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► **Measuring Sustainable
Development Goal indicator
10.7.1 on the recruitment
costs of migrant workers**

Results of the 2019 Philippine Survey on
Overseas Filipinos

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Foreword

The adoption of the 2030 Sustainable Development Goals (SDGs) marked an important milestone for the rights of migrant workers by mainstreaming migration as an integral component of the international development agenda. Migration related targets and indicators were incorporated into the SDGs, with a specific Target 10.7 calling for facilitating orderly, safe and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies. Four indicators are currently used to monitor progress on Target 10.7, including the SDG indicator 10.7.1 on “Recruitment cost borne by employee as a proportion of monthly income earned in country of destination.” The International Labour Organization (ILO) and the World Bank are joint custodian agencies of this indicator, advancing its methodology, and providing assistance to countries for its measurement at the national level.

This report on *Measuring Sustainable Development Goal indicator 10.7.1 on the recruitment costs of migrant workers: Results of the 2019 Philippine survey on overseas Filipinos*, presents an assessment of the pilot process on measuring SDG indicator 10.7.1, undertaken by the Philippine Statistics Authority (PSA) in collaboration with the ILO, using the country’s annual Survey on Overseas Filipinos (SOF), attached to the October 2019 Labour Force Survey (LFS). The pilot process constituted a first attempt by the Philippines in the production of this indicator at the national level, while also looking at issues and difficulties for integrating such a measurement in an existing household survey for sustainability.

The report presents the findings of this SDG indicator 10.7.1 module covering overseas Filipino workers (OFWs) who worked or were working abroad within the three years prior to the survey, that is October 2016 to September 2019. Where possible, relevant data on youth and gender disparities were included. While the module was implemented on a pilot basis, it was imbedded into a well-established national survey, and results of this pilot have been found reliable based on a quick assessment of the SDG indicator 10.7.1 module and are reliable national data as results from the SOF. They could therefore be used as official data by the Philippines.



The survey was implemented in the field in October 2019, a few months before the current COVID-19 pandemic; the report does not therefore include any reference to the likely COVID-19 impact on OFWs. However, as this report completes, the world and the Philippines continue to face the consequences of the COVID-19 pandemic, and it would be important for the country to undertake another measurement of this indicator that shall include an assessment of such impacts.

While integrating migration-related data collection into existing household surveys, such as the Labour Force Survey, has proven to be a major challenge in most countries where this pilot or similar measurement have been done, the findings in the Philippines did not face this challenge. This is because the module on SDG indicator 10.7.1 covered quasi the same sample of OFWs covered by the SOF, despite selecting those working in the last three years instead of the last five years as in the SOF. As the SOF is already a well-established survey providing national data on overseas Filipinos, the sample for SDG indicator 10.7.1 is sufficient enough to provide reliable data at the national level as well as most of the required disaggregation.

A minor recommendation from the technical side would be to extend the SDG indicator 10.7.1 survey coverage to the same period as the SOF, since the target group covers almost the same sample size for SOF. The existence of a well-established survey targeting overseas workers has therefore facilitated adding the module on SDG indicator 10.7.1 with reliable results. This pilot reemphasizes that for countries with significant outflows of migrant workers, and with existing policy concerns and support to these nationals working abroad, it is important and highly relevant to establish a regular survey or module to support monitoring and policymaking overtime.

The survey findings provide an indication on the burden of recruitment process to Filipino migrant workers, with some conclusions that are similar to those from the SOF reports. Results shed light on the possible impact of existing policies to protect OFWs, as well as identify areas for improvement and target groups of policy focus when tackling issues related to high recruitment fees and related costs of Filipino migrant workers going to work abroad, including on differentials such as by sex, main corridors, main industries and main occupations.



Hassan Khalid
Director
ILO Country Office for the Philippines
(CO-Manila)



Claire Dennis S. Mapa, PhD
Undersecretary
National Statistician and Civil Registrar General
Philippine Statistics Authority

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Authors: Tite Habiyakare and Thi Viet Giang Dao

Abbreviations

ASEAN	Association of Southeast Asian Nations
ILO	International Labour Organization
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LFS	Labour Force Survey
OFWs	overseas Filipino workers
PSA	Philippine Statistics Authority
RCI	recruitment cost indicator (SDG indicator 10.7.1)
REFRAME	Global Action to Improve the Recruitment Framework of Labour Migration
SDGs	Sustainable Development Goals
SOF	Survey on Overseas Filipinos

Executive summary

The United Nations 2030 Sustainable Development Goals (SDGs) marked an important milestone for migration by mainstreaming the issue as an integral component of the national and global development agendas. For the first time migration-related target groups and indicators have been incorporated in such an agenda. Specifically, Target 10.7 of the SDGs calls for facilitating orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies. This goal includes in its monitoring framework the SDG indicator 10.7.1 on the “Recruitment cost borne by employee as a proportion of monthly income earned in country of destination.”

The ILO and the World Bank have been assigned as joint custodian agencies for SDG indicator 10.7.1, and as this is a relatively new indicator, the two agencies had to develop a new methodology, guidelines, and tools for estimating the indicator at the national level, with data that could be considered as official statistics by national statistical systems. The ILO and the World Bank are also responsible for ensuring that the indicator is produced and disseminated by countries, and for providing adequate technical support to member States willing to produce the indicator.

The high economic and social costs incurred by migrants are increasingly recognized as serious impediments to realizing sustainable development outcomes from international migration. A critical role of migration policies is to move toward the elimination of costs of recruitment incurred by migrant workers seeking jobs abroad. Improving recruitment outcomes for migrant workers has the potential to impact those workers and their families, as well as contributing to economies of origin countries such as through remittances. Destination country economies and employers stand to benefit from the increased productivity that comes with a more skilled, informed and empowered migrant workforce.

Based on the methodology and guidelines developed by the ILO and the World Bank for measuring SDG indicator 10.7.1, the Philippine Statistics Authority (PSA) included a pilot of the recruitment cost module inside its annual Survey on Overseas Filipinos (SOF), which was also attached to the LFS quarter four of each year. The module was attached to the October 2019 round of the SOF, and was addressed to Filipinos working overseas (country of origin module), who had started working in their last country of destination, within the last three years prior to the survey, that is October 2016 to September 2019.

Summary estimates of overseas Filipino workers and their recruitment costs

The survey identified 2.2 million overseas Filipino workers, of which 1.0 million were men and 1.2 million were women. The results show differential levels in the recruitment costs in terms of the country or territory of destination (last country or territory of destination and work abroad), sex, occupation, and sectors (industries). The average earnings of the migrant workers during their first month of working abroad within the past three years was about 45,000 Philippines pesos (approximately US\$864), and was higher for men at 57,000 pesos (US\$1,091) than for women at only 35,000 pesos (US\$672).

The average recruitment costs paid by these migrant workers amounted to 54,000 pesos (US\$1,032), with men paying 11,000 pesos more than women (60,000 pesos or US\$1,149, against 49,000 pesos or US\$934). The overall recruitment cost indicator was estimated at 1.2 months of earnings abroad. This means that it took the Filipino workers an average of 1.2 months to earn the equivalent of what they spent to access their job abroad. There were some little differences by sex, with women making the equivalent amount in 1.4 months while men earned back these costs within 1.1 months.

Highlights of overseas Filipino workers

	Male	Female	Total
Overseas Filipino workers (thousand persons)	1 007.8	1 188.2	2 196.0
Average recruitment costs paid by overseas workers (thousand pesos)	59.6	48.5	53.6
Average first-month earnings of overseas workers (thousand pesos)	56.6	34.9	44.8
Recruitment cost indicator (months of earnings)	1.1	1.4	1.2

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Demographics and main regions

Overseas Filipino workers include more women than men, at 54 and 46 per cent, respectively. Workers aged 25 and above accounted for 94 per cent of the whole population, while young workers aged between 15 and 24 made up only about six per cent. By geographic distribution a majority of the migrant workers came from Region IV-A (Calabarzon), Region III (Central Luzon), the National Capital Region, and Region VI (Western Visayas), totalling 54 per cent from just these four regions. Most of the overseas Filipino workers were either university graduates (58 per cent) or holding a secondary education level (39 per cent).

Main corridors or destination countries

When searching for jobs abroad, Filipino workers tended to prefer going to Middle Eastern countries and the two territories of China which are Hong Kong and Taiwan (up to 62 per cent). The remaining destinations only accounted for 38 per cent of choices. Saudi Arabia was the most popular destination country for work, as it attracted nearly 23 per cent of Filipino workers. The second most popular destination for work was the United Arab Emirates (close to 14 per cent).

Main skills and industries

The majority of overseas Filipino workers were involved in medium- and low-skill occupations at 41 and 39 per cent respectively. However, workers in medium-skill occupations (clerks and services, skilled agriculture, trades and plant workers) were mostly male (at 71 per cent), while those in low-skill jobs (elementary occupations) were predominantly female (at 88 per cent). There were also more males than females among workers in high-skill occupations (62 per cent were male).

Domestic service was the most dominant economic activity for Filipino workers when looking for jobs overseas. It constituted nearly 37 per cent of their choices, followed by accommodation, health and other services with about 27 per cent. Transportation and storage as well as manufacturing each accounted for 15 and 12 per cent respectively, while the remaining industries only made up nine per cent. Female workers dominated in domestic work (at 97 per cent), and were the majority in accommodation, health and other services (at 55 per cent), while men dominated in all the other economic activities.

Recruitment cost indicator

The RCI, or SDG indicator 10.7.1, is expressed as the “recruitment cost borne by an employee as a proportion of monthly income earned in the country of destination” (ILO and World Bank 2019a) and is calculated as the ratio between the total recruitment costs paid by a migrant worker and the first month of salary of the same migrant worker in their first job abroad within the past three years (see details in Annex I). Its actual interpretation is the number of months of salary that a migrant worker must use to cover (pay back) their recruitment costs (ILO and World Bank 2019a, para. 52).

On average, overseas Filipino workers spent 1.2 months of their earnings to pay back the recruitment costs for a job abroad. Male workers needed a slightly less amount of time (1.1 months), while female workers needed more (1.4 months). Older persons tended to have a similar RCI with young persons (1.2

months). RCI was lowest for those migrant workers holding tertiary degrees (one month) and higher for those with primary and secondary qualifications (1.4 and 1.6 months). There were differences in RCI among various economic activities, ranging from 0.8 (for transportation and storage) to 2.1 months (agriculture and fishery). By occupation, workers in high-skill occupations tended to spend a less amount of time to recover the costs. Managers and professionals could regain recruitment fees right after their first month of employment, while workers from other skills (medium- and low-skill occupations) had to work about two weeks further.

Hong Kong (China) and Taiwan (China) were in general the most expensive destinations where workers needed one and a half months to recover the costs paid to obtain their jobs in the territory. Hong Kong (China) was also the most expensive corridor for workers in domestic services (1.8 months). Meanwhile, workers paid recruitment costs to Saudi Arabia appear to be the lowest, or the quickest to be recovered (one month), compared with other destination countries and territories.

By recruitment channels, workers using family relatives and friends paid the highest of their work-months (1.4 months), followed by private and individual recruitment agencies (1.3 months). Those with job transfers or using other channels such as newspapers and social media paid the least (0.9 month and 0.7 month respectively). By migration process, workers who moved through regular channels with a work visa (and they are the majority at 84.2 per cent) paid slightly the most, at 1.2 months of their earnings, while those moving through irregular channels paid the least (0.9 month).



Summary of the main policy implications

Tackling gender differentials in main occupations and economic activities of OFWs abroad:

Medium-to high-skill occupations (managers and professionals, clerks and services, skilled agriculture, trades and plant workers) were predominantly for male workers at close to 90 per cent (against only 36 per cent for female), while low-skill occupations (elementary occupations) were predominantly for female workers (at 64.0 per cent). By economic activity, women workers were employed mainly in domestic services as well as in accommodation, health and other services (at 92.8 per cent against 28.7 per cent for male), while male workers were more engaged in all the other industries, particularly in transportation and storage, in manufacturing and in construction (71.3 per cent against only 7.2 per cent for female).

Since both men and women are predominantly of secondary education and above (98 per cent for men and 95 per cent for women), **the findings are certainly the result of gender segregation in the obtention of a job abroad, that requires an adequate policy response.**

Some 36.7 per cent of OFWs with secondary education levels and above (or 807,000 OFWs) were found occupying low-skill jobs, and they were mostly women (711,000 of them were women). **Relevant government institutions as well as migrant workers placement agencies should therefore attempt to take into consideration the educational level of women migrant workers while supporting them to obtain a job abroad.**

Targeting higher skilled jobs:

Workers employed in high-skill occupations tended to spend a less amount of time to recover the recruitment costs. Managers and professionals spent less than one month of earnings on recruitment costs, while other workers had to work about two weeks further. **Targeting jobs in medium- to high-skill occupational levels should therefore lead to reducing the RCI. This needs to be emphasized here as one important strategy in the reduction of the RCI for Filipinos migrant workers, and it is particularly possible, as OFWs are predominantly higher educated.**

The right choices on the occupation (skill) and the destination country matter:

Overseas Filipino workers in low-skill occupations had the highest RCI, particularly in Taiwan (China) and in Hong Kong (China) at around two months of their earnings, about double of those who worked in Saudi Arabia. The high costs of going to work in Taiwan (China) and Hong (China), particularly even more so for domestic workers and workers in low-skill jobs, may therefore need to be revisited, as the two territories of China are also among the top destinations for Filipino workers, just after the Middle Eastern countries.

Considering that costs such as travel costs may be lower going into neighbouring Taiwan (China) or Hong Kong (China) than to Gulf countries, combined with the fact that earnings would be expected to be higher in these two destinations, calls for further consideration of agreements protecting migrant workers going into Taiwan (China) and Hong Kong (China), including on the minimum wage acceptable for occupations such as domestic workers.

Reducing the financial cost of migrant workers' recruitment:

The ultimate policy aim should be that no migrant worker pays any fees or costs to access employment abroad. The total recruitment costs paid by the population of overseas Filipino workers during the last three years preceding the 2019 survey was estimated at 100.4 billion pesos (about US\$1.9 billion), and it could certainly be better used to improve their livelihood and the wellbeing of their families and communities back home, and hence improve migration development outcomes in general.

Identifying and protecting the most vulnerable groups:

The report shows that young workers, particularly young women, have a recruitment cost indicator that is among the highest. And while workers in low-skill occupations paid less than other workers, they also earned much lower comparatively, making their RCI the highest. Young workers and workers with low-skill jobs, particularly women and those in domestic services, remain therefore the most vulnerable to labour abuses, as they either pay the most for recruitment costs, or earn the least in terms of their earnings at their destination. **Most workers in low-skill**

occupations were in domestic service, which has existing policies to protect such occupations. The fact that their RCI is still among the highest (1.5 months of earnings, against the average of 1.2 months) requires existing policies to be reinforced, or the existing agreements if any, should be properly monitored and enforced, especially for such groups of workers who are at higher risk of exploitation.

Identifying additional policy strategies that work better:

The study shows that an overwhelming majority of overseas Filipino workers travelled mostly with a regular immigration visa (87 per cent) and are recruited mostly through a recruitment agency, government or employer (74 per cent). This could signal existing policies that ensure Filipino migrant workers use mostly formal channels for a job abroad. If that is the case, then the findings are clear evidence that the right policies matter.

While the study has shown a sizeable number of workers with no reported recruitment costs (321,000 or 14.6 per cent of all OFWs), most of them were recruited through their personal channels, or travelled through non regular visas. There should be some more policy room for regular visas and regular recruitment channels at zero costs, or if these policies exist, there needs to be a further examination at how they can be better implemented. **However, further research is also needed to understand who paid costs such as travel and visa costs for this group with no reported recruitment costs.**

Generating regular national data for the monitoring and adjustment of policies to protect migrant workers:

Although this first survey in the Philippines was and is still considered as a pilot study on measuring SDG indicator 10.7.1, the sample and results show normal trends in line with existing data collection systems and data on overseas Filipinos. Trends in the results, such as by corridors, industries and occupations are in line with existing SOF data. The sample size reached in the survey for the target population (3,153 cases of OFWs) allows for the minimum needed disaggregation, and there are no major sampling errors (the relative standard error of the total estimate of OFWs is just about 1.3 per cent). With fewer exceptions relative standard errors of all main distributions are less than ten per cent.

