



Republic of the Philippines  
House of Representatives  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

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COMMITTEE REPORT NO. 142

Submitted by the Committees on Government Reorganization, Overseas Workers Affairs, and Appropriations on \_\_\_\_\_;

Re: House Bill No. 5832

Recommending its approval in substitution of House Bills Numbered 02, 335, 526, 1439, 1449, 2067, 2207, 2216, 2317, 2319, 2368, 2409, 2412, 2425, 2547, 2850, 2982, 3168, 3246, 3274, 3313, 3440, 3514, 3637, 3663, 3888, 3940, 4065, 4165, 4173, 4189, 4576, 4663, 4687, 4814, 4884, 5146, 5171 and 5256

Sponsors: Reps. Mario Vittorio "Marvey" A. Mariño, Raymond Democrito C. Mendoza, and Isidro T. Ungab

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Mr. Speaker:

The Committees on Government Reorganization, Overseas Workers Affairs and Appropriations to which were referred:

House Bill No. 02, introduced by Representatives Alan Peter "Compañero" S. Cayetano, Maria Laarni L. Cayetano, and Paolo Z. Duterte, entitled:

"An Act

Creating the Department of Overseas Filipino Workers (OFW) and Foreign Employment, Defining Its Powers ad Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, and For Other Purposes";

House Bill No. 335, introduced by Representative Rose Marie "Baby" J. Arenas, entitled:

"An Act

Providing For A National Reverse Migration Policy, Creating the National Reverse Migration Commission, And Appropriating Funds Therefore;

House Bill No. 526, introduced by Representative Michael Edgar Y. Aglipay, entitled:

"An Act

Creating the Department of Migration and Development, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 1439, introduced by Representative Luis N. Campos, Jr., entitled:

"An Act

Creating the Department of Migration and Development, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes”

House Bill No. 1449, introduced by Representative Kristine Singson-Meehan, entitled:

“An Act

Establishing the Department of Overseas Filipino Workers (DOFW), Defining Its Powers and Functions, Appropriating Funds Therefore And For Other Purposes”;

House Bill No. 2067, introduced by Representative Joey Sarte Salceda, entitled:

“An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes”;

House Bill No. 2207, introduced by Representative Prospero A. Pichay, Jr., entitled:

“An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes”;

House Bill No. 2216, introduced by Michael L. Romero, Ph.D., entitled:

“An Act

Creating the Department of Overseas Workers, Rationalizing the Organization and Functions of Government Agencies Related to Overseas Employment, And For Other Purposes”;

House Bill No. 2317, introduced by Representatives Sandro L. Gonzalez, entitled:

“An Act

Creating the Department of Overseas Filipino, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes”;

House Bill No. 2319, introduced by Representatives Eric G. Yap, Jocelyn P. Tulfo, Rowena Niña O. Taduran, entitled:

“An Act

Establishing the Department of Overseas Filipino Workers (DOFW), Defining Its Powers and Functions, Appropriating Funds Therefore And For Other Purposes”;

House Bill No. 2368, introduced by Representative Cheryl P. Deloso-Montalla, entitled:

“An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefore And For Other Purposes”;

House Bill No. 2409, introduced by Representative Ferdinand L. Hernandez, entitled:

“An Act

Establishing the Department of Overseas Filipino Workers (DOFW), Defining Its Powers and Functions, Appropriating Funds Therefore And For Other Purposes”;

House Bill No. 2412, introduced by Representative Precious Hipolito Castelo, entitled:

“An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor And For Other Purposes”;

House Bill No. 2425, introduced by Representative Alfred Vargas, entitled:

"An Act

Establishing the Department of Overseas Filipino Workers (DOFW), Defining Its Powers and Functions, Appropriating Funds Therefor And For Other Purposes";

House Bill No. 2547, introduced by Representative Luis Raymund (LRay) F. Villafuerte, Jr., entitled:

"An Act

Creating the Department of Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes";

House Bill No. 2850, introduced by Representatives Anna Marie Villaraza-Suarez and David "Jay-Jay" C. Suarez, entitled:

"An Act

Creating the Department of Overseas Filipinos And Migrant Workers, Defining Its Powers and Functions, Rationalizing the Organization and Functions of Government Agencies Related to Migration, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 2982, introduced by Representative Alyssa Sheena P. Tan, entitled:

"An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 3168, introduced by Representative Rose Marie "Baby" J. Arenas, entitled:

"An Act

Creating the Department of Overseas Workers, Rationalizing The Organization and Functions of Government Agencies Related to Overseas Employment, And For Other Purposes";

House Bill No. 3246, introduced by Representative Aurelio "Dong" D. Gonzales, Jr., entitled:

"An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 3274 introduced by Representatives Yedda Marie K. Romualdez and Ferdinand Martin G. Romualdez, entitled:

"An Act

Creating the Department of Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes";

House Bill No. 3313, introduced by Representative Camille A. Villar, entitled:

"An Act

Creating the Department of Migration And Development, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 3440, introduced by Representative Vilma Santos-Recto, entitled:

"An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, and Appropriating Funds Therefor";

House Bill No. 3514, introduced by Representative Lucy Torres-Gomez, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, and Appropriating Funds Therefor";

House Bill No. 3637, introduced by Representative "Kuya" Jose Antonio R. Sy-Alvarado, entitled:

"An Act  
Creating the Department of Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes";

House Bill No. 3663, introduced by Representative Lianda B. Bolilia, entitled:

"An Act  
Creating the Department of Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 3888, introduced by Representative Joy Myra S. Tambunting, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers. Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 3940, introduced by Representative Alberto D. Pacquiao, entitled:

"An Act  
Creating the Department of Overseas Employment, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4065, introduced by Representative Ron P. Salo, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4165, introduced by Representative Aloy Lim, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4173, introduced by Representative Teodorico T. Haresco, Jr., entitled:

"An Act  
Creating the Department of For Filipino Overseas, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4189, introduced by Representative Eric L. Olivarez, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4576, introduced by Representative Sol Aragones, entitled:

"An Act  
Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4663, introduced by Representative Jumel Anthony I. Espino, entitled:

"An Act

Creating the Department of Migration and Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes";

House Bill No. 4687, introduced by Representative Joaquin M. Chipeco, Jr., entitled:

"An Act

Creating the Department of Overseas Filipinos Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4814, introduced by Representative Kristine Alexei B. Tutor, entitled:

"An Act

Creating the Department of Overseas Filipino Workers, Defining Its Powers and Functions, Appropriating Funds Therefor, And For Other Purposes";

House Bill No. 4884, introduced by Representative Jonathan Keith T. Flores, entitled:

"An Act

Creating the Department of Overseas Filipinos (DOFIL), Defining Its Powers and Functions And Appropriating Funds Therefor"

House Bill No. 5146, introduced by Representative Macnell Lusofan, entitled:

"An Act

Creating the Department of Overseas Filipinos, Defining Its Powers and Functions, Appropriating Funds Therefor, Rationalizing the Organization and Functions of Government Agencies Related to Migration, And For Other Purposes"

House Bill No. 5171, introduced by Representative Juan Fidel Felipe F. Nograles, entitled:

"An Act

Establishing the Policy For The Protection and Promotion of the Welfare of Overseas Filipinos And Creating For This Purpose The Department of Overseas Filipinos and The Overseas Labor Relations Commission, Defining Their Powers and Functions, Rationalizing the Organization and Functions of Other Agencies Related to Overseas Filipinos, Appropriating Funds Therefor, And For Other Purposes"

and House Bill No. 5256, introduced by Representative Raymond Democrito C. Mendoza, entitled:

"An Act

Upgrading the Philippine Overseas Employment Administration Into The Department of Overseas Filipinos, Revising and Consolidating For The Purpose Executive Order No. 247, Series of 1987, Sections 2, 3, 19, 23 (b) and (b1) of Republic Act No. 8042, Otherwise Known As The Migrant Workers And Overseas Filipinos Act of 1995, As Amended By Republic Act No. 9422, Republic Act No. 10022 And Republic Act No. 11299, Appropriating Funds Therefor, And For Other Purposes"

**5832**

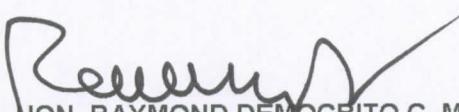
have considered the same and recommend that the attached House Bill \_\_\_\_\_, entitled,

