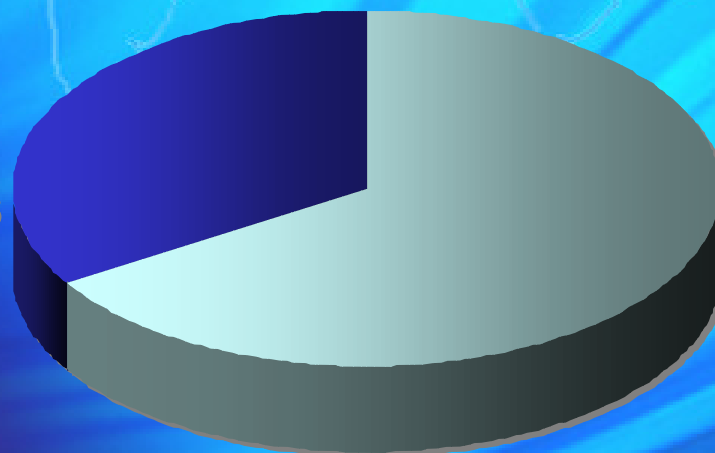


# Health Professionals

## As of Dec. 2005

**Total No. of Professionals= 2,469,540**

**Registered  
Health  
Professionals**  
840,230  
34%



**Other  
Registered  
Professionals**  
1,629,310  
66%



# Health Professionals

## As of Dec. 2005

<b>TOTAL</b>	<b>840,230</b>	<b>100%</b>
<i>Nurses</i>	<i>382,624</i>	<i>46%</i>
<i>Midwives</i>	<i>137,888</i>	<i>16%</i>
<i>Medical doctors</i>	<i>106,450</i>	<i>13%</i>
<i>Dentists, Pharmacists, &amp; Optometrists</i>	<i>109,769</i>	<i>13%</i>
<i>Medical technologists &amp; Medical laboratory technologists</i>	<i>53,360</i>	<i>6%</i>
<i>Physical therapists, Occupational therapists, &amp; Related technicians</i>	<i>21,932</i>	<i>3%</i>
<i>Radiologic technologists &amp; X-ray technologists</i>	<i>14,431</i>	<i>2%</i>
<i>Nutritionist-Dietitians &amp; Dietitians</i>	<i>13,776</i>	<i>2%</i>

Figures may not tally due to rounding

# Targeted No. of Health Professionals, 2006-2010

<b>TOTAL</b>	<b>232,082</b>	<b>100%</b>
<i>Nurses</i>	<i>106,212</i>	<i>46%</i>
<i>Midwives</i>	<i>38,096</i>	<i>16%</i>
<i>Dentists, Pharmacists, &amp; Optometrists</i>	<i>30,193</i>	<i>13%</i>
<i>Medical doctors</i>	<i>29,430</i>	<i>13%</i>
<i>Medical technologists &amp; Medical laboratory technologists</i>	<i>14,742</i>	<i>6%</i>
<i>Physical therapists, Occupational therapists, &amp; Related technicians</i>	<i>6,005</i>	<i>3%</i>
<i>Radiologic technologists &amp; X-ray technologists</i>	<i>3,987</i>	<i>2%</i>
<i>Nutritionist-Dietitians &amp; Dietitians</i>	<i>3,417</i>	<i>1%</i>

Target increase of 5% per annum

# Deployed Health Professionals, 2002-2005

<b>TOTAL</b>	<b>44,087</b>	<b>100%</b>
<i>Nurses</i>	<i>36,540</i>	<i>83%</i>
<i>Medical X-ray technologists</i>	<i>1,675</i>	<i>4%</i>
<i>Physiotherapists, &amp; Occupational therapists</i>	<i>1,782</i>	<i>4%</i>
<i>Life science/Medical technologists</i>	<i>1,283</i>	<i>3%</i>
<i>Midwives</i>	<i>1,071</i>	<i>2%</i>
<i>Medical doctors</i>	<i>434</i>	<i>1%</i>
<i>Nutritionist-Dietitians &amp; Dietitians</i>	<i>453</i>	<i>1%</i>
<i>Dentists, Pharmacists, &amp; Optometrists</i>	<i>849</i>	<i>2%</i>