Data could therefore be used for policy, particularly as they shed new light on recruitment-related vulnerabilities in a disaggregated way, reflecting the importance of age, gender, skills or occupation and destination country or territory as the factors that determine the costs that workers pay for a job abroad. Since the Philippines has an existing survey that can easily accommodate the measurement of SDG indicator 10.7.1, **this exercise can easily be repeated on an annual basis along with the SOF, allowing for effective monitoring of progress in reducing the recruitment costs of migrant workers at minimal costs in terms of data collection.** The Philippines has the capacity to monitor SDG indicator 10.7.1 easily and on an annual basis with its current data collection system and could set the example for its ASEAN neighbours and other Asia Pacific countries and territories, in the monitoring of SDG Target 10.7.



▶ 1

Methodological review of the data collection

The methodological considerations for collecting data on the recruitment cost indicator (RCI) using the Survey on Overseas Filipinos (SOF) covers an overview of the SOF, the target group for SDG indicator 10.7.1, that is overseas Filipino workers within the last three years, as well as some internal validation of survey results.

The survey on SDG indicator 10.7.1 was part of the Survey on Overseas Filipinos (SOF), a well-established household survey that provides regular estimates of overseas Filipino workers on an annual basis. The sample size identified provides enough sample cases (3,153 cases) for required disaggregation on RCI, such as on corridors, skills, main sectors (industries), and recruitment channels. The target group for SDG indicator 10.7.1 is quite the same as that of OFWs from the SOF.

► 1.1 The Survey on Overseas Filipinos: Survey design

a. Introduction: Sampling frame and sampling unit, survey target population

The Survey on Overseas Filipinos (SOF) is a national survey in the Philippines that collects information on Filipino citizens abroad. For overseas Filipino workers (OFWs) the survey targets those who left the country for employment during the five years preceding the survey. In the case of the 2019 SOF, that period was from October 2014 to September 2019. The SOF is conducted every year as a modular survey attached to the October round of the Philippines quarterly Labour Force Survey (LFS). The SOF uses the same sampling design as that of the LFS and covers all households as the LFS; results of SOF relate to OFWs who are members of private households nationwide.

The SOF started in 1982 and provides national estimates on the number of overseas Filipinos, including overseas workers and their socio-economic characteristics, as well as their contribution to the economy (such as through remittances). It is one of the few surveys worldwide that measures official statistics on citizens abroad. The SOF is a household survey and produce statistics on OFWs who are or were members of private households (PSA 2020a, p.2).

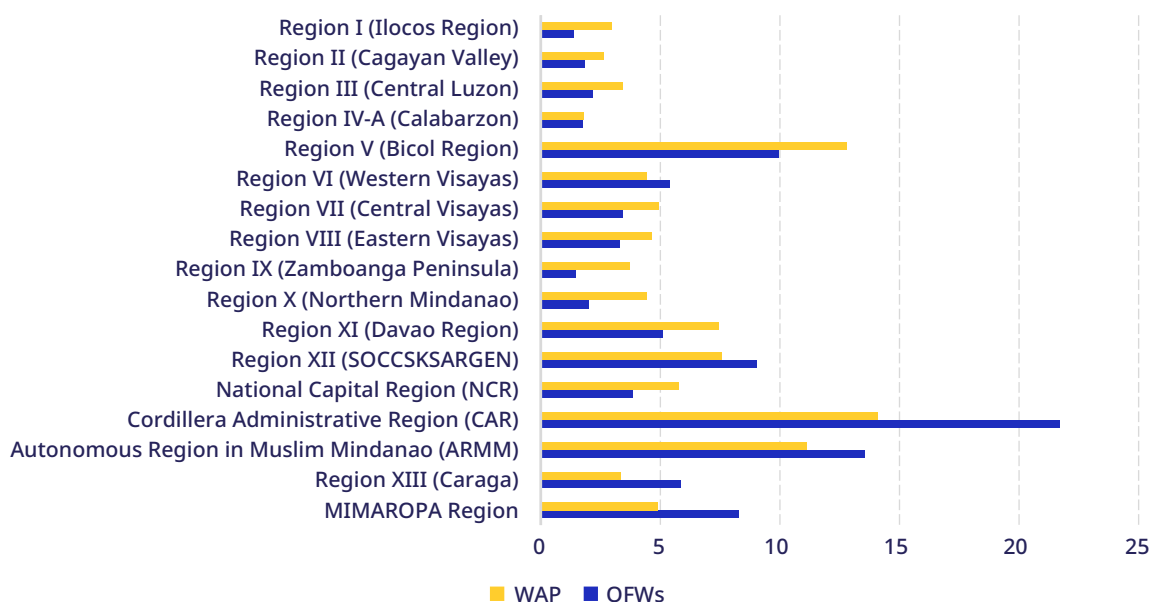
The target group for the survey on SDG indicator 10.7.1 was meant to be a sub-group of OFWs, that is those who moved abroad during the last three years (October 2016 to September 2019) in order to work for a salary. In this report they should normally be designated as return overseas Filipino workers, based on the ILO concept of return migrants from the 20th ICLS Guidelines on statistics of international labour migration (ILO 2018a).

However, some of these OFWs covered by the SDG indicator 10.7.1 survey had not necessarily returned yet during the survey. In addition, available microdata indicates that limiting the survey period to three years had not changed the target group much. We will therefore be referring to all OFWs, and no additional sampling adjustments were needed nor done in order to measure the RCI among OFWs.

b. Geographic concentration and coverage issues

OFWs were concentrated in the four highest populated regions of Calabarzon (Region IV-A), the National Capital Region (NCR), Central Luzon (Region III), and Western Visayas (Region VI), as can be seen below in Figure 1. While the NCR has slightly lower proportions of OFWs than its population share (about 3 percentage points less), the other two regions have higher proportions of overseas population, with Calabarzon having the highest difference, at close to eight percentage points higher.

► **Figure 1. Distribution of overseas Filipino workers (OFWs) and the population (WAP*) by region, LFS 2019**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Note: (*) The working age population (WAP) distribution is from the LFS 2019 estimated population.

c. Precision and reliability issues: Sampling design, sample size, disaggregation issues

The sampling design is that of the annual SOF, and despite differences in coverage periods (five years for the SOF and only three years for the RCI), the target population is quasi the same. Further research may be needed to understand why this is the case, but one explanation could be that SOF captures more migration spells from recent years, and less so as we go beyond three years.

The sample size for the LFS 2019 was around 45,000 households, with some 125,392 individual cases aged 15 years and above (in a total of 178,067 individual sample cases). In there, a sample of 3,153 individual OFWs were identified to measure SDG indicator 10.7.1 (excluding a few cases of employees in Philippine embassies and consulates). Note that the filter for a three-year period could be removed, as a period of five years prior to the survey is also acceptable in the SDG indicator 10.7.1 guidelines.

Sampling errors for core statistics and by required disaggregation have been produced and are presented in Annex II: Standard errors for national level estimates are all very low, with very small confidence intervals; most of the relative standard errors are below ten per cent (see Tables in Annex II). There are no reliability issues in the core statistics and disaggregation on recruitment costs, earnings and RCI. However, a note has been introduced in the tables for caution (and results marked with an *), where data refer to cells whose sample cases are less than ten units. This happens mostly when there is a higher number of categories in disaggregation variables, such as for example when cross-tabulating industry, or recruitment processes with the last country of destination abroad.

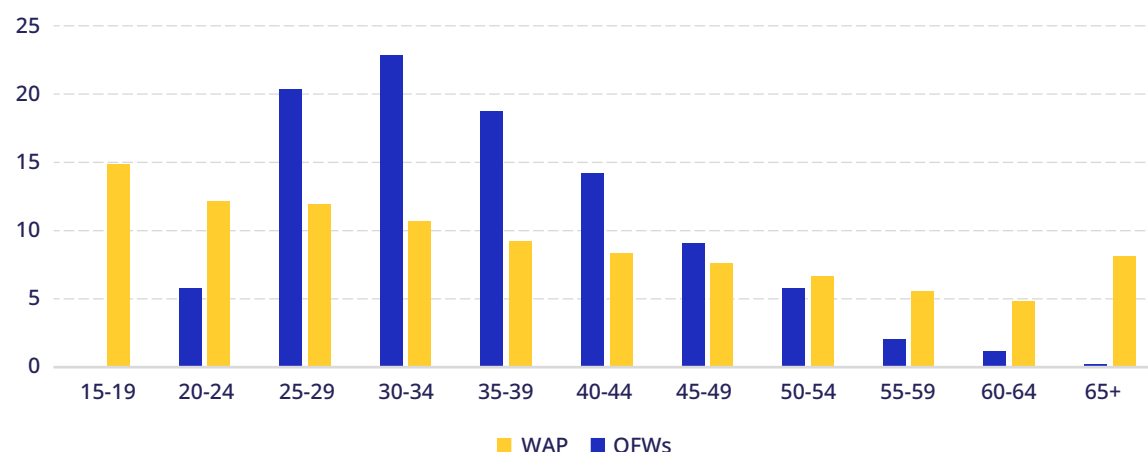
► 1.2 External validation of data

Unfortunately, there are no other reliable external sources on Filipinos working abroad to compare with the overseas Filipino workers from the SOF, therefore we have used the comparison with the WAP from the LFS 2019 Q4, the rider survey for the SOF.

Age comparisons between OFWs and the WAP show expected differences, with the former showing a normal distribution, while the WAP distribution has declining trends. As would be expected,

proportions in age group 25-49 are relatively higher among OFWs than in the total population (Figure 2).

► **Figure 2. Age distributions of overseas Filipino workers (OFWs) and total WAP, 2019**



Source: Philippine Statistics Authority, 2019 Q4 LFS and 2019 Survey on Overseas Filipinos.

► 1.3 Summary of challenges and methodology recommendations

The survey on SDG indicator 10.7.1 was part of a well-established household survey, which provides regular estimates of overseas Filipino workers on an annual basis. The sampling design of SDG indicator 10.7.1 is that of the SOF, and no adjustments were needed for the weights. The structures of both target population estimates remain similar. The sample size identified provides enough sample cases for required disaggregation on RCI, such as on corridors, skills, main sectors (industries), and recruitment channels.

Data also indicate that shortening the coverage period from five to three years for SDG indicator 10.7.1 has not affected the sample size in cases of OFWs. Most of them certainly started a new job in the last country of destination abroad within the last three years. It is therefore preferable that in future surveys, the coverage period for SDG indicator 10.7.1 remains the same as that for OFWs.

▶ 2

Demographic characteristics of overseas Filipino workers

Overseas Filipino workers covered by the SDG indicator 10.7.1 survey in 2019 were predominantly from the prime working age (25-54) at close to 91 per cent, with a slight majority of women (54 per cent), particularly at younger ages and in almost all main destinations.

About 54 per cent of OFWs came just only from the four regions of Calabarzon, Central Luzon, the National Capital Region and Western Visayas.

Saudi Arabia and the United Arab Emirates are the main corridors for OFWs, with close to 23 per cent and 14 per cent respectively working in these two countries. Women dominated in the main corridors, with Hong Kong (China) and Kuwait hosting respectively over 93 per cent and 84 per cent of OFWs as women. OFWs are highly educated, with about 58 per cent having reached tertiary level education, while those with primary level or below are less than four per cent.

► 2.1 Age, sex and regional distribution of overseas Filipino workers

Most overseas Filipino workers were between the age of 25 and 54 (90.9 per cent); only about 5.8 per cent were persons 15 to 24 years old (Figure 3, Panel A). The majority were female, accounting for 54 per cent of all OFWs. This was particularly true at younger ages below 45, as men became the majority from 45 years and above (Figure 3, Panel B). As age increased, more men tended to join the OFWs.

By region more than 54 per cent of OFWs came from just only the four regions of Calabarzon (Region IV-A), Central Luzon (Region III), the National Capital Region (NCR), and Western Visayas (Region VI). Women predominated in most of the regions, particularly in Region I (Ilocos Region) and Region II (Cagayan Valley), with 65 and 73 per cent respectively (see Table 14 in Annex III), and up to almost 80 per cent of women of those OFWs coming from the Autonomous Region in Muslim Mindanao. Men were predominant mostly from Region VII (Central Visayas, 64 per cent) and the National Capital Region (NCR, 53 per cent).

► Table 1. Selected characteristics of overseas Filipino workers, by sex (percentage)

	Male	Female	Total
Overseas Filipino workers (thousand persons)	1 007.8	1 188.2	2 196.0
By main age group (% distribution)			
15-24	5.0	6.5	5.8
25+	95.0	93.5	94.2
By main region (% distribution)			
Region I (Ilocos Region)	6.3	10.0	8.3
Region II (Cagayan Valley)	3.4	7.9	5.9
Region III (Central Luzon)	15.0	12.3	13.5
Region IV-A (Calabarzon)	25.1	18.8	21.7
Region VI (Western Visayas)	10.6	7.7	9.0
National Capital Region (NCR)	11.7	8.5	9.9
Other	28.0	34.7	31.6
By educational attainment (% distribution)			
Primary	1.6	5.1	3.5

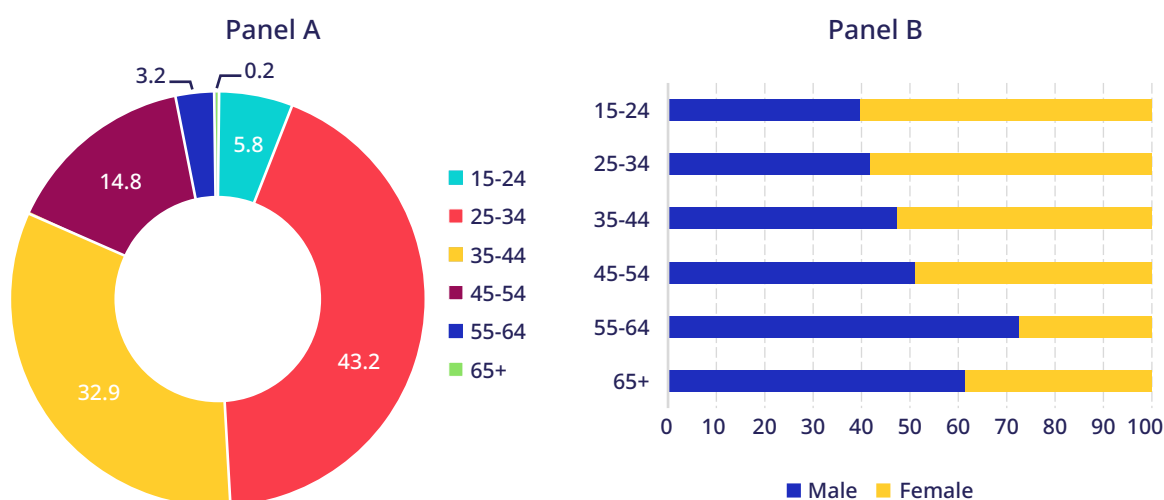
	Male	Female	Total
Secondary	29.2	46.8	38.7
Tertiary	69.1	48.2	57.8
By main last country or territory of destination abroad (% distribution)			
Saudi Arabia	22.2	23.0	22.6
United Arab Emirates	9.6	16.9	13.5
Hong Kong (China)	1.0	12.5	7.2
Taiwan (China)	7.6	5.3	6.4
Kuwait	2.0	9.4	6.0
Qatar	5.6	6.2	5.9
Other country/ territory	51.9	26.7	38.3

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Note: Percentages might not add up to 100 per cent due to rounding. This applies to all tables throughout this report.