"AN ACT

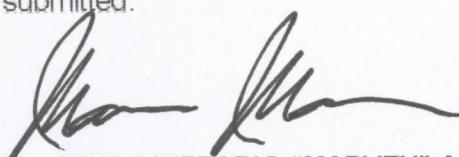
CREATING THE DEPARTMENT OF FILIPINOS OVERSEAS (DFO) AND FOREIGN EMPLOYMENT, DEFINING ITS MANDATE, POWERS AND FUNCTIONS, APPROPRIATING FUNDS THEREFOR

be approved in substitution of House Bills Numbered 02, 335, 526, 1439 1449, 2067, 2207, 2216, 2317, 2319, 2368, 2409, 2412, 2425, 2547, 2850, 2982, 3168, 3246, 3274, 3313, 3440, 3514, 3637, 3663, 3888, 3940, 4065, 4165, 4173, 4189, 4576, 4663, 4687, 4814, 4884, 5146, 5171 and 5256 with Representatives Alan Peter "Compañero" S. Cayetano, Maria Laarni L. Cayetano, Paolo Z. Duterte, Rose Marie "Baby" J. Arenas, Michael Edgar V. Aglipay, Luis N. Campos, Jr., Kristine Singson-Meehan, Joey Sarte Salceda, Prospero A. Pichay, Jr., Michael L. Romero, Ph.D., Sandro L. Gonzalez, Eric Go Yap, Jocelyn P. Tulfo, Rowena Niña O. Taduran, Cheryl P. Deloso-Montalla, Ferdinand L. Hernandez, Precious Hipolito Castelo, Alfred Vargas, Luis Raymund "LRay" F. Villafuerte, Jr., Anna Marie Villaraza-Suarez, David "Jay-Jay" C. Suarez, Deogracias Victor "DV" B. Savellano, Francisco Jose "Bingo" F. Matugas II, CPA, Fernando T. Cabredo, Alyssa Sheena Tan, Aurelio "Dong" D. Gonzales, Jr., Yedda Marie K. Romualdez, Ferdinand Martin G. Romualdez, Frederick W. Siao, Ma. Lourdes Acosta-Alba, Camille A. Villar, Vilma Santos-Recto, Juan Miguel Macapagal Arroyo, Maximo Y. Dalog, Jr., Ronnie L. Ong, Antonio "Tonypet" T. Albano, Joseph Stephen "Caraps" S. Padua, Rico B. Geron, Lucy Torres-Gomez, Lorna C. Silverio, "Kuya" Jose Antonio R. Sy-Alvarado, Lianda B. Bolilia, Ma. Lourdes T. Arroyo, Peter John D. Calderon, Juliet Marie De Leon Ferrer, Ma. Victoria V. Umali, Way Kurat Zamora, Joy Myra S. Tambunting, Romeo S. Momo, Jr., Jonathan Keith T. Flores, Jorge Antonio P. Bustos, Alberto D. Pacquiao, John Marvin "Yul Servo" C. Nieto, Ron P. Salo, Florida "Rida" P. Robes, Raul V. Del Mar, Gil "Kabarangay Jr." A. Acosta, Manuel Jose "Mannix" M. Dalipe, Rossana "Ria" Vergara, Esmael G. Mangudadatu, Frederil "Fred" H. Castro, Aloy T. Lim, Ria Christina G. Farinas, Teodoro T. Haresco, Jr., Eric L. Olivarez, Adriano A. Ebcas, Michael T. Defensor, Rolando "Klarex" A. Uy, Virgilio S. Lacson, Erico Aristotle C. Aumentado, Jose "Bong" L. Teves, Jr., Sol Aragones, Geraldine B. Roman, Jorge Antonio P. Bustos, Ann K. Hofer, Victor A. Yap, Pablo John F. Garcia, Edgar M. Chatto, Noel L. Villanueva, Joseph "Jojo" L. Lara, Strike B. Revilla, Micaela S. Violago, Cesar "Jawo" L. Jimenez, Jr., Amihilda J. Sangcopan, Mujiv S. Hataman, Estellita B. Suansing, Lawrence "Law" H. Fortun, Jose Gay G. Padiernos, Abraham "Bambol" N. Tolentino, Jumel Anthony I. Espino, Joaquin M. Chipeco, Jr., Eduardo "Bro. Eddie" C. Villanueva, Domingo C. Domingo, Manuel Luis T. Lopez, Sharon S. Garin, Wilton Tan Kho, Kristine Alexie B. Tutor, Tyrone D. Agabas, Ann K. Hofer, Macnell Lusutan, Juan Fidel Felipe F. Nograles, Raymond Democrito C. Mendoza, Sandra Y. Eriguel, M.D., John Reynald M. Tiangco, Xavier Jesus D. Romualdo, Josephine Veronique R. Lacson-Noel, Dahlia A. Loyola, Rico B. Geron, Emmarie "Lolypop" Ouano-Dizon, Divina Grace C. Yu, Eleandro Jesus F. Madrona, Mario Vittorio "Marvey" A. Mariño, Isidro T. Ungab, Enrico M. Pineda, Mark G. Go, Jose L. Ong Jr., Samantha Louis Vargas-Alfonso and Jesus "Bong" C. Suntay as authors thereof.

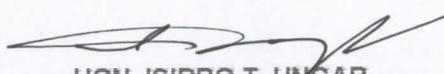
Respectfully submitted:



HON. RAYMOND DEMOCRITO C. MENDOZA  
Chairperson  
Committee on Overseas Welfare Affairs

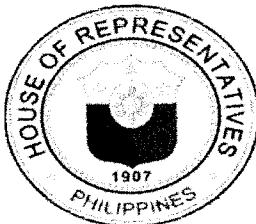


HON. MARIO VITTORIO "MARVEY" A. MARIÑO  
Chairperson  
Committee on Government Reorganization

HON. ISIDRO T. UNGAB  
Chairperson  
Committee on Appropriations

THE HONORABLE SPEAKER  
HOUSE OF REPRESENTATIVES  
Quezon City



Republic of the Philippines  
House of Representatives  
Quezon City

Eighteenth Congress  
First Regular Session

**5832**  
**House Bill No.**

(In substitution of House Bill Numbered 02, 335, 526, 1439 1449, 2067, 2207, 2216, 2317, 2319, 2368, 2409, 2412, 2425, 2547, 2850, 2982, 3168, 3246, 3274, 3313, 3440, 3514, 3637, 3663, 3888, 3940, 4065, 4165, 4173, 4189, 4576, 4663, 4687, 4814, 4884, 5146, 5171 and 5256)

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Introduced by

Representatives Alan Peter "Compañero" S. Cayetano, Maria Laarni L. Cayetano, Paolo Z. Duterte, Rose Marie "Baby" J. Arenas, Michael Edgar V. Aglipay, Luis N. Campos, Jr., Kristine Singson-Meehan, Joey Sarte Salceda, Prospero A. Pichay, Jr., Michael L. Romero, Ph.D., Sandro L. Gonzalez, Eric Go Yap, Jocelyn P. Tulfo, Rowena Niña O. Taduran, Cheryl P. Deloso-Montalla, Ferdinand L. Hernandez, Precious Hipolito Castelo, Alfred Vargas, Luis Raymund "LRay" F. Villafuerte, Jr., Anna Marie Villaraza-Suarez, David "Jay-Jay" C. Suarez, Deogracias Victor "DV" B. Savellano, Francisco Jose II "Bingo" F. Matugas, CPA, CESO, LLB, Fernando T. Cabredo, Alyssa Sheena Tan, Aurelio "Dong" D. Gonzales, Jr., Yedda Marie K. Romualdez, Ferdinand Martin G. Romualdez, Frederick W. Siao, Ma. Lourdes Acosta-Alba, Camille A. Villar, Vilma Santos-Recto, Juan Miguel Macapagal Arroyo, Maximo Y. Dialog, Jr., Ronnie L. Ong, Antonio "Tonypet" T. Albano, Joseph Stephen "Caraps" S. Paduano, Rico B. Geron, Lucy Torres-Gomez, Lorna C. Silverio, "Kuya" Jose Antonio R. Sy-Alvarado, Lianda B. Bolilia, Ma. Lourdes T. Arroyo, Peter John D. Calderon, Juliet Marie De Leon Ferrer, Ma. Victoria V. Umali, Way Kurat Zamora, Joy Myra S. Tambunting, Romeo S. Momo, Jr., Jonathan Keith T. Flores, Jorge Antonio P. Bustos, Alberto D. Pacquiao, John Marvin "Yul Servo" C. Nieto, Ron P. Salo, Florida "Rida" P. Robes, Raul V. Del Mar, Gil "Kabarangay Jr." A. Acosta, Manuel Jose "Mannix" M. Dalipe, Rossana "Ria" Vergara, Esmael G. Mangudadatu, Frederil "Fred" H. Castro, Aloy T. Lim, Ria Christina G. Farinas Teodorico T. Haresco, Jr., Eric L. Olivarez, Adriano A. Ebcas, Michael T. Defensor, Rolando "Klarex" A. Uy, Virgilio S. Lacson, Erico Aristotle C. Aumentado, Jose "Bong" L. Teves, Jr., Sol Aragones, Geraldine B. Roman, Jorge Antonio P. Bustos, Ann K. Hofer, Victor A. Yap, Pablo John F. Garcia, Edgar M. Chatto, Noel L. Villanueva, Joseph "Jojo" L. Lara, Strike B. Revilla, Micaela S. Violago, Cesar "Jawo" L. Jimenez, Jr., Amihilda J. Sangcopan, Mujiv S. Hataman, Estellita B. Suansing, Lawrence "Law" H. Fortun, Jose Gay G. Padiernos, Abraham "Bambol" N. Tolentino, Jumel Anthony I. Espino, Joaquin M. Chipeco, Jr., Eduardo "Bro. Eddie" C. Villanueva, Domingo C. Domingo, Manuel Luis T. Lopez, Sharon S. Garin, Wilton Tan Kho, Kristine Alexie B. Tutor, Tyrone D. Agabas, Ann K. Hofer, Macnell Lusotan, Juan Fidel Felipe F. Nograles, Raymond Democrito C. Mendoza, Sandra Y. Eriguel, M.D., John Reynald M. Tiangco, Xavier Jesus D. Romualdo, Josephine Veronique R. Lacson-Noel, Dahlia A. Loyola, Rico B. Geron, Emmarie "Lolypop" Cuano-Dizon, Divina Grace C. Yu, Eleandro Jesus F. Madrona, Mario Vittorio "Marvey" A. Mariño, Isidro T. Ungab, Enrico M. Pineda, Mark G. Go, Jose L. Ong Jr., Samantha Louis Vargas-Alfonso and Jesus "Bong" C. Suntay