# Deployed Nurses

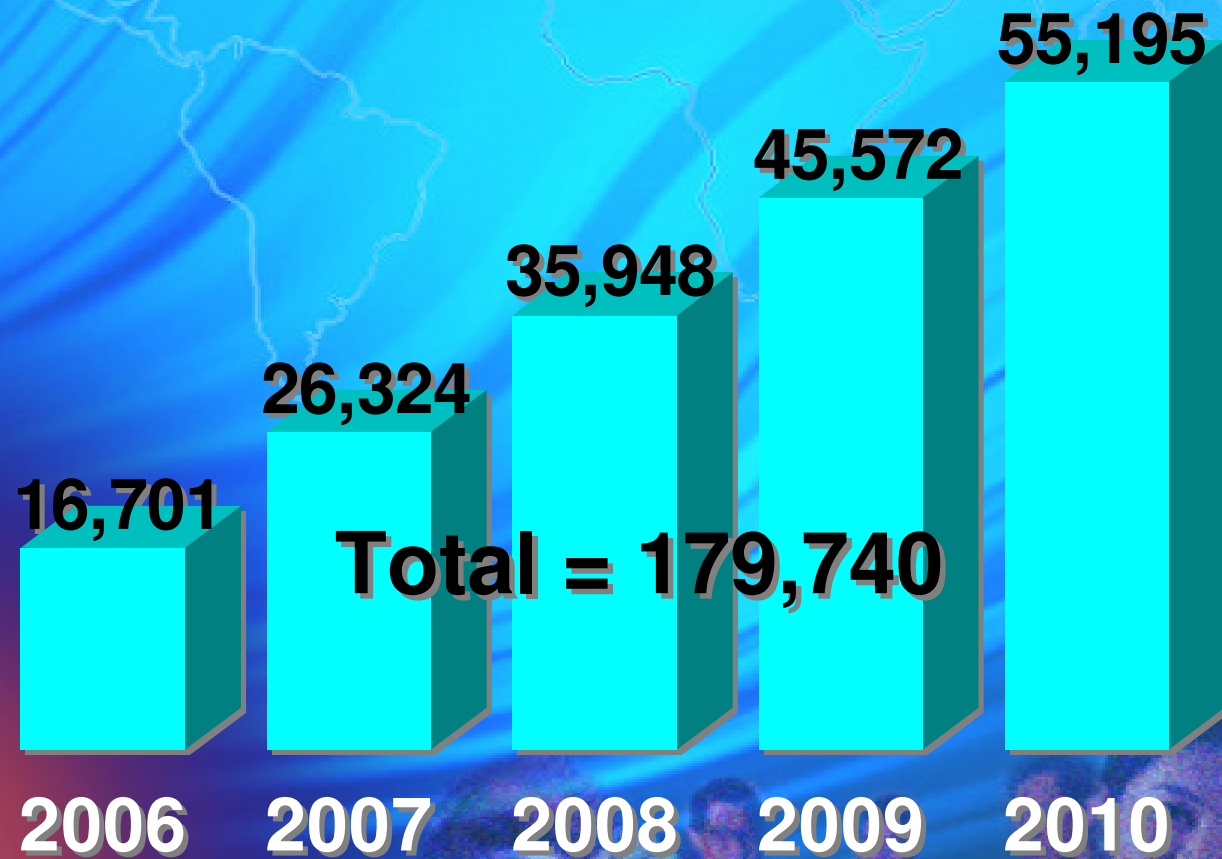
## 1992-2004

<b>TOTAL</b>	<b>102,733</b>	<b>100%</b>
<i>Saudi</i>	<i>56,253</i>	<i>55%</i>
<i>U.S.</i>	<i>11,919</i>	<i>12%</i>
<i>U.K. &amp; Ireland</i>	<i>17,460</i>	<i>17%</i>
<i>U.A.E.</i>	<i>3,148</i>	<i>3%</i>
<i>Kuwait</i>	<i>2,355</i>	<i>2%</i>
<i>Libya</i>	<i>2,089</i>	<i>2%</i>
<i>Rest of the world</i>	<i>9,509</i>	<i>9%</i>





# Projected Deployment of Nurses, 2006-2010



# Internal Mechanisms

## State-managed Migration

### 1. Philippine Overseas Employment Administration (POEA)

- Tripartite Policy-making body
- Sets standards for overseas employment contracts
- Sets criteria for licensing of recruitment agencies
- Exercises disciplinary powers on cases arising from violations of recruitment violations
- Facilitates government-to-government recruitment arrangements



# Internal Mechanisms

## State-managed Migration

### 2. Overseas Workers Welfare Administration (OWWA)

- Manages the Welfare Fund
- Provides welfare services such as pre departure orientation seminars, repatriation and workers' training
- Provides life, medical insurance as well as death benefits.
- Provides scholarships and business loans.