(*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Figure 3. Overseas Filipino workers by ten-year age group (Panel A) and by sex (Panel B, percentage)**



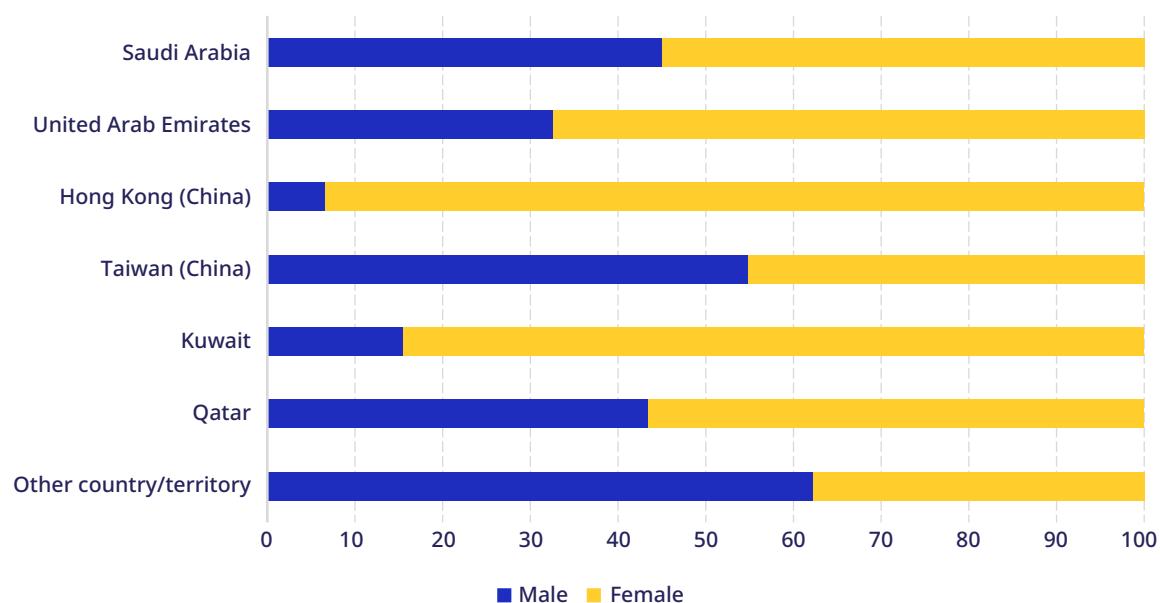
Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► 2.2 Educational attainment and country of destination abroad

While Filipino workers have work experience in a variety of countries abroad, some six corridors or destination countries/ territories dominated, with about 62 per cent of OFWs working there during the last three years at least. These were: Saudi Arabia, United Arab Emirates (UAE), Hong Kong (China), Taiwan (China), Kuwait and Qatar. Saudi Arabia is the dominant corridor with about 22.6 per cent of OFWs working there, followed by UAE at 13.5 per cent of OFWs.

Female workers dominated across the most popular destination countries or territories. Specifically, Hong Kong (China), Kuwait and United Arab Emirates hosted respectively over 93 per cent, 84 per cent, and 67 per cent of female workers. The share of women was only lower in Taiwan (China), at 45 per cent, and for the group of remaining countries and territories where the share of women was only about 38 per cent (Figure 4).

► **Figure 4 Overseas Filipino workers, by sex and last country or territory of destination abroad (percentage)**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Concerning educational levels, OFWs comprised a rather highly educated group: the share that had a primary education level or less was only about 3.5 per cent (just slightly higher for females at 5.1 per cent, against 1.6 per cent for males). By comparison with data from the LFS 2019 Q4, about 24.1 per cent of the working age population had primary education or less (and only 27.1 per cent had reached tertiary levels). A majority of overseas Filipino workers had obtained tertiary level degrees (57.8 per cent). However, the difference between males and females was considerable, with some 69.1 per cent of males having a tertiary level, against 48.2 per cent for females. Women with secondary levels were however higher than men (46.8 per cent against 29.2 per cent for male), leading to similar high proportions of secondary levels and above, at more than 95 per cent each.

▶ 3

Employment characteristics of overseas Filipino workers

A majority of the overseas Filipino workers were involved in domestic work, and in accommodation, health and related services (more than 63 per cent), predominantly in medium- and low-skill occupations (41 per cent and 39 per cent respectively).

There are huge gender differentials however, since women dominated in low-skill occupations at 88 per cent (notably in domestic services where they constituted up to 97 per cent of all workers), while men dominated in medium- and high-skill occupations (71 per cent and 62 per cent respectively). While low-skill occupations dominated in most of the destination countries and territories, the proportions were much higher in Hong Kong (China) at more than 85 per cent, followed by Kuwait at more than 70 per cent, due particularly to domestic services. Overseas Filipino workers travelled mostly with a regular immigration work visa (84 per cent) and are recruited through recruitment agencies, governments or employers (74 per cent), signalling existing policies to support work abroad through regular channels. This may equally be explained by the geographic conditions of the country as an island, making it hard to move out of the country through informal channels.

► 3.1 Overseas Filipino workers by industry and occupation

Domestic services and accommodation, health and other services constitute the major industries in which OFWs are or were working abroad. However, there are also OFWs involved in manufacturing (which tend to have medium-skill occupations), particularly men. Noticeably, **close to a fifth of OFWs were in high-skill occupations**, with high gender differentials however (25.9 and 13.7 per cent for men and women respectively).

► Table 2. Overseas Filipino workers by sex, main industry and main occupation (skill) (percentage)

	Male	Female	Total
Overseas Filipino workers (aged 15+) (thousand persons)	1 007.8	1 188.2	2 196.0
By economic activity (industry) (% distribution)			
Agriculture and fishery	3.2	0.6	1.8
Manufacturing	20.8	4.7	12.1
Construction and other industry	15.5	0.5	7.4
Transportation and storage	31.8	1.4	15.3
Domestic services	2.1	65.8	36.5
Accommodation, health and other services	26.7	27.0	26.9
By occupation (skills) (% distribution)			
Managers and professionals (high skill)	25.9	13.7	19.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	63.8	22.3	41.3
Elementary occupations (low skill)	10.3	64.0	39.4

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

By industry, **female workers concentrated in domestic services (65.8 per cent), while this share for male workers was just 2.1 per cent** (Table 3). Most men were involved in transportation and

storage (31.8 per cent), accommodation, health and other services (26.7 per cent), manufacturing (20.8 per cent), as well as construction and other industries (15.5 per cent). Accommodation, health and other services were also common among female workers (27.0 per cent), but all the other industries above mentioned for men had very few cases of women (fewer than five per cent). Females dominated mostly in domestic services (97 per cent of them were female) and in accommodation, health and other services (54 per cent), while male dominated in all the other industries (see Table 14 in Annex III).

Regarding occupations, about 60.6 per cent of Filipino migrants worked in medium- to high-skill occupations, that is, as clerical, service and sales workers, plant and machine operators, skilled agriculture and craft/ trade workers, as well as managers and professionals. Workers in low-skill jobs, that is domestic cleaners and helpers as well as other elementary occupations, were about 39.4 per cent. **The fact that close to two-thirds of Filipino workers were involved in medium- to high-skill occupations is not surprising, considering that a commanding majority (96.5 per cent) were holding secondary to tertiary education levels.** However, the distribution by sex does not follow this trend: while only 10.3 per cent of men are in low-skill occupations, female workers in low-skill occupations are six times more than their male counterpart at 64.0 per cent.

Higher jobs mismatches for women than for men workers:

While both women and men have mostly secondary education levels or higher (95.0 per cent for women and 98.4 per cent for men), **a considerable number of women with secondary and tertiary education ended up in low-skill occupations**, at about 59.8 per cent (or 711,000 female workers); the same number of educated men workers at secondary and higher levels and who are in low-skill occupations is only about 9.5 per cent (or 96,000 male workers).

In general, migrant workers are often believed to take on positions that may be below their qualifications, and this is demonstrated by data from the SOF 2019 (see details in Table 3 below). Some 36.7 per cent of OFWs with secondary education levels and above (or 807,000 OFWs) were found occupying low-skill jobs, and they were mostly women. While this can be explained by the fact that more women go to work into domestic service, **it is recommended that relevant government institutions as well as placement agencies attempt to take into consideration the educational level of women migrant workers while supporting them to obtain a job abroad**; instead of what may be assuming upfront that domestic work would be fine for a female migrant worker to take.

Male workers far outnumbered female ones in medium and high skill groups. The number of male workers was more than double that of female counterparts in medium-skill occupations. And in the low skill group, female workers accounted for the majority (about 761,000 women as opposed to about 104,000 men).

► Table 3. Overseas Filipino workers by main educational levels, main occupation and by sex

	Primary	Secondary	Tertiary	Total
Overseas Filipino workers (aged 15+), thousand				
By occupation (skills), Total	75.7	850.6	1 269.7	2 196.0
Managers and professionals (high skill)	1.1*	34.0	389.2	424.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	17.2	310.8	579.4	907.4
Elementary occupations (low skill)	57.4	505.8	301.2	864.4
By occupation (skills), Male	16.3	294.8	696.8	1 007.8
Managers and professionals (high skill)	1.1*	25.8	234.4	261.3

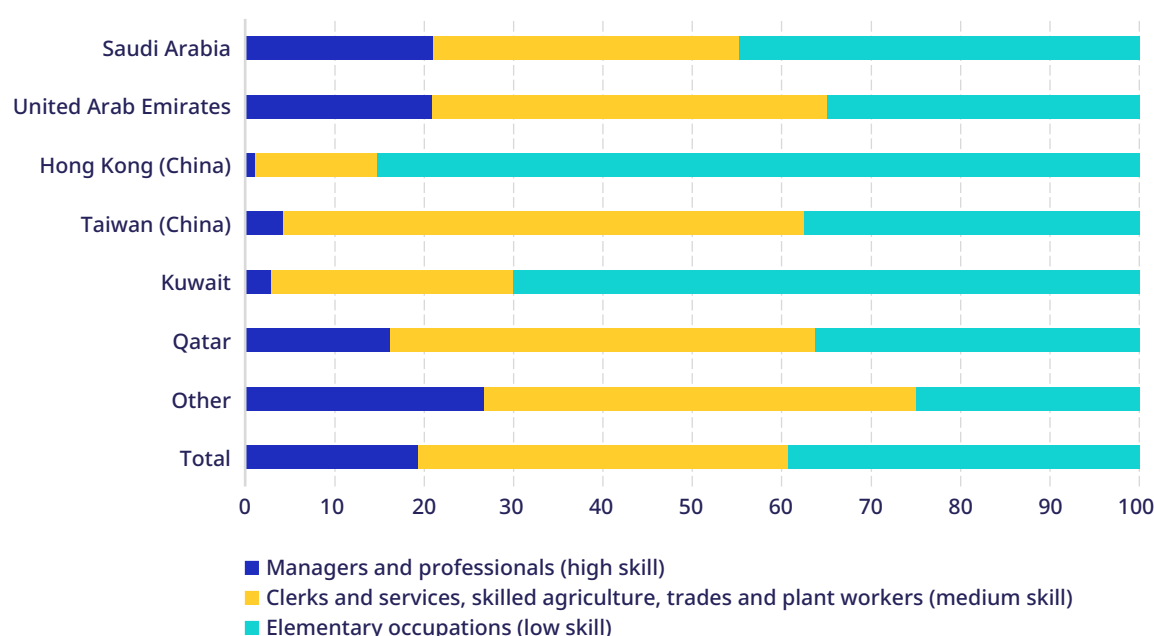
	Primary	Secondary	Tertiary	Total
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	7.6	218.7	416.6	642.9
Elementary occupations (low skill)	7.6	50.2	45.8	103.6
By occupation (skills), Female	59.3	555.9	573.0	1 188.2
Managers and professionals (high skill)	-	8.2	154.7	163.0
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	9.6	92.1	162.8	264.5
Elementary occupations (low skill)	49.7	455.6	255.4	760.7

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Note: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

Looking at the distribution of skills across the most common countries and territories of destinations abroad, the share of workers in high-skill occupations was always the lowest. The rate of high-skill occupations was extremely low in Hong Kong (China) (at 1.1 per cent), Kuwait (at 3.0 per cent), and Taiwan (China) (at 4.3 per cent) (Figure 5). Elementary occupations were the most common options among those going to Hong Kong (China), accounting for 85.2 per cent. They were also dominant in Kuwait (70.1 per cent) and Saudi Arabia (47.5 per cent). However, in both Taiwan (China), Qatar and United Arab Emirates, medium-skill occupations dominated (at 58.2 per cent, 47.5 per cent and 44.0 per cent respectively). Medium-skill occupations were also the majority in the other remaining destinations together, at 48.3 per cent.

► **Figure 5. Overseas Filipino workers, by last country or territory of destination abroad and main occupations (skills) (percentage)**



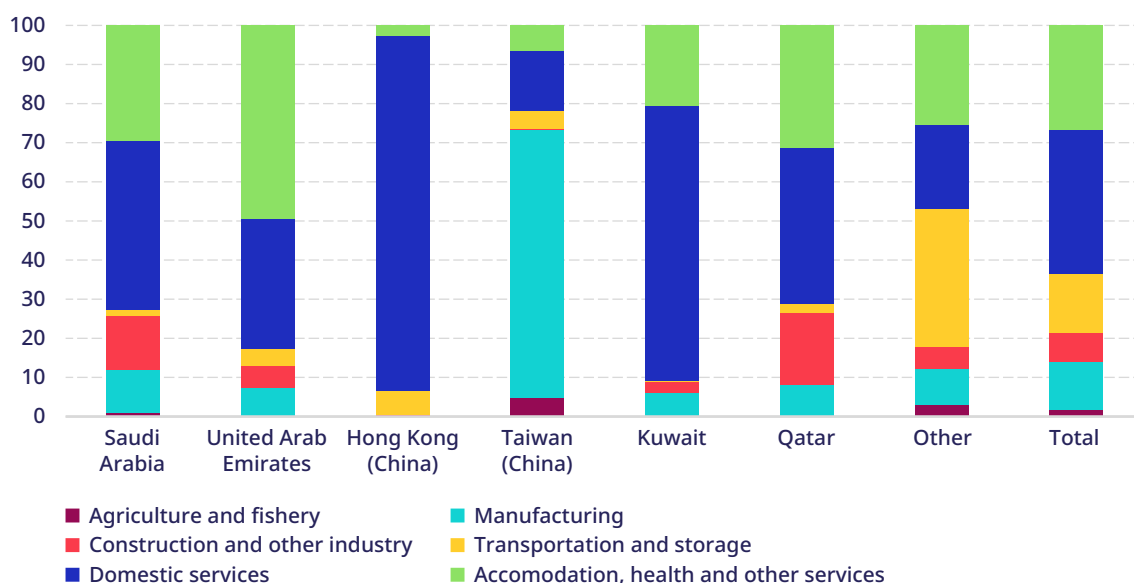
Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Regarding industry, jobs in domestic work were notably the most common choices for OFWs going to Hong Kong (China), Kuwait, Saudi Arabia and Qatar, with a share respectively at approximately 91 per cent, 70 per cent, 43 per cent and 40 per cent. Workers travelling to Taiwan (China) mostly looked

for jobs in manufacturing (accounting for 68.5 per cent of all choices). In the remaining countries and territories, manufacturing accounted for about ten per cent or below.

Accommodation, health and other services were the most popular industries for OFWs in the United Arab Emirates (Figure 6), accounting for 49.5 per cent. They were also the second popular choice in Qatar, Saudi Arabia and Kuwait, as they made up to 31.4 per cent, 29.6 per cent and 20.7 per cent respectively. By contrast, agriculture and fishery were among the least favourable industries in all destination countries or territories, with a share always below five per cent.