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AN ACT  
CREATING THE DEPARTMENT OF FILIPINOS OVERSEAS AND FOREIGN  
EMPLOYMENT, DEFINING ITS MANDATE, POWERS AND FUNCTIONS,  
APPROPRIATING FUNDS THEREFOR

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

**SECTION 1. Short Title.** - This Act shall be known as the “Department of Filipinos Overseas (DFO) Act”.

**SEC. 2. Declaration of Policy.** =

- a. It is the primordial duty of the State to protect the rights and promote the welfare and interest of Filipinos overseas;
- b. It is the duty of the State to uphold the dignity of labor and enhance its bargaining position in both domestic and international conditions. The State shall protect the welfare of all Filipinos, particularly when working and/or residing abroad, provide social protection and minimize the social costs of migration to their families at home, execute programs to sustain them when they return from abroad, and to harness the robust contribution of Filipino communities outside of the country towards nation building, utilizing a whole-of-government and whole-of-society approach;
- c. While recognizing the significant contribution of Filipinos overseas, including Overseas Filipino Workers (OFWs), to the national economy through their foreign exchange remittances and investments, the State does not promote overseas employment as a means to sustain economic growth and achieve national development. The State’s overseas employment program rests solely on the assurance that the dignity and human rights of OFWs shall neither be compromised nor violated. The State, therefore, shall continuously create local employment opportunities and promote the equitable distribution of wealth and the benefits of development. Towards this end, the State shall continually aim to make overseas employment a choice and not a necessity for every Filipino citizen;
- d. In the pursuit of an independent foreign policy and while considering national sovereignty, territorial integrity, national interest, and the right to self-determination paramount in its relations with other states, the State shall, at all times, uphold the dignity of its citizens, whether in-country or overseas, continuously monitor bilateral agreements with countries of destination and international conventions in

order to adopt or be a signatory to and ratify those that guarantee the protection to Filipinos Overseas;

- e. The State shall afford full protection to OFWs, promote full employment, ensure equal work opportunities regardless of sex, gender, race, creed or religion, monitor the relations between OFWs and their employers, and promote their welfare and well-being at all times. The State shall protect the rights of the workers to security of tenure, and just and humane conditions of work. Towards this end, the State shall provide adequate and timely social, economic, and legal services to OFWs;
- f. The State affirms the fundamental equality before the law of men and women and the latter's significant role in nation-building. In recognizing the particular vulnerabilities of women, the State shall apply gender sensitive criteria in the formulation and implementation of its policies and programs;
- g. Free access to the courts, quasi-judicial bodies, and adequate legal assistance shall not be denied to any person by reason of poverty. In this regard, it is imperative that an effective mechanism be instituted by the State to ensure that the rights and interests of Filipinos overseas in distress, in general, and OFWs, in particular, whether on regular or irregular status, are adequately protected and safeguarded;
- h. The State shall recognize and guarantee the right of all Filipinos overseas and OFWs, in particular, to participate in the democratic decision-making processes of the State and to be represented in institutions relevant to overseas employment;
- i. The State recognizes non-governmental organizations, trade unions, workers associations, business organizations and other stakeholders duly recognized as legitimate, as partners of the State in the protection of Filipinos Overseas and in the promotion of their welfare. The State shall nurture and uphold mutual trust and respect in possible areas of cooperation;
- j. The State shall protect every citizen desiring to work locally or overseas by securing the citizen the best possible terms and conditions of employment. The State shall endeavor to facilitate a free choice of available employment by persons seeking work and regulate the movement of workers in conformity with the national interest;
- k. The State affirms that the Filipino family, as a basic autonomous social institution, is the foundation of the nation. Accordingly, the solidarity of the families of OFWs shall be strengthened and their total development shall be actively promoted;
- l. The State recognizes that the most effective tool for empowerment and protection of rights of OFWs is their possession of appropriate skills. The government shall

embark on a robust expansion of skills development and enhancement programs of the concerned agencies and shall facilitate access of overseas Filipino workers to these programs through scholarships and/or training subsidies or grants. Pursuant to this, the government shall allow the deployment only of skilled and semi-skilled Filipino workers five (5) years from the enactment of this law. The State shall also pursue bilateral, regional and multilateral agreements on skills qualification, certification and matching;

- m. The State shall ensure the effective implementation and propose amendments, if necessary, to laws affecting overseas employment and OFWs, such as Republic Act No. 10022, otherwise known as the “Migrant Workers and Overseas Filipinos Act of 1995”, and Executive Order No. 247, otherwise known as the “Reorganization Act of the Philippine Overseas Employment Administration”; and
- n. The State commits to fulfill the twenty-three (23) objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM):
  - i. Collect and utilize accurate and disaggregated data as a basis for evidence-based policies;
  - ii. Minimize the adverse drivers and structural factors that compel people to leave the country;
  - iii. Provide accurate and timely information at all stages of migration;
  - iv. Ensure that all migrants have proof of legal identity and adequate documentation;
  - v. Enhance availability and flexibility of pathways for regular migration;
  - vi. Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work;
  - vii. Address and reduce vulnerabilities in migration;
  - viii. Save lives and establish coordinated international efforts on missing migrants;
  - ix. Strengthen the transnational response to smuggling of migrants;
  - x. Prevent, combat and eradicate trafficking in persons in the context of international migration;
  - xi. Manage borders in an integrated, secure and coordinated manner;
  - xii. Strengthen certainty and predictability in migration procedures for appropriate screening, assessment and referral;
  - xiii. Use migration detention only as a measure of last resort and work towards alternatives;

- 1           xiv. Enhance consular protection, assistance and cooperation throughout the  
2           migration cycle;
- 3           xv. Provide access to basic services for migrants;
- 4           xvi. Empower migrants and societies to realize full inclusion and social  
5           cohesion;
- 6           xvii. Eliminate all forms of discrimination and promote evidence-based public  
7           discourse to shape perceptions of migration;
- 8           xviii. Invest in skills development and facilitate mutual recognition of skills,  
9           qualifications and competences;
- 10          xix. Create conditions for migrants and diasporas to fully contribute to  
11          sustainable development in all countries;
- 12          xx. Promote faster, safer and cheaper transfer of remittances and foster financial  
13          inclusion of migrants;
- 14          xxi. Cooperate in facilitating the safe and dignified return and readmission of  
15          migrants as well as their sustainable reintegration into their home countries;
- 16          xxii. Establish mechanisms for the portability of social security entitlements and  
17          earned benefits; and
- 18          xxiii. Strengthen international cooperation and global partnerships for safe,  
19          orderly and regular migration.

20          **SEC. 3. *Definition of Terms.*** - As used in this Act:

- 21          a. *Assistance to Nationals (ATN)* refers to services provided by the Philippine  
22          Government to any Filipino overseas who is in distress which may be in the form of  
23          repatriation, medical assistance, shipment of remains, legal assistance and  
24          representation, rescue, evacuation, financial assistance or any other analogous help to  
25          ensure that the Filipino national's human rights and welfare are protected, respected,  
26          and fulfilled.
- 27          b. *Countries of destination* refer to any country other than the Philippines where a  
28          Filipino citizen temporarily or permanently resides.
- 29          c. *Ethical recruitment* refers to the practice of recruiting and deploying overseas workers  
30          through government accredited recruitment or manning agencies, that allow overseas  
31          workers to change employers and modify the conditions or length of their stay with  
32          minimal administrative burden, while promoting greater opportunities for decent work  
33          and respect for international human rights and labor law, prohibit the confiscation or  
34          nonconsequential retention of work contracts, and travel or identity documents from  
35          migrants and guarantees that the employer pay principle is upheld.