# Internal Mechanisms

## State-managed Migration

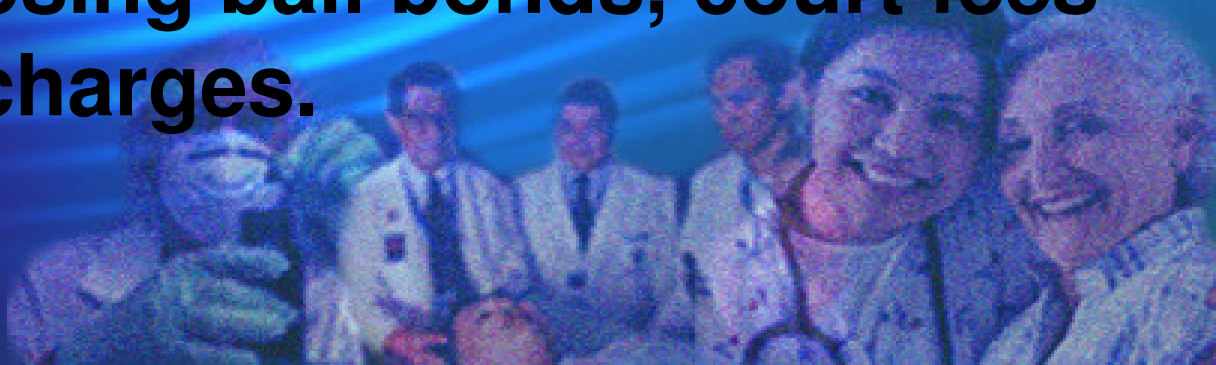
3. **Philippine Overseas Labor Offices (POLOs)- 34 posts worldwide in 27 countries**
  - Ensures workers' protection through verification of employment contracts.
  - Maintains the Filipino Workers' Resource Centers (in 19 posts in 16 countries).
  - Periodic marketing missions



# Internal Mechanisms

## State-managed Migration

4. Office of the Undersecretary for Migrant Workers Affairs (OUMWA)
  - Legal assistance for distressed overseas Filipino workers
  - Administers the Legal Assistance Fund to defray expenses on hiring of foreign lawyers, posing bail bonds, court fees and other charges.



# Internal Mechanisms

## State-managed Migration

### 5. 2006 National Manpower Summit

- Action Plan for matching local skills with local & global demands under decent work framework
- Policy targets to plug the outflow of critical skills
  - Monitoring of skills supply & demand
  - Improvement of local employment benefits
  - Alternatives to contract migration: secondment, cross-posting arrangements
  - Six month's separation notice from outgoing employees

# Bilateral Arrangements

## 1. Bilateral Labor Agreements with foreign governments

- Labor market expansion
- Employment facilitation
- Organized entry
- Welfare and social protection



# Bilateral Arrangements

## 2. Bipartite Institutional Arrangements

- Memorandum of Agreement with the private sector
  - foreign employers
  - foreign employers' organizations





# Multilateral Arrangements

- Membership to international institutions (e.g. International Labor Organization, International Organization for Migration, Global Commission on International Migration)
- Association of Southeast Asian (Nations)
  - Labor Ministers Meeting and Senior Labour Officials' Meeting
  - ASEAN Framework Agreement on Services



# Lessons Learned

1. **State migration ensures better terms & conditions of employment;**
2. **Bilateral and bipartite agreements on recruitment, social welfare & protection, skills exchange, education & training, & information sharing optimize the mutual gains of migration;**
3. **Effective migration management requires coherent national policies & reliable information systems; and**
4. **Migration policies must be within the context of national development & decent and humane overseas employment**



Department of Labor  
& Employment  
*Republic of the  
Philippines*

**Thank you**