► **Figure 6. Overseas Filipino workers, by last country or territory of destination abroad and main industry (percentage)**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► 3.2 Overseas Filipino workers by recruitment process and legal migration status

Overseas Filipino workers were asked about their recruitment process, that is how they did obtain the first job abroad (the question was mostly to assess if it was through a public or private agency or through a friend or relative). They were also asked which legal status they had when they entered the country or territory for that first job abroad, whether they entered through regular immigration (with or without a work visa) or through an irregular channel or entry port.

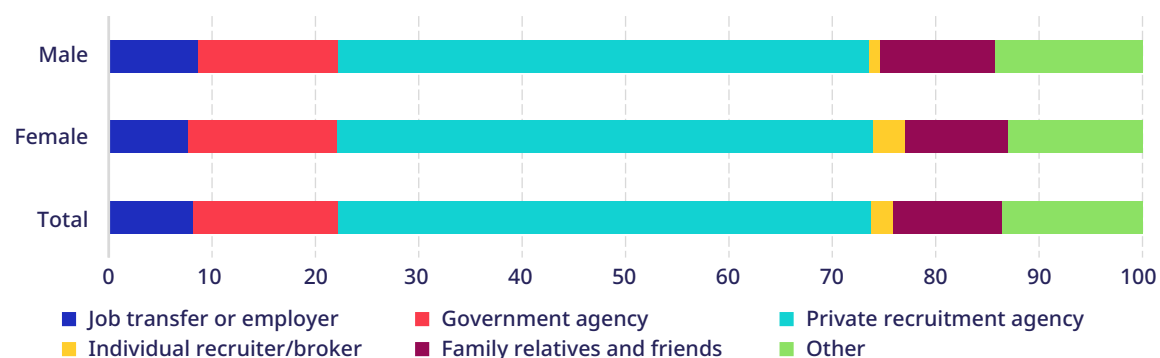
The results showed that most workers found their first job via a private recruitment agency, with more than a half of them for both women and men (Figure 7). The least common recruitment channel was via individual recruiter or broker, with only about two per cent of total workers using it.

About 84.2 per cent of Filipino workers travelled as regular migrants with work visa, while around 13.1 per cent used irregular channels or entry ports (Figure 7). Only a minority (about 2.7 per cent) travelled as regular migrants without work visa.

The fact that an overwhelming majority of overseas Filipino workers travelled mostly with a regular immigration work visa (84 per cent) and are recruited through recruitment agencies, the government or employers (74 per cent), could signal existing policies that ensure Filipino migrant workers use mostly formal channels for a job abroad. If that is the case, then the findings are clear evidence that policy matters. However other factors could have played, such as possible

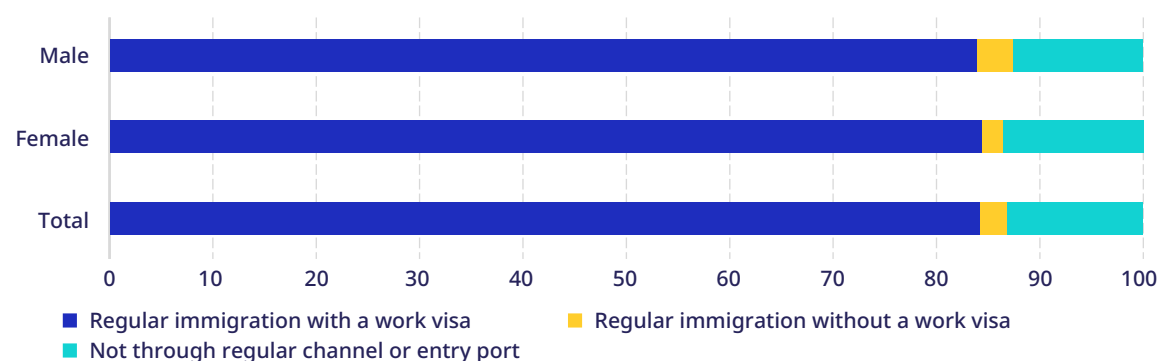
misreporting of informal channels (due to sensitivity of the question), or the geographic conditions of the country as an island, making it hard to move out of the country through informal channels.

► Figure 7. Overseas Filipino workers, by sex and recruitment process (percentage)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► Figure 8. Overseas Filipino workers, by sex and legal migration status (percentage)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.



▶ 4

Recruitment costs of overseas Filipino workers

Recruitment costs refer to “any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection” (ILO and World Bank 2019a, para. 21; ILO 2016). The costs must be borne by workers and include all items, such as recruiters’ charges, training preparations specific to the job, visa and documents fees if related to the job, transportation, medical and insurance costs as well as interest payment on debts incurred to cover those other recruitment costs.

The 2019 SOF used the shortest module to collect data on recruitment costs, therefore using only one question on total costs paid, with no further details on costs items/ categories. In terms of data quality there were only about 12.5 per cent of non-responses and ‘do not know’ to this question (they are considered as missing and not included in this chapter).

The total recruitment costs paid by overseas Filipino workers during the last three years prior to October 2019 was estimated at more than 100 billion pesos (about US\$1.9 billion).¹ The average recruitment costs for the overseas Filipino workers (with both costs and earnings) were at 54,000 pesos (US\$1,032). Men tended to pay more than women, on average at 11,000 pesos more. Young workers paid higher than adults, particularly young men (75,000 pesos).

Workers who migrated to low-skill occupations paid the least at 44,000 pesos, particularly due to low costs for domestic work (40,000 pesos), while getting work abroad in agriculture and fishery was the most expensive (71,000 pesos). Taiwan (China) was the most expensive corridor for OFWs (nearly 76,000 pesos), including for domestic workers and other low-skill jobs, and Kuwait was the cheapest (at just about 32,000 pesos), along with other Middle Eastern countries.

The Philippines has policies in place regulating costs that must be borne by workers recruited to work abroad, and these policies put a cap to one month’s basic salary.² There are also no costs provisions for selected occupations such as domestic workers.

► 4.1 Recruitment costs of overseas Filipino workers by industry and occupation

Among OFWs, **male workers in general tended to pay more recruitment costs than their female counterparts** (Table 4). They paid on average about 60,000 pesos, while female workers paid about 49,000 pesos. The gap is particularly higher for those aged younger than 25, in which male workers paid close to 17,000 pesos more than their female counterparts. Adult workers paid significantly less recruitment costs than the younger (53,000 pesos versus 65,000 pesos on average).

Across regions as well, male workers were paid higher than female ones, particularly those coming from Region II (Cagayan Valley), Region III (Central Luzon), Region IV-A (Calabarzon) and Region VI (Western Visayas), where the gaps were the highest compared to the other parts of the country. The most outstanding gap between the recruitment cost of men and women was witnessed in the group coming from Region II (Cagayan Valley), where male workers paid the highest of all regions at 84,000 pesos, while female workers paid only about 50,000 pesos. Only in Region I (Ilocos Region) and the National Capital Region (NCR) did women pay more than men to earn a job abroad, but the gap was not so significant (79,000 pesos versus 77,000 pesos in the case of Region I, and 51,000 versus 49,000 pesos in the case of the NCR).

By educational attainment, migrant workers that obtained higher degrees tended to pay higher than those with lower degrees. A tertiary level worker had to pay about 58,000 pesos on average for a job overseas, while the costs for primary level workers were only 38,000 pesos. One can also note that the

¹ Using the October 2019 UN exchange rate at 51.909 pesos for US\$1.

² As per the Revised Philippines Overseas Employment Agency (POEA) Rules and Regulations Governing the Recruitment and Employment of Land-based Overseas Filipino Workers, 2016. Further details (ILO 2018b).

gap between men and women's recruitment costs is highest at secondary education levels (14,000 pesos more for men), while it is the lowest at primary education levels (about 4,000 pesos more for men).

► Table 4. Average recruitment costs of overseas Filipino workers, by sex, age, geographic location, education, main industry and main occupation (skills) (thousand pesos)

	Male	Female	Total
Average recruitment costs of overseas Filipino workers	59.6	48.5	53.6
By main age group			
15-24	75.3	58.7	64.9
25+	58.9	47.8	52.9
By main region			
Region I (Ilocos Region)	77.4	79.0	78.5
Region II (Cagayan Valley)	83.8	49.9	58.7
Region III (Central Luzon)	65.6	53.8	59.8
Region IV-A (Calabarzon)	50.3	40.1	45.7
Region VI (Western Visayas)	65.1	45.4	56.0
National Capital Region (NCR)	49.1	50.6	49.8
Other	59.8	41.5	48.8
By educational attainment			
Primary	41.2	36.8	37.7
Secondary	57.3	43.1	48.1
Tertiary	61.1	54.8	58.2
By economic activity (industry)			
Agriculture and fishery	78.8	37.9	70.9
Manufacturing	71.6	64.5	70.1
Construction and other industry	45.7	123.2	48.3
Transportation and storage	60.0	56.5	59.9
Domestic services	77.7	39.3	40.2
Accommodation, health and other services	53.7	66.7	60.7
By occupation (skills)			
Managers and professionals (high skill)	55.9	59.0	57.1
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	59.8	65.6	61.5
Elementary occupations (low skill)	68.3	40.3	43.6
By country of destination abroad			
Saudi Arabia	45.1	34.6	39.5
United Arab Emirates	44.8	41.3	42.5
Hong Kong (China)	41.3	48.4	48.0

	Male	Female	Total
Taiwan (China)	77.8	73.5	75.9
Kuwait	42.6	30.5	32.2
Qatar	47.2	35.3	40.4
Other country/territory	68.7	69.6	69.0

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

Filipino workers had to pay nearly 71,000 pesos on average if they wished to work in agriculture and fishery overseas, which was the highest cost among all industries. By contrast, **domestic services were the cheapest economic activity to get recruited**, with recruitment cost being just over 40,000 pesos, followed by transportation and storage with roughly 48,000 pesos (Table 4). When looking at differences by sex, men paid more than women in all economic activities, except for construction, accommodation, health and other services, where women had to pay higher. Women paid particularly close to three times as high as men in construction and other industry, at about 123,000 pesos on average, although these findings should be taken with caution because there were far fewer women than men in these industries.

By occupation, **workers who did elementary jobs paid the least** among all, at about 44,000 pesos on average, to obtain a job overseas. Among those in low-skill occupations, women paid even less, at about 40,000 pesos, while men had to pay a significantly higher cost, at 68,000 pesos. This situation could result from the fact that most workers in low-skill jobs were in domestic services, and most jobs in domestic services are considered as female jobs. When looking at disaggregation by industry and main occupation (skill), workers in domestic services were predominantly low-skill occupations indeed, close to 90 per cent (see Table 17 in Annex III).

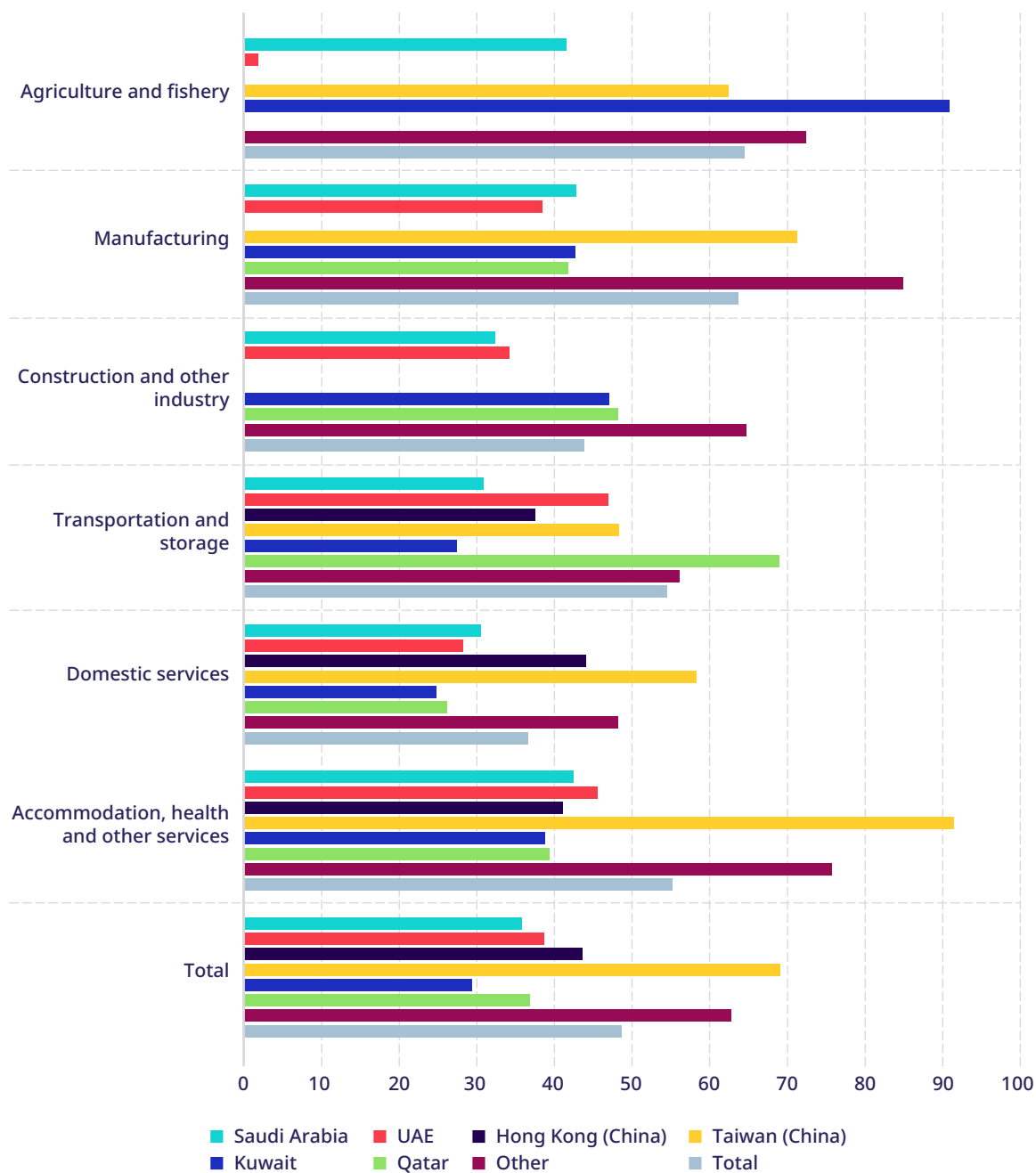
Looking at recruitment costs by destination, **Taiwan (China) was the most expensive destination** for workers to obtain a job there, with average costs of about 76,000 pesos (Figure 9 and Table 20 in Annex III). Only the group of other countries were closer to this level at 69,000 pesos, understandable since the group includes countries and territories that are quite expensive such as Israel, India, Turkey, New Zealand, Switzerland, Germany, etc. The high costs could be one of the reasons why these places were not popular among Filipino workers. Except for Taiwan (China), all the other main corridors costed below 50,000 pesos on average, the next one being Hong Kong (China) at 48,000 pesos.

Middle Eastern countries (including Saudi Arabia, UAE, Kuwait and Qatar) had lower costs, at a maximum of around 40,000 pesos, especially Kuwait as the cheapest with just 32,000 pesos, and Saudi Arabia at just less than 40,000 pesos. These destinations were particularly cheapest for women, domestic services and other low-skill occupations.

The fact that Middle Eastern countries are the cheapest destinations for work abroad for Filipino workers, combined with the findings that workers in low-skill occupations such as those in domestic services, paid the least, could be the result of existing policies or agreements protecting migrant workers in these specific corridors and occupations. In which case this could be again a proof that policy matters in the protection of migrant workers.

Taiwan (China) was also the priciest destination to access work in manufacturing (78,000 pesos), in accommodation, health and other services (101,000 pesos), and for domestic workers (64,000 pesos). Hong Kong (China) was the next most expensive for domestic workers (at 49,000 pesos); and while workers in low-skill jobs paid the least in all other destinations, they paid the most in Taiwan (China) and in Hong Kong (China) at 85,000 pesos and 48,000 pesos respectively.