- 1       d. *Filipinos overseas (FOs)* refer to Filipino nationals outside the Philippines, whether  
2              permanent or temporary, including OFWs and their dependents abroad, tourists,  
3              pilgrims, students, trainees, religious missionaries, among others.
- 4       e. *Filipino overseas in distress* refers to a Filipino citizen abroad who has a medical,  
5              psycho-social, or legal problem, or is experiencing abuse or exploitation, or whose  
6              human rights are being violated, and who requires treatment, hospitalization,  
7              counseling, legal representation, rescue, repatriation, or any other kind of analogous  
8              interventions, including those who have died thereat and whose remains have to be  
9              repatriated to the Philippines;
- 10      f. *Irregular migrant workers are:*
- 11         1. Those who acquired their passports or other travel documents through fraud or  
12              misrepresentation;
- 13         2. Those who possess expired visas or permits to stay in host or transit countries;
- 14         3. Those who have no travel documents whatsoever;
- 15         4. Those who have valid but inappropriate visas;
- 16         5. Those whose employment contracts were not approved by the Department of  
17              Overseas and Foreign Employment; or
- 18         6. Those who are victims of illegal recruitment or trafficking of persons.
- 19      g. *License* refers to the document issued by the Secretary of the Department authorizing  
20              a natural or juridical person to operate a private recruitment or manning agency,  
21              empowering in turn the duly designated official or representative of such natural or  
22              juridical person to conduct recruitment activities on its behalf.
- 23      h. *Manning Agency* refers to any natural or juridical person duly licensed by the Secretary  
24              of the Department to engage in the recruitment and placement of seafarers or sea-based  
25              workers.
- 26      i. *Migrant* refers to, for the purposes of this Act, any person who is moving or has moved  
27              across an international border away from one's habitual place of residence, regardless  
28              of the person's legal status; whether the movement is voluntary or involuntary; what  
29              the causes for the movement are; or what the length of the stay is.
- 30      j. *Overseas Employment* refers to employment outside the Philippines;
- 31      k. *Overseas Filipino Worker (OFW)* refers to a Filipino who is to be engaged, is engaged,  
32              or had been engaged in remunerated activity in a State of which the person is not a  
33              citizen, whether as land-based or sea-based worker. A "person to be engaged in a  
34              remunerated activity" refers to a worker who has been contracted for employment  
35              overseas but has not yet left the Philippines;

- I. *Recruitment agency* refers to any natural or juridical person duly licensed by the Secretary to engage in the recruitment and placement of workers for land-based overseas employment;
  - m. *Regular migrant workers* refer to the following:
    1. Those who possess valid passports and appropriate visas or permits to stay and work in the receiving country; or
    2. Those whose contracts of employment have been approved by the Department;
  - n. *Reintegration program* refers to a way of mainstreaming returning OFWs into Philippine society. The reintegration program may offer in-country livelihood opportunities to OFWs who have finished contracts and have no wish to return to work abroad, the reintegration program is also offered to distressed OFWs by way of self-employment or livelihood projects as a means of income generation for their family even after their overseas employment. Wellness programs to distressed OFWs is part of the reintegration program.
  - o. *Seafarer or sea-based worker* refers to any person who is engaged in employment in any capacity on board a merchant marine vessel plying international waters or other seacraft of similar category, including fisherfolk, cruise ship personnel, yacht crew, those serving on mobile offshore and drilling units in the high seas, and similarly situated persons;

**SEC. 4. Creation and Mandate.**— The Department of Filipinos Overseas and Foreign  
yment, hereinafter referred to as the Department, is hereby organized structurally and  
ionally in accordance with the provisions of this Act.

The Department shall be the primary agency under the Executive Branch tasked to protect the rights and promote the welfare of Filipinos Overseas (FOs); to formulate, plan, coordinate, promote, administer, implement policies, and undertake systematic national development programs for managing and monitoring the overseas or foreign employment of Filipino workers, while taking into consideration domestic manpower requirements and the need to protect their rights to decent work and fair and ethical recruitment practices.

The Department shall render an annual report of its activities and achievements to the President and to Congress.

**SEC. 5. Powers and Functions.** - To carry out its mandate, the Department shall:

- a. Formulate, recommend, and implement national policies, plans, programs, and guidelines that will ensure the protection of Filipinos overseas, especially the OFWs, promote their interests, and help resolve the problems they face abroad, in consultation with all relevant stakeholders;

- 1        b. Ensure policies and programs are in place, particularly at the pre-deployment stage,  
2                  to adequately protect and prepare prospective FOs, including OFWs.
- 3        c. Regulate the deployment of Filipino workers and promulgate regulations on the  
4                  deployment of sea-based and land-based OFW;
- 5        d. Initiate, pursue, and help prosecute illegal recruitment and human trafficking cases as  
6                  defined under R.A. 10022, otherwise known as the “Migrant Workers and Overseas  
7                  Filipinos Act of 1995”, in coordination with the Department of Justice;
- 8        e. Conduct in-depth studies, in coordination with the relevant stakeholders, on all policy  
9                  areas and options that will ensure protection of Filipinos overseas, especially OFWs,  
10                 and address perennial issues they encounter abroad;
- 11       f. Protect and promote the interest of every citizen desiring to work overseas, by among  
12                 others, protecting their rights to decent work and fair and ethical recruitment practices,  
13                 and ensuring that social and welfare services are provided to them;
- 14       g. Protect and promote the welfare, well-being, and interests of the families of OFWs;
- 15       h. Build a strong and harmonious partnership with foreign countries and the private  
16                 sectors to formulate strategies and implement the same;
- 17       i. Assess, review, harmonize, and coordinate applicable policies and procedures pursuant  
18                 to multilateral, regional or bilateral treaties and agreements with countries of  
19                 destination especially the OFW receiving countries, migrant sending countries, the  
20                 United Nations and its affiliate organizations, and other international and regional  
21                 organizations, in coordination with the Department of Foreign Affairs;
- 22       j. Improve cooperation and coordination with countries of destination, and monitor labor  
23                 developments in foreign jurisdictions to ensure that the terms and conditions of work  
24                 afforded to Filipinos Overseas, especially OFWs, are in accordance with applicable and  
25                 appropriate Philippine, on-site, and international standards;
- 26       k. Employ proactive, effective, and efficient approaches in providing timely ATN services  
27                 especially to OFWs in the normal course of their sojourn abroad particularly in times  
28                 of war, civil unrest, or other analogous circumstances, whether potential or actual;
- 29       l. Assume responsibility for ATN services, in coordination with the Department of  
30                 Foreign Affairs, in terms of providing services to Filipinos Overseas particularly, the  
31                 OFWs in distress;
- 32       m. Provide social and welfare services to OFWs, including insurance, social work  
33                 assistance, legal assistance, cultural services, and remittance services;
- 34       n. Provide job matching services to prospective OFWs, in cooperation with the  
35                 Department of Education (DepEd), the Commission on Higher Education (CHED), the

1       Technical Skills Development Authority (TESDA), and other government agencies,  
2       civil society and non-governmental organizations aimed at promoting the global  
3       competitiveness of the Filipino Overseas;

- 4       o. Administer the generation, accumulation, and utilization of funds for the benefit of  
5       Filipinos Overseas, particularly OFWs as defined in Sec. 3 (m) of this Act;
- 6       p. Administer reintegration and social services programs for Filipinos who have worked  
7       abroad and are returning to the country, and for their families;
- 8       q. Encourage and enhance information and resource-sharing, and develop an electronic  
9       database to improve services for Filipinos Overseas, especially OFWs, and to  
10      strengthen linkages among government agencies, consistent with national and OFW-  
11      focused objectives;
- 12      r. Regulate effectively, the operations of private recruitment and manning agencies and  
13      related business entities involved in the employment of Filipinos abroad to uphold the  
14      primacy of the welfare and protection of OFWs, with due consideration of the relevant  
15      market conditions;
- 16      s. Foster the professionalization or ensure compliance with ethical standards, training, and  
17      capacity-building of private recruitment agencies for landbased employment, and for  
18      manning agencies for sea-based employment;
- 19      t. Represent Philippine national interests pertaining to all Filipinos Overseas, especially  
20      OFWs, in bilateral, regional, sub regional, and multilateral fora and in international  
21      bodies, and negotiate on matters concerning them, in coordination with the Department  
22      of Foreign Affairs;
- 23      u. Conduct researches and studies, and submit policy recommendations to the President  
24      and to Congress on Filipino diaspora as a distinct topic and in relation to national  
25      development;
- 26      v. Promulgate rules and regulations for the implementation of pertinent laws and related  
27      policies;
- 28      w. Accept, hold, administer, and utilize property, both personal and real, subject to  
29      limitations set by existing laws, in pursuit of the Department's mandates;
- 30      x. Perform all the powers, functions, and responsibilities assigned to all the agencies or  
31      units to be transferred to the Department pursuant to the consolidation mandated by  
32      this Act;
- 33      y. Prosecute cases arising out of the implementation of this Act, particularly those  
34      involving trafficking in persons and illegal recruitment, in coordination with quasi-  
35      judicial body such as the National Labor Relations Commission (NLRC) and other

1 government agencies such as the Department of Labor and Employment (DOLE),  
2 National Bureau of Investigation (NBI), and the Inter-Agency Council Against  
3 Trafficking (IACAT);

- 4 z. Assume all other powers, functions, and responsibilities assigned to the DOLE relating  
5 to Filipinos Overseas, particularly OFWs, provided for under Republic Act No. 8042,  
6 otherwise known as the *Migrant Workers Act of 1995*, as amended, Republic Act No.  
7 10801, otherwise known as the *Overseas Workers Welfare Administration Act*, and  
8 other related laws;
- 9 aa. Assess, review, harmonize, and coordinate applicable policies and procedures, as well  
10 as regional and multilateral or bilateral treaties and agreements with OFW countries of  
11 transit and destination and other migrant countries of origin, the United Nations and its  
12 affiliate organizations, and other international and regional organizations, fora, and  
13 processes, in coordination with the Department of Foreign Affairs (DFA);
- 14 bb. Perform such other functions as may be necessary to achieve the objectives provided  
15 for by this Act.