► Figure 9. Average recruitment costs of OFWs, by last country or territory of destination abroad and main industry (thousand pesos)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

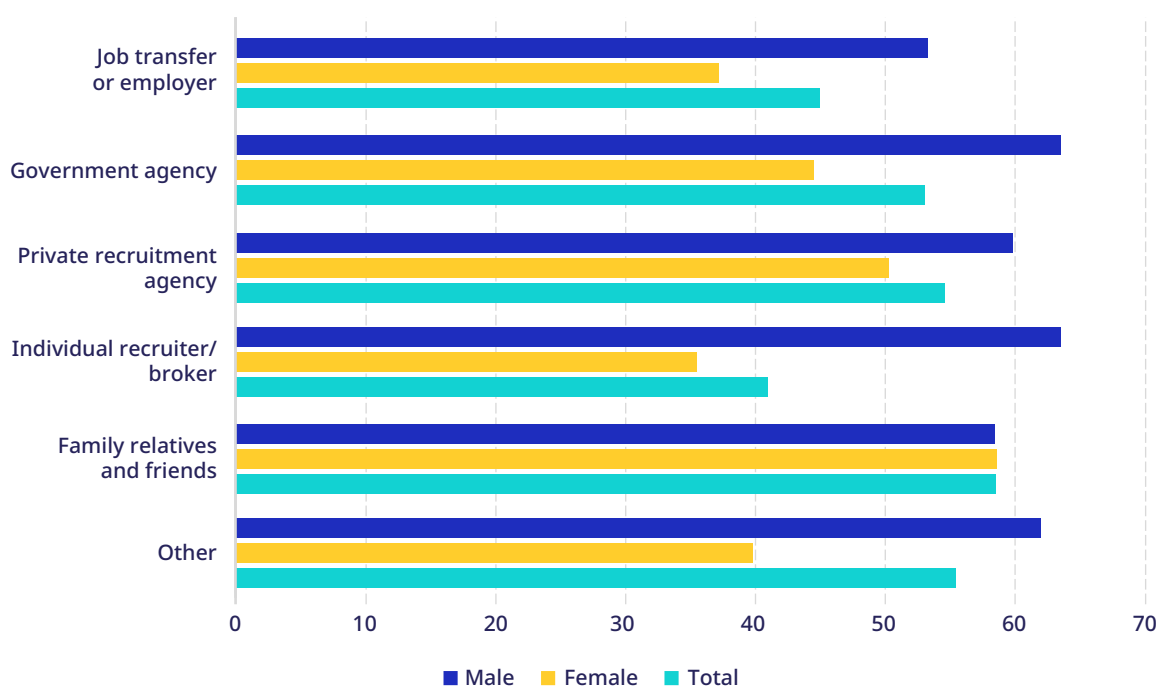
Notes: UAE= United Arab Emirates.

► 4.2 Recruitment costs of overseas Filipino workers by recruitment process and legal status

When comparing recruitment costs of workers by different channels of recruitment, workers who relied on a family member or friend to access a job abroad had to pay the highest, at nearly 59,000 pesos on average (Figure 10), followed by workers using other channels such as newspapers or social networking, at above 55,000 pesos. Government and private recruitment agencies, which accounted for a major part of Filipino workers, costed around the average of 54,000 pesos. Individual recruiters and brokers charged the least among all channels, at about 41,000 pesos. As described in section 3.2 of the report, it was also the least frequent way for workers to obtain a job abroad.

Looking closely at the disaggregation by sex, in any of recruitment channels except through family relatives and friends, male workers always paid higher than their female counterparts. In fact, male workers paid mostly higher than the total average, while female workers often paid below the average. Not surprisingly the largest gap was seen among those using individual recruiters and brokers, at 28,000 pesos of difference. But surprisingly the lowest gaps were among those using private recruitment agencies with a bit less than 10,000 pesos of difference, and much lower than for government agencies (19,000 pesos of difference) and job transfers or by employers (16,000 pesos of difference). The difference for government agencies could certainly be explained by the fact that women are recruited to mostly low-skill occupations and cheaper industries such as domestic services, and these are mostly promoted by government agencies. However, such an explanation may not work for transfers by employers, as there were fewer sample cases of women in low-skill occupations going through this recruitment channel.

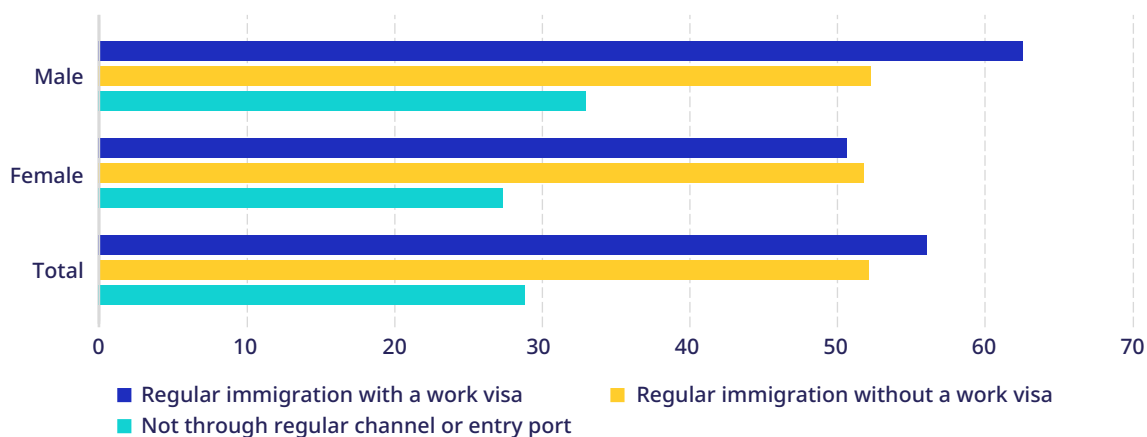
► Figure 10. Average recruitment costs of overseas Filipino workers, by sex and recruitment process (thousand pesos)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Recruitment costs were highest for persons migrating regularly with a work visa, at approximately 54,000 pesos per person on average. They were followed closely by costs paid by those regular migrants without a work visa (using tourist visas, for example), at about 50,000 pesos (Figure 11). **Workers who did not follow any regular channel or entry port paid the least among all, at just about 28,000 pesos.** However, when considering the total population of about 1.9 million OFWs with both recruitment costs and earnings, the proportion of those not using regular channels is less than one per cent, and they are mostly women.

► Figure 11. Average recruitment costs, by legal migration status and sex (thousand pesos)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

▶ 5

First-month earnings during the first job abroad

The guidelines for SDG indicator 10.7.1 recommend collecting information on earnings for the first full month paid in the last country of destination abroad, that is “the actual income earned as a wage or salary for the first month of employment within the reference period..., including bonuses, other earnings and deductions in wages made to recover any recruitment costs initially paid by the employer” (ILO and World Bank 2019a, para. 28).

The 2019 SOF used only one question to collect data on earnings, including payments in kind and bonuses. In terms of data quality there were only about 12.5 per cent of non-responses and ‘do not know’ to this question (they are considered as missing and not included in this chapter).

The total earnings for the first month abroad by overseas Filipino workers during the last three years prior to October 2019 was estimated at close to 86 billion pesos (about US\$1.6 billion in just a month). During their first full month of earnings abroad, overseas Filipino workers earned about 45,000 pesos on average (US\$864). Monthly earnings of men were largely higher than that of women, with a difference of up to 22,000 pesos (57,000 pesos for men compared to 35,000 pesos for women).

Not surprisingly workers in domestic services earned the least at 27,000 pesos; the same for all workers in low-skill occupations who earned less than half of those in high-skill occupations (29,000 against 71,000 pesos). While Taiwan (China) is the most expensive corridor to obtain a job, it appears also to be one of the best remunerating in the first full month of earnings (45,000 pesos) when excluding other non-popular destinations. Kuwait was the least remunerating destination for work, at 26,000 pesos of earnings during the first full month of work. Moving abroad through regular immigration was the best remunerated migration channel, at about 45,000 pesos versus only 32,000 pesos for those not going through regular channels or entry ports.

► 5.1 First-month earnings of overseas Filipino workers by industry and occupation

Overseas Filipino workers earned on average about 45,000 pesos (equivalent to US\$864), with male workers earning higher than females (about 57,000 versus 35,000 pesos) (Table 5). The higher earnings for men were also seen across almost all disaggregation by age, region, educational attainment, and occupation. The most noticeable difference was among those coming from Region VI (Western Visayas) where men earned 94,000 pesos per month, almost three times more than the earnings of women from the same region (32,000 pesos).

There were also variations among workers of different regions of origin. Among the main regions of origin for OFWs, workers coming from Region VI (Western Visayas) and the National Capital Region earned higher than those from other regions, as high as 65,000 pesos for Region VI, although these high earnings were due to male workers only. Those coming from Region II (Cagayan Valley) usually earned the lowest income (27,000 pesos) among all regions; this is particularly due to low earnings for female workers.

When comparing by educational levels, the higher educated one was, the more income he or she could earn. A primary education worker could just earn about 23,100 pesos in the first month of work abroad, while a worker with a tertiary education could earn more than double at 55,200 pesos. Surprisingly the higher was the educational level, **the higher the gap between men and women earnings: at primary levels men earned just about 5,200 pesos more than women, while this gap increased up to 20,500 pesos at tertiary levels.** This can be explained by the fact that there are more women with tertiary levels who participate in low-skill jobs (see Chapter 3) with certainly lower earnings.

► Table 5. Average first-month earnings of overseas Filipino workers, by sex, age, education, main industry and main occupation (skills) (thousand pesos)

	Male	Female	Total
Average first-month earnings of overseas Filipino workers	56.6	34.9	44.8
By main age group			
15–24	61.0	36.8	45.8
25+	56.4	34.7	44.8
By main region			
Region I (Ilocos Region)	37.4	36.6	36.9
Region II (Cagayan Valley)	37.9	23.3	27.1
Region III (Central Luzon)	50.7	33.7	42.3
Region IV-A (Calabarzon)	46.6	34.1	40.9
Region VI (Western Visayas)	94.3	31.9	65.3
National Capital Region (NCR)	67.3	52.9	60.7
Other	58.8	35.2	44.6
By educational attainment			
Primary	27.3	22.1	23.1
Secondary	40.5	26.7	31.6
Tertiary	64.5	44.0	55.2
By economic activity (industry)			
Agriculture and fishery	51.8	44.4	50.4
Manufacturing	53.8	40.8	51.0
Construction and other industry	47.0	65.3	47.6
Transportation and storage	75.4	66.9	75.0
Domestic services	30.8	26.6	26.7
Accommodation, health and other services	44.6	51.8	48.5
By occupation (skills)			
Managers and professionals (high skill)	78.5	59.3	71.0
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	49.6	44.7	48.2
Elementary occupations (low skill)	45.5	26.2	28.5
By country of destination abroad			
Saudi Arabia	41.9	32.0	36.5
United Arab Emirates	36.3	36.7	36.6
Hong Kong (China)	51.7	26.3	28.0
Taiwan (China)	54.6	32.7	44.8
Kuwait	38.7	23.4	25.7
Qatar	33.2	40.8	37.5
Other country/territory	71.3	43.8	60.8

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.



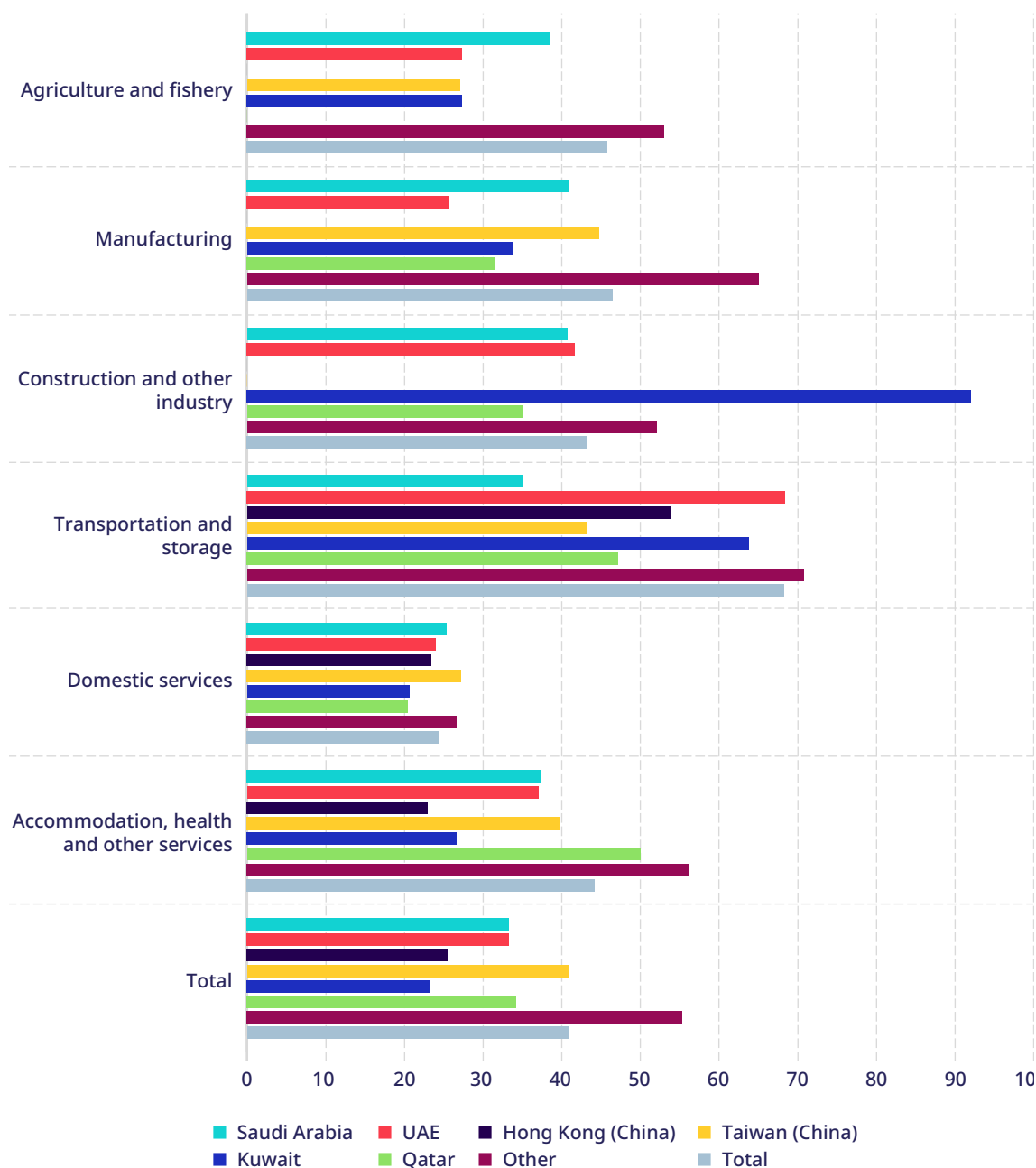
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By industry, transportation and storage were the most lucrative industries for Filipino workers as they could earn as high as 75,000 pesos in these industries. On the other side of the spectrum, the least paid industry was domestic services where workers could earn 27,000 pesos per month. In domestic services, where women accounted for the majority, men were found to have a higher income than women: they received 31,000 pesos in the first month of work abroad, against 27,000 pesos for women. Similarly, male workers earned higher than female counterparts in most industries, except in accommodation, health and other services, as well as in construction and other industries (manufacturing); however, data in the later should be taken with caution as there were fewer women in the sample cases.

By occupation, Filipino workers who were in high-skill occupations earned significantly more than the others. Managers and professionals received about 71,000 pesos in the first month of work abroad, while clerks and others in medium-skill occupations only earned approximately 48,000 pesos and those in elementary occupations only earned about 29,000 pesos.