16 SEC. 6. *Composition.* –The Department shall consist of the Department Proper  
17 comprising of the Office of the Secretary, the Office of the Undersecretaries and Assistant  
18 Secretaries, the Service Units, the Staff Bureaus, Regional Offices, and ATN Units of  
19 Philippine Foreign Service Posts.

20 The Secretary shall be appointed by the President, subject to the confirmation by the  
21 Commission on Appointments. The Undersecretaries and Assistant Secretaries shall likewise  
22 be appointed by the President upon the recommendation of the Secretary.

23 SEC. 7. *Secretary of the Department of Filipinos Overseas and Foreign Employment.*

24 - The authority and responsibility for the exercise of the mandate, powers, and functions of the  
25 Department shall be vested in the Secretary of the Department of Filipinos Overseas and  
26 Foreign Employment, hereinafter referred to as the Secretary, who shall exercise supervision  
27 and control over the Department. For such purposes, the Secretary shall have the following  
28 powers and functions:

- 29 a. Provide executive direction, supervision, and control over the entire operations of the  
30 Department and its attached agency;
- 31 b. Establish policies and standards for the effective, efficient, and economical operation  
32 of the Department, consistent with the programs of the government;
- 33 c. Exercise jurisdiction over all bureaus, offices, agencies, and corporations under the  
34 Department as provided by law, and in accordance with the applicable relationships  
35 as specified in Chapters 7, 8, and 9 of the Administrative Code of 1987;

- d. Delegate authority for the performance of any function to officers and employees of the Department;
  - e. Issue orders, directives, rules and regulations, and other issuances to carry out foreign labor and employment policies, plans, programs, and projects;
  - f. Negotiate with foreign governments, in coordination with the Department of Foreign Affairs, treaties, agreements, compacts, and other similar instruments that are related to labor migration;
  - g. Evaluate policy, plans, programs, and project accomplishments of the Department;
  - h. Advise the President on the promulgation of executive and administrative orders and formulation of necessary regulatory and legislative proposals on matters pertaining to Filipino Overseas with focus on OFWs;
  - i. Administer and manage the Assistance-to-Nationals Fund (ATN Fund), and issue guidelines for the proper utilization thereof;
  - j. Formulate such rules and regulations and exercise such other powers, as may be required, to implement the objectives of this Act;
  - k. Supervise and control the prosecution of cases utilizing the ATN Fund;
  - l. Exercise supervision and control over the following Assistant Secretaries whose offices are under the Office of the Secretary:
    - 1. Assistant Secretary on Policy Coordination, Management Information System, Strategic Communication and Public Diplomacy, and Legislative Liaison. The Assistant Secretary shall also act as the Chief Coordinator of the Department;
    - 2. Assistant Secretary on Investigation and Prosecution of Illegal Recruitment and Trafficking in Persons who is a lawyer in good standing and heads the Special Prosecution unit for Illegal Recruitment and Trafficking in Persons; and
  - m. Acts as the Chairperson of the OWWA Board;
  - n. Create additional offices and positions, as necessary, to fulfill the mandate provided for in this Act;
  - o. Perform such other tasks provided by law or assigned by the President; and
  - p. Promulgate the Implementing Rules and Regulations, in coordination with the Undersecretaries and other agencies as provided in this Act;
- SEC. 8. Structure of the Department** –The Secretary shall be assisted by at least five (5) Undersecretaries and by an appropriate number of Assistant Secretaries as determined by this law.
- The following offices are hereby created to be each headed by an Undersecretary and assisted by other officers and staff:

1      a. **Office of the Undersecretary for Administration and Finance**

2            The Office of the Undersecretary for Administration and Finance shall have the  
3            following functions:

- 4            1. Provide the Department with efficient, effective, and economical services relating  
5            to records management, supplies, equipment, collections, disbursements, building  
6            administration and maintenance, security, and custodial work;
- 7            2. Administer personnel programs including selection and placement, development,  
8            performance evaluation, employee relations, and welfare;
- 9            3. Supervise and control the operational activities of the Assistant Secretaries heading  
10          each of the following units:
  - 11            a) Financial Management and Internal Audit;
  - 12            b) Human Resources, Regional Operations, Assets Management, and Records  
13            and Archives; and
  - 14            c) Legal Department and Bids and Awards Committee.
- 15            4. Manage internal budgetary and financial matters, including an internal accounting  
16            and auditing system, and data banking; and
- 17            5. Perform such other functions as may be provided by law or assigned by the  
18            Secretary.

19      b) **Office of the Undersecretary for Foreign Employment**

20            The Office of the Undersecretary for Foreign Employment shall subsume the related  
21          mandates and functions of the Philippine Overseas Employment Administration under  
22          Executive Order 247 s. 1987 and Republic Act No. 8042, as amended, and shall have the  
23          following additional functions:

- 24            1. Advise and assist the Secretary in the formulation of the Department's overall long-  
25            term and short-term plans and programs on land-based and sea-based overseas  
26            employment;
- 27            2. Review and evaluate the progress or status of projects and accomplishments in  
28            relation to set standards, objectives, and schedules;
- 29            3. Supervise and control operational activities of the Assistant Secretaries heading  
30            each of the following units:
  - 31            a) Licensing and Adjudication
  - 32            b) Employment and Welfare
    - 33            i. Government Placement Sector
    - 34            ii. Land Based Sector
    - 35            iii. Sea Based and Fisherfolk Sector

4. Perform such other functions as may be provided by law or assigned by the Secretary.

c) Office of the Undersecretary for Diaspora Engagements and Special Concerns

The Office of the Undersecretary for Diaspora Engagements and Special Concerns, shall subsume all the related functions and mandate of the Commission on Filipinos Overseas.

It shall exercise the following functions:

1. Formulate and implement an integrated program for the promotion of the welfare of Filipinos Overseas, and the provision of pre-departure orientation seminars and counseling services to emigrants, marriage migrants, *au pairs*, and exchange visitor program participants;
  2. Implement programs and services to adequately prepare Filipinos migrating to other countries to meet the practical and psychological problems attendant to international migration;
  3. Act as the Department's advocacy arm and shall execute programs and services to raise public awareness on the dangers and indicators of illegal recruitment, human trafficking, mail-order-spouse schemes, and access to the different government policies and programs in place that aim to address these concerns;
  4. Serve as a forum for preserving and enhancing the social, economic, and cultural ties of Filipinos overseas with their motherland;
  5. Provide liaison services to Filipinos Overseas with appropriate government and private agencies in the transaction of business and similar ventures in the Philippines;
  6. Exercise control and supervision over one (1) Assistant Secretary heading the Special Concerns unit; and
  7. Perform such other functions as may be provided by law or assigned by the Secretary.

d) Office of the Undersecretary for Assistance to Filipinos Overseas in Distress

The Office of the Undersecretary for Assistance to Filipinos Overseas in Distress shall subsume all the functions of the Office of the Undersecretary for Migrant Workers' Affairs of the DFA and the Social Welfare Attachés Office (SWATO) under DSWD, now operating as the International Social Services Office (ISSO). It shall exercise the following functions:

1. Provide prompt and appropriate response to global emergencies or crisis situations affecting Filipinos Overseas, particularly OFWs, and members of their families left behind;

- 1       2. Undertake all repatriation activities, in coordination with the DFA, Philippine  
2       Foreign Service Posts, and other government agencies, in cases of war, epidemic,  
3       disasters or calamities, whether natural or man-made, amnesties, emergencies,  
4       abuse, and other similar events without prejudice to reimbursement by the  
5       responsible principal employer or recruitment or manning agency;
- 6       3. Enforce the ATN Fund guidelines, procedures, and criteria for the utilization of the  
7       said fund as provided for in SEC. 17 of this Act;
- 8       4. Administer the ATN Fund and to authorize disbursements therefrom in accordance  
9       with the purpose for which the fund was set up;
- 10      5. Ensure effective coordination and cooperation with other government agencies and  
11       Philippine Foreign Service Posts in the provision of legal assistance and ATN  
12       services utilizing the ATN Fund;
- 13      6. Tap the assistance of the Integrated Bar of the Philippines, other bar associations,  
14       legal experts on labor, migration, and human rights laws, reputable law firms, and  
15       civil society organizations, to complement government services and resources to  
16       provide legal and other forms of assistance to FOs in distress and OFWs;
- 17      7. Establish a 24/7 Emergency Response and Action Center Unit and media and social  
18       media monitoring center to respond to the emergency needs of Filipinos Overseas  
19       and their families;
- 20      8. Exercise control and supervision over the Assistant Secretaries heading the  
21       following units:  
22           a. Operations; and  
23           b. Public Assistance Center; and
- 24      9. Perform such other functions as may be provided by law or assigned by the  
25       Secretary.