There are considerable gender differences in earnings by all skill levels. The highest gaps between men and women are in both high-skill and low-skill occupations, where men received about 19,000 pesos more than women in both high- and low-skills. However, one should note that just a small proportion of men were in low-skill jobs (Table 5).

► Figure 12. Average earnings of OFWs, by last country or territory of destination abroad and main industry (thousand pesos)



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Apart from the group of other destinations that are less popular (but paying the most), Taiwan (China) was the most lucrative destination for Filipino workers (at 45,000 pesos), followed by Qatar, UAE and Saudi Arabia (all around 37,000 pesos). When considering data by industry (with enough sample cases), UAE was the most lucrative country for transportation and storage (75,000 pesos), while Qatar was the most lucrative for accommodation, health and other services (55,000 pesos). Taiwan (China) provided the most generous earnings to OFWs in domestic services (close to 30,000 pesos). The highest amount observed for construction workers in Kuwait (101,000 pesos) should be taken with caution due to small number of sample cases.

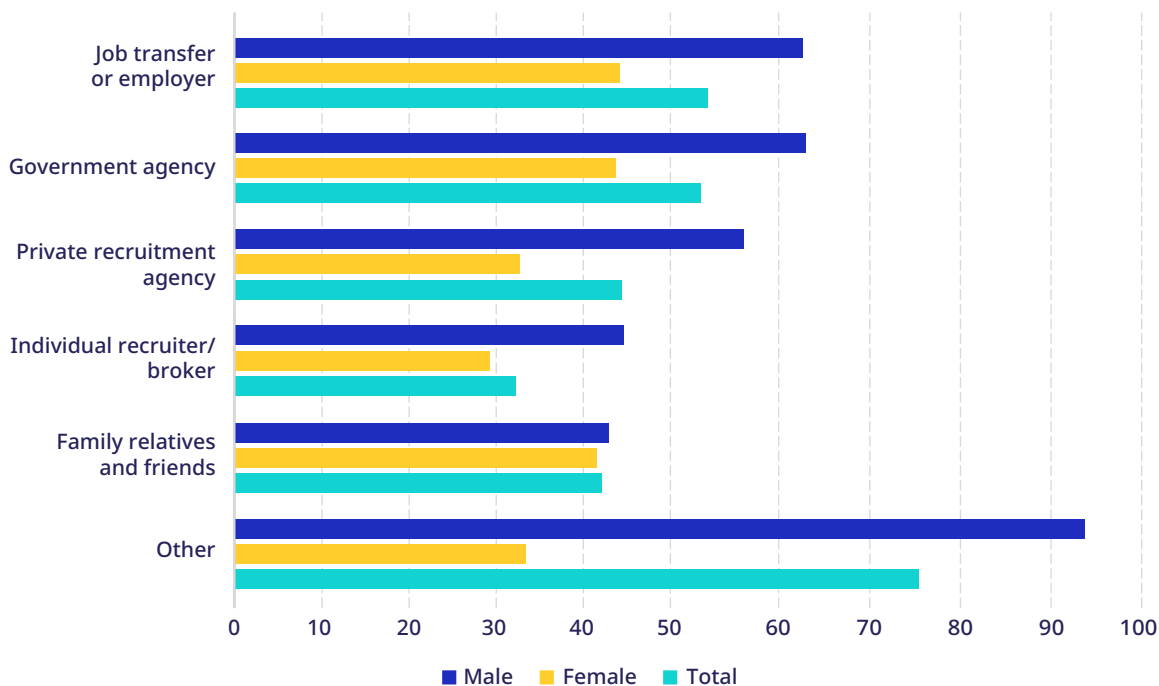
► 5.2 First-month earnings of overseas Filipino workers by recruitment process and legal migration status

Though the majority of workers applied for jobs abroad via private recruitment agencies and paid among the highest recruitment costs through this channel, the related first month earnings was among the lowest (Figure 13). On average these workers earned just about 43,000 pesos, while the highest pay was nearly 76,000 pesos for workers applying via other channels such as newspapers or websites. Those getting a job overseas by a job transfer or being offered directly by an employer were also paid high, as much as 52,000 pesos for the first month, almost same as those using government agencies.

The fact that persons who obtained their jobs through “other” channels (which includes obtaining and searching jobs through newspapers and websites, as well as persons who likely obtained the job through their own search) did earn more than the other recruitment channels on average is not clear and may need further research to explain this. However, they represent only 14 per cent of OFWs.

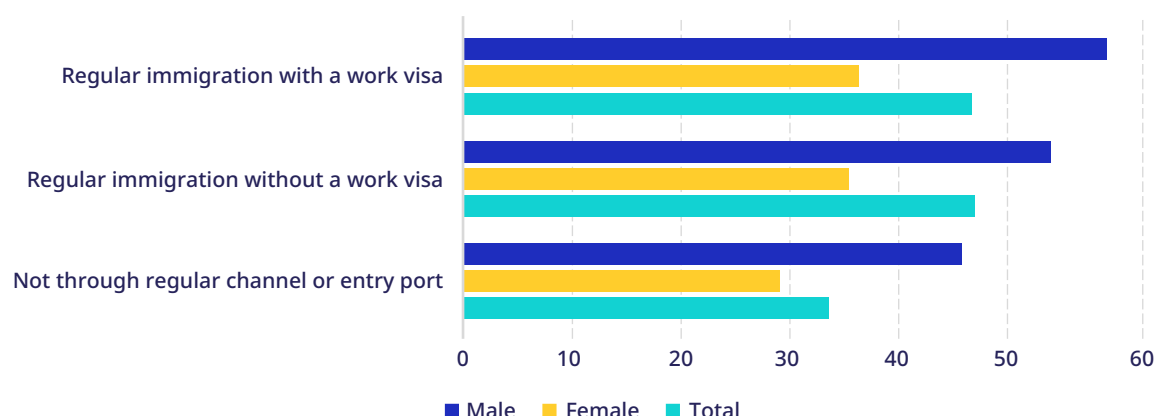
The gap between men and women also remains across all recruitment processes. The widest gap was seen in less common recruitment processes through other channels, where males earned up to 94,000 pesos while females got only 32,000 pesos. A significant gap was also seen in the major first three recruitment channels with around 20,000 to 25,000 pesos difference. Those going through family relatives and friends witnessed the smallest gap of just above 1,000 pesos.

► **Figure 13. Average first-month earnings of overseas Filipino workers, by sex and recruitment process (thousand pesos)**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► **Figure 14. Average first-month earnings of overseas Filipino workers, by sex and legal migration status (thousand pesos)**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Looking at the most popular destinations by recruitment process (see Table 25 in Annex III), Saudi Arabia was the most generous employer for OFWs if they applied via a government agency, followed by the UAE (at 47,000 and 46,000 pesos respectively). Saudi Arabia was also the best remunerating destination for those who applied through a job transfer or directly by the employer (45,000 pesos). For those who applied via private recruitment agencies (the most popular channel), Taiwan (China) was the best remunerating destination (with average earnings at 47,000 pesos). And for those who went through their family relatives and friends, their best remunerating destination was the UAE (at 43,000 pesos).

Data from the migration process indicate that moving abroad through regular immigration with any visa was the best remunerated, standing at about 45,000 pesos for average earnings, compared to only 32,000 pesos for those who did not go through regular channels or entry ports. The difference is even higher for men, where those with a work visa earned close to 57,000 pesos on average. These findings signal again a possible impact of some existing policies for OFWs going to work abroad, particularly for those working in the Gulf States.

▶ 6

Recruitment cost indicator

The recruitment cost indicator (RCI) is obtained by dividing the total recruitment costs by the total of first month earnings for a given group of OFWs. The result is interpreted as the equivalent number of months of salary or wages used to cover the recruitment costs paid by the workers.

Overseas Filipino workers spent 1.2 months of their earnings on average in order to pay back the recruitment costs for a job abroad. Male workers needed slightly less amount of time (1.1 months), while female workers needed more (1.4 months).

The RCI is lowest for the highly educated, in transportation and storage, and in construction, as well as for workers in high-skill occupations (all just about one month or below). Saudi Arabia, Qatar and the group of other countries have also the lowest RCI among destination countries and territories, at just 1.1 months.

Hong Kong (China) and Taiwan (China) had the highest RCI at 1.7 months of earnings each, while for industry and occupation, domestic services and workers in low-skill occupations had the highest RCI at 1.5 months each. Saudi Arabia and Qatar had the lowest RCI at 1.1 months each.

► 6.1 Recruitment cost indicator by demographic characteristics, industry and occupation

Female workers overall needed more time to gain back what was spent on recruitment costs compared to male counterparts in all disaggregation by age, region, education, industry and occupation (skills).

Younger workers needed slightly more time than old ones (1.4 versus 1.2 months), and this was true for both male and female workers. By regions, those who came from Region I (Ilocos Region) and Region II (Central Luzon) needed to spend more than two months of their earnings to pay off the recruitment costs, while those coming from Region VI (Western Visayas) and NCR spent less than one month.

By educational levels RCI was lowest for those Filipino workers holding tertiary degrees (at 1.1 months) while those with secondary education levels had a higher RCI (1.5 months), and even highest for those with primary level and less (at 1.6 months).

► **Table 6. Recruitment cost indicator and proportion of migrant workers with recruitment costs (percentage), by sex, age, main region, education, main industry and main occupation (skills)**

	Male		Female		Total	
	RCI	% with costs	RCI	% with costs	RCI	% with costs
Recruitment cost indicator (RCI) and migrant workers with costs (percentage)	1.1	85.1	1.4	85.6	1.2	85.4
By main age group						
15–24	1.2	78.2	1.6	85.2	1.4	82.4
25+	1.0	85.5	1.4	85.7	1.2	85.6
By main region						
Region I (Ilocos Region)	2.1	89.4	2.2	89.6	2.1	89.5
Region II (Cagayan Valley)	2.2	91.8	2.1	94.5	2.2	93.8
Region III (Central Luzon)	1.3	89.9	1.6	91.4	1.4	90.6
Region IV-A (Calabarzon)	1.1	92.0	1.2	87.3	1.1	89.8
Region VI (Western Visayas)	0.7	84.7	1.4	86.1	0.9	85.3
National Capital Region (NCR)	0.7	72.9	1.0	72.9	0.8	72.9

	Male		Female		Total	
	RCI	% with costs	RCI	% with costs	RCI	% with costs
Other	1.0	79.8	1.2	82.5	1.1	81.4
By educational attainment						
Primary	1.5	66.4	1.7	77.8	1.6	75.3
Secondary	1.4	90.0	1.6	86.7	1.5	87.8
Tertiary	0.9	83.5	1.2	85.5	1.1	84.4
By economic activity (industry)						
Agriculture and fishery	1.5	87.7	0.9	100.0	1.4	89.8
Manufacturing	1.3	87.9	1.6	88.4	1.4	88.0
Construction and other industry	1.0	80.9	1.9	66.6	1.0	80.3
Transportation and storage	0.8	85.1	0.8	74.1	0.8	84.6
Domestic services	2.5	75.7	1.5	85.9	1.5	85.6
Accommodation, health and other services	1.2	85.7	1.3	85.3	1.3	85.5
By occupation (skills)						
Managers and professionals (high skill)	0.7	84.6	1.0	86.6	0.8	85.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	1.2	85.5	1.5	84.8	1.3	85.3
Elementary occupations (low skill)	1.5	83.9	1.5	85.7	1.5	85.5
By country of destination abroad						
Saudi Arabia	1.1	88.1	1.1	84.3	1.1	86.0
United Arab Emirates	1.2	86.4	1.1	84.4	1.2	85.1
Hong Kong (China)	0.8	86.5	1.8	87.9	1.7	87.8
Taiwan (China)	1.4	94.0	2.2	92.4	1.7	93.3
Kuwait	1.1	84.3	1.3	89.9	1.3	89.0
Qatar	1.4	85.4	0.9	87.0	1.1	86.3
Other country/territory	1.0	82.2	1.6	83.3	1.1	82.6

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: 1) (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

2) Percentage with costs is calculated in the total OFWs for each category, that is including those with zero costs (2.1 per cent), but also those who did not declare any costs (do not knows and missing: 12.5 per cent).

By economic activities, RCI ranged from 0.8 to 1.5 months, the highest being for domestic services, and the lowest in transportation and storage. Both male and female workers in transportation and storage had the lowest RCI by economic activity at 0.8 months each. While workers in domestic services paid less in recruitment costs, they equally earned less, hence their higher RCI. Male workers in domestic services, although in fewer numbers (about one per cent of all OFWs), needed up to almost three months of earnings to cover their recruitment costs. This is consistent with their recruitment costs, recorded as the highest along with agriculture.

By occupation, workers employed in high-skill occupations tended to spend a less amount of time to recover the recruitment costs. Managers and professionals spent less than one month of earnings on recruitment costs, while other workers had to work about two weeks further. While workers in high-skill and medium-skill occupations paid relatively higher costs to obtain a job abroad, they also earned even higher in that job. **The significance of skills improvement, as well as of targeting medium- to**

high-skill occupations, needs therefore to be emphasized here as one important strategy in the reduction of the RCI for Filipinos migrant workers.

Some 85.4 per cent of OFWs reported having paid recruitment costs (Table 6). By key disaggregation variables, females reported costs slightly more than males, youth reported costs less than adults, and workers with primary education or lower reported less on costs incurred than those with secondary education and higher. On the opposite side 14.6 per cent of all OFWs did not report any recruitment costs: this includes those with zero costs (2.1 per cent), but also those who did not declare any costs (response as “Don’t know” or missing, but mostly who said they do not know: 12.5 per cent).

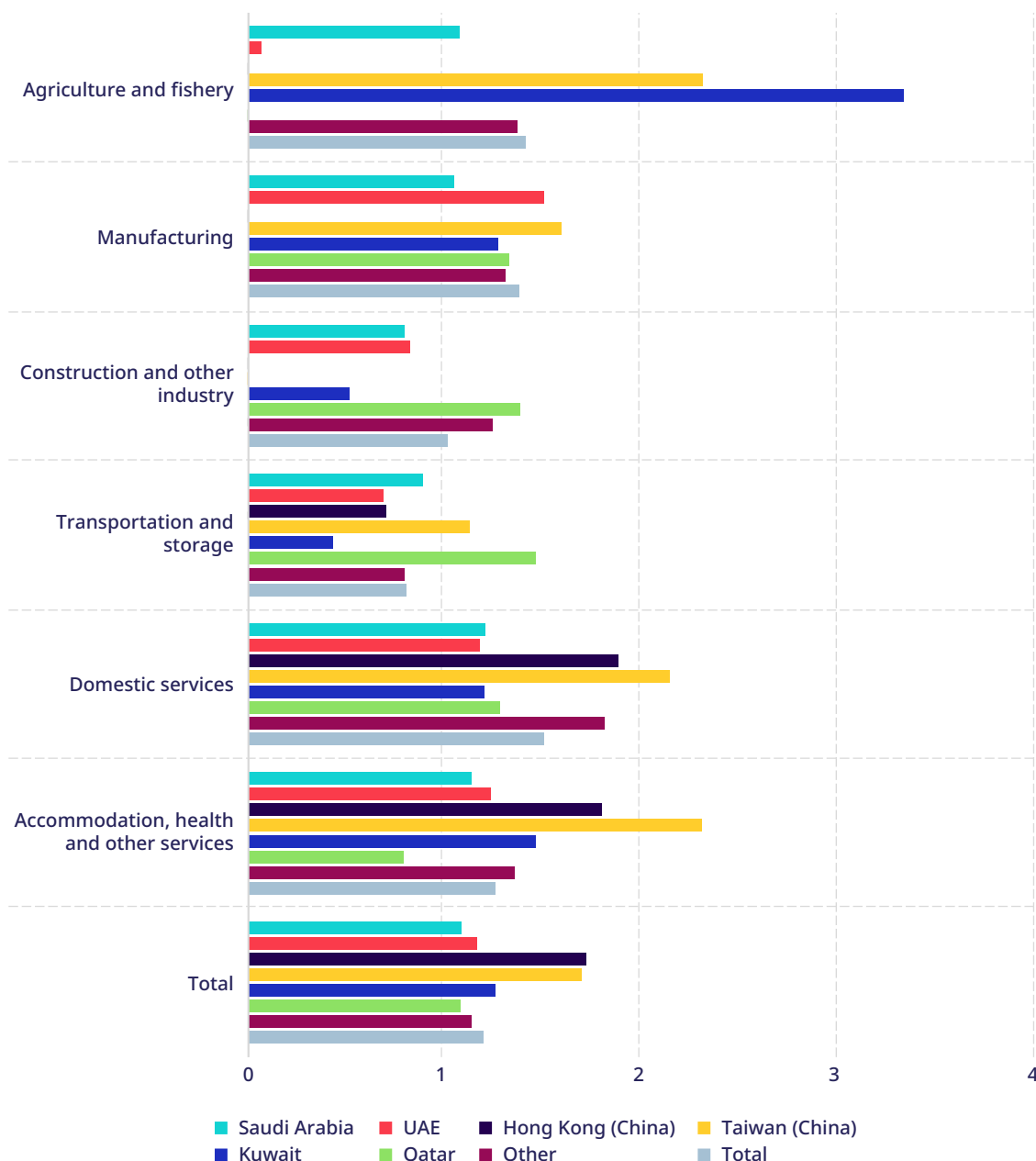


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► 6.2 Recruitment cost indicator by last country of destination abroad

Figure 15 shows the estimates of RCI by destination country or territory and main industry. Hong Kong (China) and Taiwan (China) were the most expensive destinations as workers needed 1.7 months to cover recruitment costs paid in order to obtain a job there. These high levels are particularly coming from the costs to obtain a job in domestic services as well as in accommodation, health and other services, where the RCI is around or above two months. All the other destinations have an RCI between 1.1 and 1.3 months, with Saudi Arabia and Qatar having the lowest RCI.