26      e) **Office of the Undersecretary for Policy, Treaties, and International Agreements**

27       The Office of the Undersecretary for Policy, Treaties, and International Agreements  
28       shall subsume all the substantive functions of the International Labor Affairs Bureau  
29       (ILAB) under the DOLE. It shall exercise the following functions:

- 30       1. Monitor the observance and implementation of the Philippines' obligations and  
31       commitments to migration related international organizations and treaties;
- 32       2. Coordinate with the DFA regarding the negotiations of treaties, agreements,  
33       compacts, and other instruments that are related to labor migration;
- 34       3. Manage and administer the ATN Career Corps as created by SEC. 13 of this Act  
35       in coordination with the DFA;

- 1           4. Exercise control and supervision over one (1) Assistant Secretary heading the ATN  
2           Career Corps unit; and  
3           5. Perform such other functions as may be provided by law or assigned by the  
4           Secretary.

5           ~~SEC. 9. Qualifications.~~ - No person shall be appointed as Secretary, Undersecretary,  
6           or Assistant Secretary of the Department unless a natural born citizen and resident of the  
7           Philippines, of good moral character, of proven integrity and competence in public  
8           administration, and expertise preferably in migration governance affecting Filipinos Overseas,  
9           particularly OFWs.

10          No person involved in the business of recruitment of OFWs, shall be appointed as  
11         Secretary, Undersecretary or Assistant Secretary of the Department with relatives up to the  
12         fourth civil degree of consanguinity or affinity. Likewise, it shall be unlawful for any official  
13         or employee of the Department or other government agencies involved in the implementation  
14         of this Act, or their relatives within the fourth civil degree of consanguinity or affinity, to  
15         engage, directly or indirectly, in the business of recruiting OFWs, as defined in this Act. The  
16         penalties in R.A. 8042, as amended by R.A. 10022, shall be imposed upon them.

17          ~~SEC. 10. Regional Offices.~~ - The Department shall establish, operate, and maintain a  
18         regional office, as far as practicable, in each of the administrative regions of the country and in  
19         such other lower level offices as may be deemed necessary by the Secretary. All regional  
20         offices of POEA shall become the regional offices of the Department.

21          ~~SEC. 11. Structure and Staffing Pattern.~~ - The Department shall determine its  
22         organizational structure and create new divisions or units as it may deem necessary at the  
23         national, regional, provincial, and in such other lower levels, and shall appoint officers and  
24         employees of the Department in accordance with Civil Service laws, rules, and regulations.  
25         Republic Act No. 6656, or the Government Reorganization Law shall govern the organization  
26         of the Department, and the reorganization of affected agencies.

27          Sixty (60) days from the approval of this Act, the Department shall present its new  
28         staffing pattern to the Department of Budget and Management and the Civil Service Commission  
29         for approval. This new staffing pattern shall be implemented effective immediately upon  
30         approval but not later than the holdover period of all the subsumed agencies of the Department.

31          ~~SEC. 12. Sectoral and Industry Task Forces.~~ - The Department may create sectoral  
32         and industry task forces, technical working groups, advisory bodies or committees for  
33         the furtherance of its objectives. Additional private sector representatives, such as from the  
34         OFWs, the academe and private industries directly involved in deployment of OFWs as well as

1 other national government agencies, local government units, and government-owned and  
2 controlled corporations, may be appointed to these Sectoral and Industry Task Forces.

3       **SEC. 13. ATN Career Officers Corps.** – The Department shall immediately establish  
4 the Assistance-to-Nationals career officer corps similar to the Foreign Service corps and the  
5 foreign trade representative corps. The hiring and selection, continuous training and education,  
6 merit promotion system, and rotation system for deployment and recall shall also be established  
7 by the Department, in accordance with existing civil service rules and regulations.

- 8       a. The deployment and performance of the ATN Career Officer Corps member at any  
9           Philippine Foreign Service Post shall be governed by the Philippine Foreign Service Act  
10          of 1991 and the Vienna Convention on Consular Relations and are also subject to the Rules  
11          and Regulations imposed by the Receiving State.
- 12       b. The ATN unit of the Philippine Foreign Service Post shall be the foreign office of the  
13          Department in all Posts. The ATN unit shall absorb all the powers and functions of  
14          Philippine Overseas Labor Offices (POLO) and social welfare services in all Philippine  
15          embassies and consulates. Until an ATN Head with a rank of Consul has been appointed  
16          by the Secretary of the Department, the ATN Foreign Service Officer of Post shall be the  
17          head of the ATN unit.
- 18       c. All regional offices of OWWA shall be located beside the regional office of the  
19          Department for foreign Posts. The OWWA shall be under the ATN to consolidate the  
20          migration team of the Foreign Service and will be under supervision of the ATN Head.

21       **SEC. 14. One Country-Team Approach.** – Under the one country-team approach, all  
22          officers, representatives and personnel of the Philippine government posted abroad regardless  
23          of their mother agencies shall, on a per country basis, act as one country-team with a mission  
24          under the leadership of the Ambassador or the Consul General. In this regard, the Ambassador  
25          or the Consul General acting as Head of Post, may recommend to the Secretary, in coordination  
26          with the Secretary of the DFA, the recall of officers, representatives, and personnel of the  
27          Philippine government posted abroad for acts inimical to the national interest such as the failure  
28          to provide the necessary services to protect the rights of Filipinos Overseas, particularly OFWs.

1           SEC. 15. *Management Information System.* - The Department shall establish,  
2 in cooperation with other government agencies concerned, a computer-based management  
3 information system on Filipinos Overseas, particularly on OFWs, to support its operations and  
4 as well as to have a source of relevant data for programs and policy formulation. Each office  
5 of the Department may likewise create and maintain its own relevant database, as it deems  
6 necessary: *Provided*, That these are integrated into the Department's main management  
7 information system.

8           SEC. 16. *Transfer of Agencies and Functions.* - The following agencies and their  
9 functions are hereby specifically transferred and their powers and functions subsumed to the  
10 Department which shall assume and perform all their powers and functions:

- 11           (a) The Office of the Undersecretary for Migrant Workers' Affairs (OUMWA) of the DFA  
12           as provided for under Republic Act No. 8042, as amended, to include all present and  
13           previous units in the DFA performing functions mandated by the said law;
- 14           (b) The Commission on Filipinos Overseas (CFO);
- 15           (c) All Philippine Overseas Labor Offices (POLO) under the DOLE;
- 16           (d) The International Labor Affairs Bureau (ILAB) under the DOLE;
- 17           (e) The Philippine Overseas Employment Administration (POEA); and
- 18           (f) The Social Welfare Attachés Office (SWATO) under the DSWD, now operating as the  
19           International Social Services Office (ISSO).

20           SEC. 17. *Assistance-to-Nationals Fund.* - The Legal Assistance Fund under SEC. 25  
21 of Republic Act No. 8042, as amended, as well as the ATN Fund now administered by the DFA  
22 are transferred to the Department. In their stead, an Assistance-to-Nationals Fund (ATN Fund)  
23 for Filipinos Overseas in distress, especially OFWs, in the amount of Five Billion Pesos  
24 (P5,000,000,000.00) is hereby created, to be administered and maintained by the Department.  
25 In addition to those guidelines provided for under existing laws, and in accordance with  
26 guidelines to be formulated by the Department, the ATN Fund shall be used for the provision  
27 of ATN Services as defined in SEC. 3 (b) of this Act. Repatriation, medical and hospitalization  
28 expenses, legal retainers and lawyers' fees, other legal fees and costs, and other needs of

1 Filipino Overseas especially OFWs, facing legal cases and/or detention and other forms of  
2 emergencies where such costs and fees are currently not covered by existing funds and sources.

3 The ATN Fund guidelines shall be issued by the Secretary in consultation with  
4 Undersecretary for Assistance to Filipinos Overseas in Distress and the OWWA Administrator.

5 **SEC. 18. Use of the Documentary Stamp Tax.** – To ensure the efficient and effective  
6 operation of the Department, its budget, as allocated annually by Congress shall be augmented  
7 by the proceeds from the documentary stamp tax (DST) accruing from the un-availed  
8 exemption on dollar remittances of FOs.

9 **SEC. 19. Attachment of the OWWA.** – The Department shall exercise administrative  
10 supervision over the Overseas Workers Welfare Administration (OWWA) created under  
11 Republic Act No. 10801 as an attached agency for purposes of policy and program  
12 coordination, monitoring and evaluation. The OWWA shall continue to function in accordance  
13 with its charter.

14 The OWWA shall perform the following functions:

- 15 1. Develop an effective reintegration program for returning OFWs and their families  
16 which will include among others, projects for livelihood, entrepreneurship,  
17 savings, investment, and financial literacy, in coordination with relevant  
18 stakeholders, service providers, and local and international organizations;
- 19 2. Coordinate with appropriate stakeholders, service providers and relevant  
20 international organizations for the promotion, development, and the full utilization  
21 of the skills and potentials of returning OFWs;
- 22 3. Provide a periodic study and assessment of job opportunities for returning OFWs;
- 23 4. Develop and implement other appropriate programs to promote the welfare of  
24 returning OFWs and their families;
- 25 5. Maintain an internet-based communication system for on-line registration of  
26 returning Filipinos Overseas, particularly OFWs, and interaction with clients;
- 27 6. Develop capacity-building programs for returning OFWs and their families,  
28 implementers, service providers and stakeholders;
- 29 7. Conduct research for policy recommendations and program development;

- 1       8. Administer the distribution of the End-of-Service Benefits of qualified workers;
- 2       9. Conduct the pre-departure Orientation Seminar for all OFWs;
- 3      10. Plan and execute a robust expansion of skills development and enhancement
- 4            programs of the concerned agencies and facilitates access of overseas Filipino
- 5            workers to these programs through scholarships and/or training subsidies or grants;
- 6            and
- 7      11. Undertake other programs and activities as may be determined by the Department,
- 8           or as directed by the Secretary.