► Figure 15. Recruitment cost indicator, by last country or territory of destination abroad and main industry

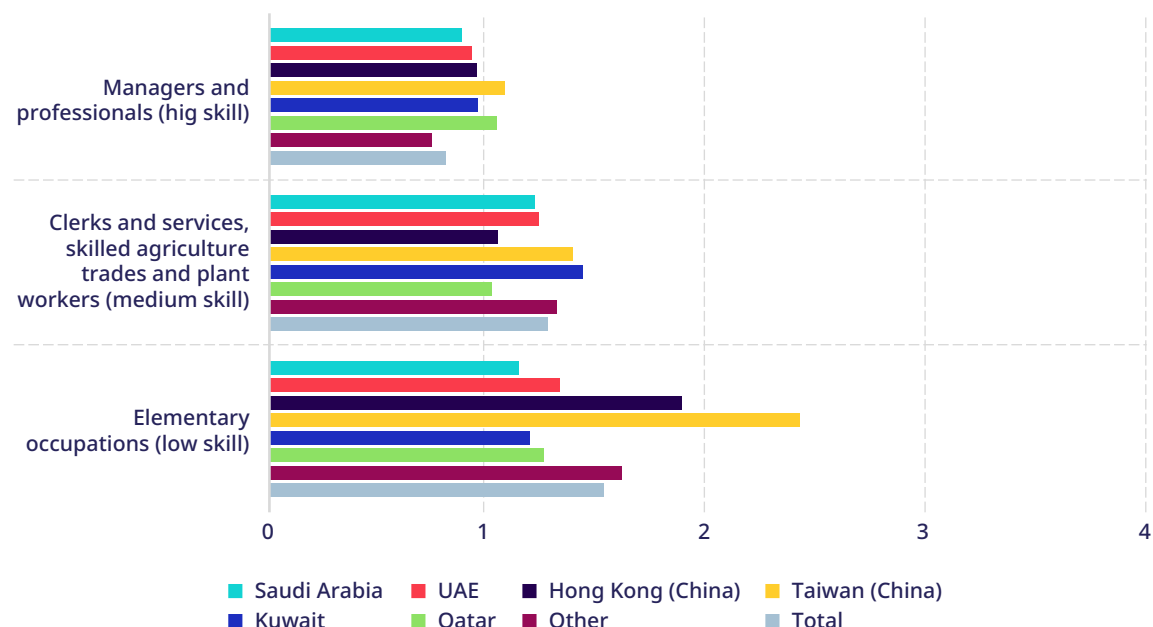


Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

While the overall RCI is quite low compared to some other countries with data in the region (such as 17.6 months in Bangladesh- see BBS 2020, or 7.4 months in Viet Nam- See ILO & GSO 2022), there are some differences by combining corridors and skills. Looking at RCI by country and occupation (skill), there seemed to be no significant differences in RCI among workers in high-skill occupations by countries of destination, hovering around 1.0 (Figure 16). However, the differences among medium-skill and low-skill occupations are more noticeable. **Workers in low-skill occupations had the highest RCI in all destinations, and most particularly in Taiwan (China) at 2.4 months, which was double that of same workers in Saudi Arabia or Kuwait.** Hong Kong (China) was the second most expensive for low-skill jobs with an RCI at 1.9 months. **This finding could be the reason why close to 26 per cent of workers in low-skill occupations were in Saudi Arabia and only six per cent of those workers are found in Taiwan (China) (see Table 26 in Annex III).** This could also be the results of existing policies supporting Filipino workers going into low-skill occupations in the Gulf countries, as

opposed to likely none of such policies for those going into the same type of jobs in Taiwan (China).

► Figure 16. Recruitment cost indicator, by main occupation (skills) and last country or territory of destination abroad



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► 6.3 Recruitment cost indicator by recruitment process and legal status

By recruitment process, RCI was highest if workers applied for jobs via family members and friends, at 1.4 months (see Table 7). However, this level was driven by the high costs of workers going into Taiwan (China) using relatives as the recruitment channel (at 2.5 months, see Figure 17). Taiwan (China) and Hong Kong (China) remained the highest broadly for all recruitment channels, particularly for the most popular that are government agencies and private recruitment agencies. **Job obtainment by government agencies remained the cheapest in Saudi Arabia, UAE and Kuwait, signaling likely the impact of some existing agreements.**

By legal migration status, those workers going abroad via irregular channels had the lowest RCI, at only 0.9 month. All channels were more expensive for women than for men, with regular immigration without a work visa as the highest at 1.5 months (against just one month for men).

► Table 7. Recruitment cost indicator and proportion of migrant workers with recruitment costs (percentage), by sex, recruitment process and legal migration status

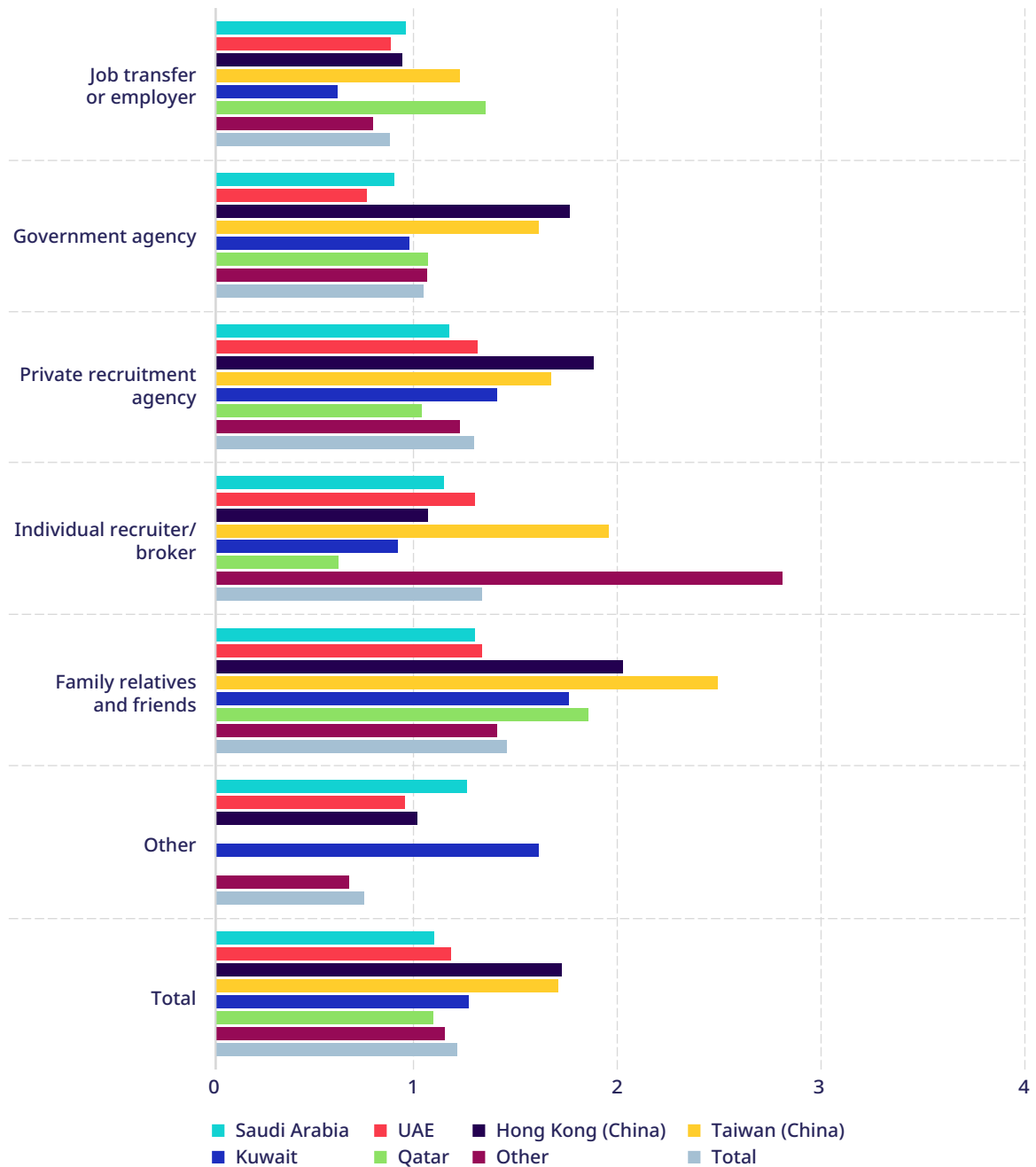
	Male		Female		Total	
	RCI	% with costs	RCI	% with costs	RCI	% with costs
Recruitment cost indicator (RCI) and migrant workers with costs (percentage)	1.1	85.1	1.4	85.6	1.2	85.4
By job recruitment process						
Job transfer or employer	0.8	93.8	0.9	95.1	0.9	94.5
Government agency	1.0	98.1	1.1	95.5	1.0	96.7
Private recruitment agency	1.1	98.1	1.6	99.2	1.3	98.7
Individual recruiter/broker	1.5	100.0	1.3	100.0	1.3	100.0
Family relatives and friends	1.4	94.5	1.5	94.5	1.4	94.5
Other	0.7	12.4	1.2	4.9	0.7	8.5
By legal migration status						
Regular immigration with a work visa	1.1	96.8	1.4	98.2	1.2	97.6
Regular immigration without a work visa	1.0	97.0	1.5	87.5	1.1	93.2
Not through regular channel or entry port	0.7	3.4	0.9	7.4	0.9	5.6

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than 10, and most were not used in the analysis; and when used, they should be taken with caution.



► Figure 17. Recruitment cost indicator, by recruitment process and last country or territory of destination abroad



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► 6.4 Summary results on self-assessed recruitment cost indicator

The data from the self-assessment of Filipino migrants were collected by asking workers to estimate how many months it took them or will take them to pay for their costs of obtaining the first job in the last country of destination abroad. The results showed that workers self-assessed a higher recruitment cost indicator than the statistical calculations using the indicator definition.

Overall self-assessed recruitment cost indicator is 4.4 months, with women estimating slightly higher amount of work months compared to men (4.5 versus 4.3 months), which is a similar trend with the actual RCI.

Across industries, agriculture and manufacturing appeared to be the most expensive sectors for Filipino workers to join according to their self-assessment, with up to five months or six months of earnings respectively, in order to recover the recruitment costs. The highest differences with the actual RCI are also in these two industries, with workers declaring more than four months higher than the actual RCI. However overall trends in all industries are similar to the actual RCI.

By country of destination **Taiwan (China) had the highest** self-assessed RCI with 7.7 months, followed by far by Hong Kong (China) and UAE at 4.5 months each. Taiwan (China) has also the biggest difference between the self-assessed and actual RCI (six months), indicating that Filipino overseas workers are very aware of the fact that this destination is quite expensive for them. The same trends are also observed across main skills, where, as in the actual RCI **Taiwan (China) is still the most expensive for workers in medium- and low-skill occupations** with about seven to nine months of their self-assessed RCI.

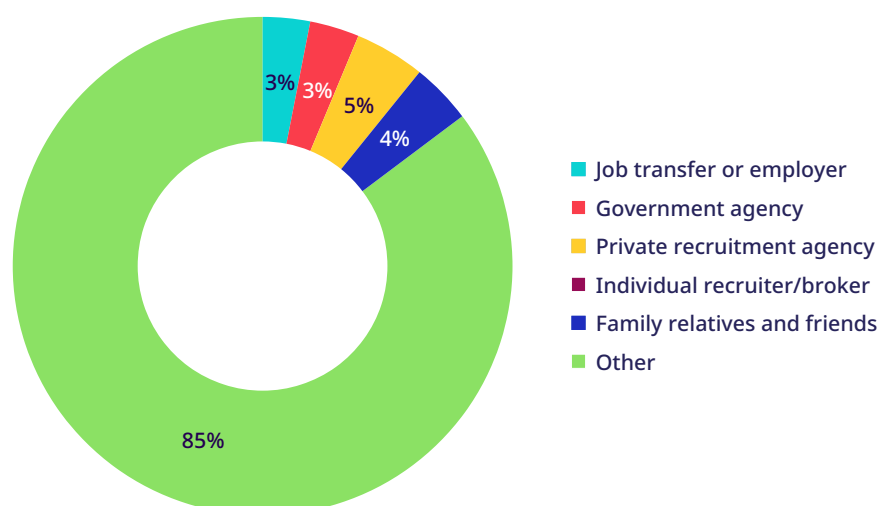
► 6.5 Overseas Filipino workers with no reported recruitment costs

About 321,000 Filipino workers (or 14.6 per cent of all OFWs) reported no recruitment costs. They were roughly distributed equally for both sexes (see Table 29 in Annex III), however with slightly higher numbers for females (about 20,500 more). A third of them came from just two regions, the National Capital Region (19 per cent) and Region IV-A (Calabarzon) (15 per cent). Most of them had a tertiary level education (62 per cent) and mainly worked in low- to medium-skill occupations (81 per cent). About 36 per cent of them worked in domestic services, and basically a third of them were female in domestic services, while about 27 per cent worked in accommodation, health and other services. Agriculture and fishery only accounted for about one per cent.

About 85 per cent of those workers obtaining jobs with no declared recruitment costs actually applied through other channels such as newspapers, websites, etc., and only about five per cent and three per cent obtained the job with no declared costs through private recruitment agencies and government agencies respectively (Figure 18). Everyone applying via individual recruiters or brokers declared some recruitment costs.

However, additional data shows that 94 per cent of those workers with no declared recruitment costs reported travelling as contract workers (as they are called in the Philippines). This means that they likely had already secured a contract with an employer, though many still reported as having secured the job by their own channels. It is not clear whether they omitted to report costs such as travel or visa costs, or whether these costs were supported by a third party such as the employer.