9           Two (2) years after the effectivity of this Act, the Department shall conduct a review

10          of the administration, operations and functions of the OWWA as an attached agency

11          of the Department. From its evaluation, the Department may propose the necessary

12          changes to fulfill its mandate and the objectives of this Act.

13          SEC. 20. *Reorganization and Other Transitory Provisions.* - In the transfer of

14          functions of affected agencies under this Act, the following rules shall apply:

- 15       a. Any transfer of entities shall include the functions, appropriations, funds, records,
- 16           equipment, facilities, other properties, assets, and liabilities of the transferred entity as
- 17           well as the personnel thereof as may be necessary, who shall, in a hold over capacity,
- 18           continue to perform their respective duties and responsibilities and receive the
- 19           corresponding salaries and benefits, unless in the meantime they are separated from
- 20           government service pursuant to existing laws. Those personnel from the transferred
- 21           entity whose positions are not included in the new position structure and staffing pattern
- 22           approved by the Secretary or who are not reappointed shall be entitled to the benefits
- 23           provided in the second paragraph of SEC. 21 hereof;
- 24       b. Any transfer of functions which results in the subsuming of the entity that has exercised
- 25           such transferred functions shall include, as may be necessary to the proper discharge of
- 26           the transferred functions, the appropriations, funds, records, equipment, facilities, other
- 27           assets, and personnel of the entity from which such functions have been transferred.
- 28           The remaining appropriations and funds shall revert to the General Fund and the
- 29           remaining records, equipment, facilities, and other assets shall be allocated to such

1 appropriate units as the Secretary shall determine, or otherwise shall be disposed of, in  
2 accordance with pertinent laws, rules, and regulations. The liabilities, if any, of the  
3 subsumed entity shall be treated likewise in accordance with pertinent laws, rules, and  
4 regulations. Incumbents of the subsumed entity shall, in a hold over capacity, continue  
5 to perform their respective duties and responsibilities and receive the corresponding  
6 salaries and benefits unless in the meantime they are separated from government  
7 service, pursuant to existing laws. Any such personnel whose position is not included  
8 in the new position structure and staffing pattern approved by the Secretary or who is  
9 not reappointed shall be entitled to the benefits provided in Section 21 hereof; and

- 10 c. Any transfer of functions which does not result in the subsuming of the entity that has  
11 exercised such transferred functions shall include the appropriations, funds, records,  
12 equipment, facilities, other assets as well as the personnel of the entity from which such  
13 functions have been transferred that are necessary to the proper discharge of such  
14 transferred functions. The liabilities, if any, which have been incurred in connection  
15 with the discharge of the transferred functions, shall be allocated in accordance with  
16 pertinent laws, rules and regulations. Such personnel shall, in a hold over capacity,  
17 continue to perform their respective duties and responsibilities and receive the  
18 corresponding salaries and benefits unless in the meantime they are separated from  
19 government service pursuant to existing laws. Any such personnel whose position is  
20 not included in the new position structure and staffing pattern approved by the Secretary  
21 or who is not reappointed shall be entitled to the benefits under applicable laws, rules  
22 and regulations.

23 SEC. 21. *Absorption, Separation and Retirement from Service.* – The existing  
24 employees of the transferred and subsumed agencies under this Act shall enjoy security of  
25 tenure and shall be absorbed by the Department, in accordance with their staffing patterns  
26 and the selection process as prescribed under Republic Act. No. 6656 or the Government  
27 Reorganization Law.

28 Employees who are affected by the creation of the Department and are separated from  
29 service within six (6) months from the effectivity of this Act as a result of the organization

1 and reorganization under this Act, shall receive separation benefits under Republic Act No.  
2 6656, or the Government Reorganization Law, and other applicable laws, rules and  
3 regulations: *Provided*, That those who are qualified to retire and receive retirement benefits  
4 under existing retirement laws shall be allowed to retire.

5 Detailed, transferred, or seconded career personnel to the Department from transferred  
6 or subsumed entities or any government entity shall neither lose seniority in rank or status,  
7 nor suffer any diminution of their salaries, allowances, other privileges, and entitlements.

8 SEC. 22. *Transition Period.* - The transfer of functions, assets, funds, equipment,  
9 properties, transactions, and personnel of the affected agencies, and the formulation of the  
10 internal organic structure, staffing pattern, operating system, and revised budget of the  
11 Department, shall be completed within six (6) months from the effectivity of this Act:  
12 *Provided*, That within this period, the existing personnel of all subsumed entities shall continue  
13 to assume their posts on holdover capacities until new appointments or a new staffing pattern  
14 shall have been issued: *Provided further*, That after the organization and rationalization  
15 process, the Department, in coordination with the DBM, shall determine and create new  
16 positions, the funding requirements of which shall not exceed the equivalent cost of the  
17 positions subsumed.

18 SEC. 23. *Congressional Oversight Committee.* - There shall be created a  
19 Congressional Oversight Committee on Filipinos Overseas to monitor and oversee the  
20 implementation of the provisions of this Act. The Committee shall be composed of six (6)  
21 members from the Senate and six (6) members from the House of Representatives with the  
22 Chairpersons of the Committee on Government Reorganization and Overseas Workers  
23 Affairs of the House of Representatives and Committee on Labor, Employment and Human  
24 Resources Development of the Senate as co-Chairpersons of this Committee. The other  
25 members from each Chamber are to be designated by the Senate President and the Speaker  
26 of the House of Representatives, respectively. The minority shall be entitled to *pro rata*  
27 representation but shall have at least two (2) representatives from each Chamber.

28 SEC. 24. *Appropriations.* – The amount needed for the initial implementation of this  
29 Act shall be taken from the current year's appropriations of the agencies, entities, divisions,

1 sections or bodies subsumed or transferred to the Department by virtue of this Act.  
2 Thereafter, such sums, as may be necessary for its continued implementation, shall be  
3 included in the annual General Appropriations Act.

4           **SEC. 25. Mandatory Review. —**

5           a.       Ten (10) years after the effectivity of this Act, or as the need arises, the  
6 Congressional Oversight Committee shall conduct a systematic evaluation of the  
7 accomplishments and impact of this Act, as well as the performance and organizational  
8 structure of its implementing agencies, for purposes of determining remedial legislation.

9           b.       Ten (10) years from the creation of this Department, the Congressional  
10 Oversight Committee may choose to abolish the Department should circumstances prove that  
11 there is no more need for its existence. The relevance and practicality of maintaining the  
12 Department shall be reviewed every five years after the ten (10) year mandatory review.

13           **SEC. 26. Implementing Rules and Regulations (IRR). —** The Department of Filipinos  
14 Overseas and Foreign Employment, the Department of Finance, Department of Foreign  
15 Affairs, Department of Budget Management, Department of Labor and Employment, Civil  
16 Service Commission, National Economic and Development Authority, Philippine Statistics  
17 Authority, and Office of the Presidential Adviser on OFWs (OPA-OFW) shall, within sixty  
18 (60) days after the effectivity of this Act, promulgate such rules and regulations necessary to  
19 implement this Act.

20           The Secretary of the Department shall chair the committee that shall establish and  
21 promulgate the IRR.

22           **SEC. 27. Separability Clause. -** Should any provision of this Act or part thereof be  
23 declared unconstitutional, the other provisions or parts not affected thereby shall remain valid  
24 and effective.

25           **SEC. 28. Repealing Clause. -** All other laws, decrees, orders, rules and regulations or  
26 parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

27           **SEC. 29. Effectivity. -** This Act shall take effect fifteen (15) days after its complete  
28 publication in at least two (2) newspapers of general circulation.

29           *Approved,*

# Committee Affairs Department

## FACT SHEET

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(In substitution of House Bill No. 02, 335, 526, 1439, 1449, 2067, 2207, 2216, 2317, 2319, 2368, 2409, 2412, 2425, 2547, 2850, 2982, 3168, 3246, 3274, 3313, 3440, 3514, 3637, 3663, 3888, 3940, 4065, 4165, 4173, 4189, 4576, 4663, 4687, 4814, 4884, 5146, 5171 and 5256)

### AN ACT

### CREATING THE DEPARTMENT OF FILIPINOS OVERSEAS AND FOREIGN EMPLOYMENT, DEFINING IT MANDATE, POWERS AND FUNCTIONS, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

*Introduced by:* Representatives Alan Peter "Compañero" S. Cayetano, Maria Laarni L. Cayetano, Paolo Z. Duterte, Rose Marie "Baby" J. Arenas, Michael Edgar V. Aglipay, Luis N. Campos, Jr., Kristine Singson-Meehan, Joey Sarte Salceda, Prospero A. Pichay, Jr., Michael L. Romero, Ph.D., Sandro L. Gonzalez, Eric Go Yap, Jocelyn P. Tulfo, Rowena Niña O. Taduran, Cheryl P. Delos-Sandoval, Ferdinand L. Hernandez, Precious Hipolito Castelo, Alfred Vargas, Luis Raymund Montalla, Ferdinand L. Hernandez, Precious Hipolito Castelo, Alfred Vargas, Luis Raymund "LRay" F. Villafuerte, Jr., Anna Marie Villaraza-Suarez, David "Jay-Jay" C. Suarez, Deogracias Victor "DV" B. Savellano, Francisco Jose II "Bingo" F. Matugas, CPA, CESO, LLB, Fernando T. Cabredo, Alyssa Sheena Tan, Aurelio "Dong" D. Gonzales, Jr., Yedda Marie K. Romualdez, Ferdinand Martin G. Romualdez, Frederick W. Siao, Ma. Lourdes Acosta-Alba, Camille A. Villar, Vilma Santos-Recto, Juan Miguel Macapagal Arroyo, Maximo Y. Dalog, Jr., Ronnie L. Ong, Antonio "Tonypet" T. Albano, Joseph Stephen "Caraps" S. Paduano, Rico B. Geron, Lucy Torres-Gomez, Lorna C. Silverio, "Kuya" Jose Antonio R. Sy-Alvarado, Lianda B. Bolilia, Ma. Lourdes T. Arroyo, Peter John D. Calderon, Juliet Marie De Leon Ferrer, Ma. Victoria V. Umali, Way Kurat Zamora, Joy Myra S. Tambunting, Romeo S. Momo, Jr., Jonathan Keith T. Flores, Jorge Antonio P. Bustos, Alberto D. Pacquiao, John Marvin "Yul Servo" C. Nieto, Ron P. Salo, Florida "Rida" P. Robes, Raul V. Del Mar, Gil "Kabbarangay Jr." A. Acosta, Manuel Jose "Mannix" M. Dalipe, Rossana "Ria" Vergara, Esmael G. Mangudadatu, Fredenil "Fred" H. Castro, Aloy T. Lim, Ria Christina G. Farinas Teodorico T. Haresco, Jr., Eric L. Olivarez, Adriano A. Ebcas, Michael T. Defensor, Rolando "Klarex" A. Uy, Virgilio S. Lacson, Erico Aristotle C. Aumentado, Jose "Bong" L. Teves, Jr., Sol Aragones, Geraldine B. Roman, Jorge Antonio P. Bustos, Ann K. Hofer, Victor A. Yap, Pablo John F. Garcia, Edgar M. Chatto, Noel L. Villanueva, Joseph "Jojo" L. Lara, Strike B. Revilla, Micaela S. Violago, Cesar "Jawo" L. Jimenez, Jr., Amihilda J. Sangcopan, Mujiv S. Hataman, Estellita B. Suansing, Lawrence "Law" H. Fortun, Jose Gay G. Padiernos, Abraham "Bambol" N. Tolentino, Jumel Anthony I. Espino, Joaquin M. Chipeco, Jr., Eduardo "Bro. Eddie" C. Villanueva, Domingo C. Domingo, Manuel Luis T. Lopez, Sharon S. Garin, Wilton Tan Kho, Kristine Alexie B. Tutor, Tyrone D. Agabas, Ann K. Hofer, Macnell Lusotan, Juan Fidel Felipe F. Nograles, Raymond Democrito C. Mendoza, Sandra Y. Eriguel, M.D., John Reynald M. Tiangco, Xavier Jesus D. Romualdo, Josephine Veronique R. Lacson-Noel, Dahlia A. Loyola, Rico B. Geron, Emmarie "Lolypop" Ouano-Dizon, Divina Grace C. Yu, Eleandro Jesus F. Madrona, Mario Vittorio "Marvey" A. Mariño, Isidro T. Ungab, Enrico M. Pineda, Mark G. Go, Jose L. Ong Jr., Samantha Louis Vargas-Alfonso and Jesus "Bong" C. Suntay

Committee Referral: **COMMITTEE ON GOVERNMENT REORGANIZATION (Primary)**

Committee Chairperson: **Rep. Mario Vittorio "Marvey" A. Marino**

Committee Referral: **COMMITTEE ON OVERSEAS WORKERS AFFAIRS (Secondary)**

Committee Chairperson: **Rep. Raymond Democrito C. Mendoza**

Committee Referral: **COMMITTEE ON APPROPRIATIONS (Secondary)**

Committee Chairperson: **Rep. Isidro T. Ungab**

## **OBJECTIVES:**

- To be the primary agency under the Executive Branch tasked to protect the rights and promote the welfare of Filipino Overseas (FOs).
- To formulate, plan, coordinate, promote, administer, implement policies, and undertake systematic national development programs for managing and monitoring the overseas or foreign employment of Filipino Workers.
- To take into considerations domestic manpower requirements and the need to protect the rights to decent work and fair and ethical recruitment practices.

## **KEY PROVISIONS:**

- Provides for the creation of the Department of Filipinos Overseas and Foreign Employment.
- Composes of the Secretary, to be appointed by the President, subject to the confirmation by the Commission on Appointments (CA), Undersecretaries and Assistant Secretaries, to be appointed by the President upon the recommendation of the Secretary, the Service Units, the Staff Bureaus, Regional Offices, and Assistance to Nationals (ATN) Units of Philippine Foreign Service Posts.
- Creates the Office of the Undersecretary for Administration and Finance, Office of the Undersecretary for Foreign Employment, Office of the Undersecretary for Diaspora Engagements and Special Concerns, Office of the Undersecretary for Assistance to Filipinos Overseas in Distress and the Office of the Undersecretary for Policy, Treaties, and International Agreements.
- Prohibits any person, involved in the business of recruitment of Overseas Filipino Workers (OFWs), up to the fourth civil degree of consanguinity or affinity, be appointed Secretary, Undersecretary or Assistant Secretary of the Department.
- Establishes, operates, and maintains a regional office in each of the administrative regions of the country and in such other lower offices as may be deemed necessary by the Secretary.
- Determines the organizational structure and creates new divisions of the Department or units as it may deem necessary at the national, regional, provincial, and in such other lower levels.
- Appoints officers and employees of the Department, subject to the approval of the Department of Budget and Management and in accordance with Civil Service laws, rules and regulations.
- Creates sectoral and industry task forces, technical working groups, advisory bodies or committees for the furtherance of the Department's objectives.
- Establishes the Career Assistance-to-Nationals corps similar to the foreign services corps and the foreign trade representative corps which shall be governed by the Philippine Foreign Service Act of 1991 and the Vienna Convention on Consular Relations, subject to the rules and regulations by the Receiving State.

- Provides a One Country-Team Approach with a mission under the leadership of the Ambassador or the Consul General, acting as head, to recommend the Secretary, in coordination with the Secretary of the Department of Foreign Affairs (DFA), the recall of all officers, representatives, and personnel of the Philippine government posted abroad for acts inimical to the national interest such as failure to provide the necessary services to protect the rights of the Filipinos Overseas, particularly OFWs.
- Establishes, in cooperation with other government agencies concerned, a computer-based management Information System on Filipinos Overseas, to support its operations and as well as to have a source of relevant data for programs and policy formulation.
- Transfer of agencies and functions of the following to the Department, a) Office of the Undersecretary for Migrant Workers 'Affairs (OUMWA) of the DFA as provided for under Republic Act No. 8042, as amended, to include all present and previous units in the DFA performing functions mandated by said law, b) the Commission on Filipino Overseas (CFO), c) all Philippine Overseas Labor Offices (POLO) under the Department of Labor and Employment (DOLE), d) the International Labor Affairs Bureau (ILAB) under DOLE, e) the Philippine Overseas Employment Administration (POEA); and f) the Social Welfare Attaches Office (SWATO) under the Department of Social Welfare and Development (DSWD), now operating as the International Social Services Office (ISSO)
- Provides Assistance-to-Nationals Fund (ATN Fund) for Filipinos Overseas in distress, especially OFWS, in the amount of Five Billion Pesos (P5,000,000,000.00) to be administered and maintained by the Department.
- Attaches the Overseas Workers Welfare Administration (OWWA) created under Republic Act No. 10801 for purposes of policy and program coordination, monitoring and evaluation, shall continue to function in accordance with its charter and conducts a review of the administration, operations and functions of the OWWA as an attached agency of the Department.
- Provides transferred, subsumed employees and agencies to the Department in accordance with the staffing pattern and selection process as provided for under existing laws, rules and regulations.
- Provides separated employees affected by the creation and reorganization of the Department to receive separation benefits or retirement benefits under existing laws, rules and regulations.

## **RELATED LAWS:**

- Republic Act No. 6656, Otherwise Known as the Government Reorganization Law
- Republic Act No. 10022, An Act Amending Republic Act No. 8042, Otherwise Known as the Migrant Workers and Overseas Filipinos Act of 1995
- Republic Act No. 10801, Otherwise Known as the Overseas Workers Welfare Administration (OWWA) Act
- Executive Order No. 292, Otherwise Known as the Administrative Code of 1987