► **Figure 18. Overseas Filipino workers with no recruitment costs, by recruitment process (percentage)**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Filipino workers with no recruitment costs were also mostly those who entered the destination country of territory with no visa (85 per cent). However, a noticeable proportion entered through regular immigration with a work visa (14 per cent). Findings show that more than a third of these few who could get a job with no reported costs went to Saudi Arabia and UAE.

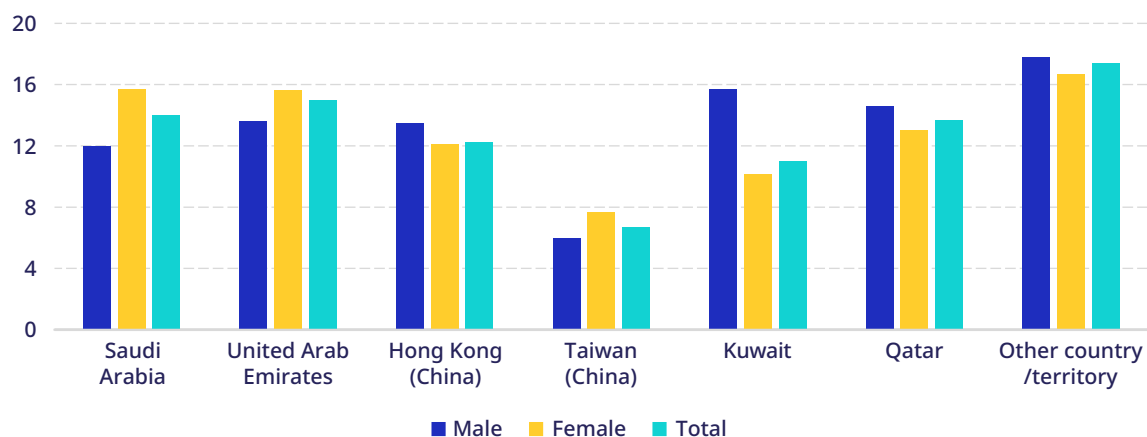
Proportions of overseas Filipino workers with no reported recruitment costs in total migrant workers

The overall proportion of overseas Filipino workers with no reported recruitment costs was around 14.6 per cent of the population of overseas Filipino workers covered by the survey (14.9 per cent for male and 14.4 per cent for female; see Table 6). The National Capital Region had the highest proportion at 27 per cent, while Region II (Cagayan Valley) had only six per cent. By industry the proportion was higher for construction (about 20 per cent) and the least for agriculture, by half (ten per cent), though both industries have the least numbers of overseas Filipinos with no recruitment costs.

By skill the distributions were almost similar at close to 15 per cent, however male workers in low-skill jobs had the highest proportion when looking at gender differentials (16 per cent). Not surprisingly a significant majority (92 per cent) of those overseas Filipino workers who applied through other channels such as newspapers, website, etc., had no recruitment costs. The same is for those who travelled through irregular channels, as 94 per cent of them did not pay any recruitment costs.

By country of destination abroad the highest proportions were with those going to other less popular destinations (at 17 per cent). Excluding these, the highest proportions of overseas Filipino workers with no recruitment costs went to the UAE and Saudi Arabia at 15 per cent and 14 per cent respectively. The lowest proportions were seen among those going to work in Taiwan (China) at a bit less than seven per cent (Figure 19).

► **Figure 19. Proportions (percentage) of overseas Filipino workers with no reported recruitment costs, by last country of destination abroad**



Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.-

Zero recruitment costs remain a distant prospect

The recruitment cost indicator, or SDG indicator 10.7.1, was adopted as one of the four indicators for monitoring progress on SDG target 10.7 (Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies). In line with international Conventions (such as ILO Convention No. 181 on private employment agencies) and international principles and recommendations – that no migrant worker should pay any fee for a job abroad (ILO 2019), SDG indicator 10.7.1 was adopted with the understanding that the encouraged practice was to move towards zero recruitment fees and related costs for migrant workers. The guidelines for SDG indicator 10.7.1 recommend that countries publish statistics for this indicator along with statistics on the migrant workers with no recruitment costs.

Data indicates that a sizeable percentage of overseas Filipino workers (15 per cent) managed to obtain a job abroad with no reported recruitment costs, which is among the highest in comparisons with the few available studies from other countries (ILO 2021, BBS 2020, etc.). However, one will note that these were most likely coming from the National Capital Region (NCR) and other similar urban settings (who can probably search through newspapers and social media much easier), a majority with tertiary level education, going mostly into domestic services, accommodation, health and other services, and mostly in medium- and low-skill occupations (see Table 29 in Annex III).

And more noticeably, a huge majority of these workers with no reported recruitment costs obtained their job through their personal channels and travelled through irregular channels or entry points. This may signal that either there are no specific policies for zero recruitment costs, or if these exist, they are not fully implemented.

▶ 7

Selected policy implications and recommendations

Overseas Filipinos workers are mostly working age persons with more women than men, and with diverse destinations for work abroad, though Saudi Arabia came up as the main corridor (22.6 per cent). Domestic services (37 per cent) and accommodation, health and other services (27 per cent) constituted the most dominant economic activities for overseas Filipino workers.

Overseas Filipino workers still must pay close to 54,000 pesos on average in order to get a job abroad (more than US\$1,000), and this demands some policy support to migrant workers in order to move toward the elimination of workers paid recruitment costs that is called for by ILO principles and guidelines. There are also gender and skills differentials that policy makers may need to pay attention to.

Beyond the recruitment costs indicator of 1.2 months, some areas have been identified as requiring further policies considerations. Workers with primary education, in low-skill jobs and young workers still pay the most (1.6 months, 1.5 months and 1.4 months respectively). Domestic services paid the highest among economic activities (1.5 months), and there are still expensive corridors such as Hong Kong (China) and Taiwan (China) at 1.7 months each. And policies matter: the fact that Middle East countries are the cheapest among the main destination countries, particularly for low-skill occupations, implies that some existing policies protecting migrant workers going to these destinations, are working.

The following discusses further policy considerations that may be needed for the well-being and livelihood of overseas Filipino workers and their families and communities of origin.

Key methodological findings and recommendations

The survey on SDG indicator 10.7.1 was part of a regular household survey, that is the Survey on Overseas Filipinos (SOF), a well-established annual household Survey on Overseas Filipinos that provides national estimates of overseas Filipino workers on annual basis. The sampling design of SDG indicator 10.7.1 is that of the SOF. The only difference resides on the coverage period: SOF covers all OFWs for the last five years before the survey, while the SDG indicator 10.7.1 covered only those who went to work abroad during the last three years before the survey. **The recommendation is to keep the same five-year period and the same sample of the SOF for future surveys on SDG indicator 10.7.1.**

The sample size identified for SDG indicator 10.7.1 (3,153 cases of OFWs) provides enough sample cases for required disaggregation on RCI, such as on main corridors, skills, main sectors (economic activities), recruitment processes as well as travel channels. **Since the SOF results are published as official statistics, results on SDG indicator 10.7.1 can and should also be released as official statistics.**

The Philippine SOF used the shortest module on measuring SDG indicator 10.7.1, and there are no data available on main costs categories paid by migrant workers. It would be important for targeted policies to have some information about the possible breakdown on different categories of recruitment costs, or at least on the core categories. Looking at different corridors (countries of work abroad) one important category of costs that can be quite different are travel costs. **For future surveys it is advisable to measure separately at least the main breakdowns of costs, such as travel costs and recruitment agencies costs.**

The question on recruitment costs paid is the core question in the SDG indicator 10.7.1 module. However, some 12.5 per cent of OFWs reported not knowing whether they paid any costs. This is likely due to possible proxy answers, since migrants themselves should know whether they paid any costs or not. **The design of the SOF and the SDG indicator 10.7.1 module should therefore allow further assessment of the reporting issues due to proxy responses, as well as other non-responses and “Don’t know” responses.**

The SOF target group includes all identified OFWs, including both returnees (as defined by the 20th ICLS Guidelines, ILO 2018a) and those still residing abroad. The SOF design should allow identifying separately those two groups, **and it is recommended to undertake a regular assessment on potential differences in reporting between returned OFWs and those who were still abroad in the country of destination during the survey field operations.**

Generating regular national data for the monitoring and adjustment of policies to protect migrant workers

Although this first survey in the Philippines was and is still considered as a pilot study on measuring SDG indicator 10.7.1, the sample and results show normal trends in line with existing data collection systems and data on overseas Filipinos. Trends in the results such as by corridors, industries and occupations are in line with existing SOF data. The sample size reached in the survey for the target population allows the minimum needed disaggregation, and there are no major sampling errors (the relative standard error of the total estimate of OFWs is just about 1.3 per cent). With fewer exceptions relative standard errors of all main distributions are less than ten per cent.

Data could therefore be used for policy, particularly as they shed new light on recruitment-related vulnerabilities in a disaggregated way, reflecting the importance of age, gender, skills or occupation and destination country or territory as the factors that determine the costs that workers pay for a job abroad. Since the Philippines has an existing survey that can easily accommodate the measurement of SDG indicator 10.7.1, **this exercise can easily be repeated on an annual basis along with the SOF and allows for effective monitoring of progress in reducing the recruitment costs of migrant workers at minimal costs in terms of data collection.** The Philippines has the capacity to monitor SDG indicator 10.7.1 easily and on an annual basis with its current data collection system and could set the example for its ASEAN neighbours and other Asia Pacific countries and territories, in the monitoring of SDG Target 10.7.

Tackling gender differentials in main occupations and economic activities of OFWs abroad

The majority of overseas Filipino workers had medium- and low-skill jobs at 41 and 39 per cent respectively. However, medium-skill occupations (clerks and services, skilled agriculture, trades and plant workers) were predominantly for male workers (at 63.8 per cent), while low-skill occupations (elementary occupations) were predominantly for female workers (at 64.0 per cent).

By economic activity, women workers were employed mainly in domestic services as well as in accommodation, health and other services (at 92.8 per cent against 28.7 per cent for male), while male workers were more engaged in all the other industries, particularly in transportation and storage, in manufacturing and in construction (71.3 per cent against only 7.2 per cent for females).

The above huge gender differential cannot be explained by the educational levels since there are no major differentials by education among women and men OFWs, where in addition both are predominantly of secondary education and above (98 per cent for men and 95 per cent for women). **There seems to be therefore an issue of gender segregation in the obtention of a job abroad, that requires adequate policy response.**

In general migrant workers are believed to take on positions that may be below their qualifications, and this is the case for OFWs: some 36.7 per cent of OFWs with secondary education levels and above (or 807,000 OFWs) were found occupying low-skill jobs, and they were mostly women (711,000 of them were women). While this can be explained by the fact that more women went to work in domestic service, **it is recommended that relevant government institutions as well as migrant workers placement agencies attempt to take into consideration the educational level of women migrant workers while supporting them to obtain a job abroad.**

Targeting higher skilled jobs

By occupation, workers employed in high-skill occupations tended to spend a less amount of time to recover the recruitment costs. Managers and professionals spent less than one month of earnings on recruitment costs, while other workers had to work about two weeks further. While workers in high-skill and medium-skill occupations paid relatively higher costs to obtain a job abroad, they also earned even higher in that job. Therefore, targeting jobs in medium- to high-skill occupational levels should lead to reducing the RCI. **The significance of skills improvement, as well as of targeting medium- to high-skill occupations, needs therefore to be emphasized here as one important strategy in**

the reduction of the RCI for Filipinos migrant workers. This is particularly possible as OFWs are predominantly higher educated.

The right choices on the occupation (skill) and the destination country matter

Overseas Filipino workers in low-skill occupations had the highest RCI, particularly in Taiwan (China) and in Hong Kong (China) at around two months of their earnings, about double of those who worked in Saudi Arabia. This finding could be the reason why 26 per cent of low-skill jobs were found in Saudi Arabia and only six per cent and 16 per cent were in Taiwan (China) and Hong Kong (China) respectively (Table 16 in Annex III).

The high costs of going to work in Taiwan (China) and Hong Kong (China), particularly even more so for domestic workers and workers in low-skill jobs may also need to be revisited. Particularly compared to less costly corridors from the Gulf states, which are certainly the results of existing policies or agreements. The two territories of China which are Hong Kong (China) and Taiwan (China) are also among the top destinations for Filipinos workers, after Middle Eastern countries.

Considering that costs such as travel costs may be lower going into neighbouring Taiwan (China) or Hong Kong (China) than to Gulf countries, combined with the fact that earnings would be expected to be higher in these two destinations, calls for further consideration of agreements protecting migrant workers going into Taiwan (China) and Hong Kong (China), including on the minimum wage acceptable for occupations such as domestic workers.

Reducing the financial cost of migrant workers' recruitment

With existing policies (ILO 2020) the Philippines is among the best countries that ensures to control the financial costs of recruitment incurred by migrant workers seeking jobs abroad, particularly those in domestic services, as well as increasing access to jobs abroad for more migrant workers. However, the ultimate policy aim should be that no migrant worker pays any fee or cost to access employment abroad. The 2019 SOF has shown that the modality of recruitment, or recruitment channels, matter: a key finding is that migrants recruited through regular visas still pay the most, albeit slightly, while those moving abroad with no visa, although in fewer numbers, paid the least. While this could also be the results of less reporting on costs from those irregular channels, policy makers may need to look into these findings, or further research may be undertaken to explain these facts and assess if this can contribute to finding ways that can be used to reduce recruitment costs.

The total recruitment costs paid by the population of overseas Filipino workers during the last three years preceding the 2019 survey was estimated at 100.4 billion pesos (about US\$1.9 billion), and it could certainly be better used to improve their livelihood and the wellbeing of their families and communities back home, and hence improve migration development outcomes in general.

Identifying and protecting the most vulnerable groups

The report shows that young workers, particularly young women, have a recruitment cost indicator that is among the highest in order to get a job abroad. And while workers in low-skill occupations paid less than other workers, they also earned much lower comparatively, making their RCI the highest. Young workers and workers with low-skill jobs, particularly women and those in domestic services, remain therefore the most vulnerable to labour abuses, as they either pay the most for recruitment costs, or earn the least in terms of their earnings at their destination. **The majority of workers in low-skill occupations were in domestic service, which has existing policies to protect such occupations. The fact that their RCI is still among the highest (1.5 months of earnings, against the average of 1.2 months) requires for existing policies to be reinforced, or the existing agreements if any, should be properly monitored and enforced, especially for such groups of workers who are at higher risk of exploitation.**

Identifying additional policy strategies that work better

The study shows that an overwhelming majority of overseas Filipino workers travelled mostly with a regular immigration visa (87 per cent) and are recruited mostly through recruitment agencies, the government or an employer (74 per cent). This could signal existing policies that ensure Filipino migrant workers use mostly formal channels for a job abroad. If that is the case, then the findings are clear evidence that the right policies matter.

While the study has shown a sizeable number of workers with no reported recruitment costs (321,000 or 14.6 per cent of all OFWs), most of them were recruited through their personal channels, or travelled through non regular visas. There should be some more policy room for regular visas and regular recruitment channels at zero costs, or if these policies exist, there needs to be a further look at how they can be better implemented.

However, further research is also needed to understand who paid costs such as travel and visa costs for this group with no reported recruitment costs. It is not clear from the current research on whether they omitted to report costs such as their travel or visa costs, or whether these costs were supported by a third party such as the employer.



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Annexes

► Annex I. Statistical concepts and definitions used in this report – Summary

The statistics used in this report cover overseas Filipino workers who were identified during the fourth quarter while conducting the Survey on Overseas Filipinos (SOF) of 2019 in the Philippines. The following concepts were used to determine the target population and to calculate the recruitment costs data.

Overseas Filipino workers:

Overseas Filipino workers include overseas contract workers who were presently and temporarily out of the country during the reference period to fulfil an overseas contract for a specific length of time, or who were presently at home on vacation during the reference period but still had an existing contract to work abroad. Also included were other Filipino workers abroad with valid working visas or work permits. Those who had no working visa or work permit (tourists, visitors, students, those seeking medical treatment, and other types of non-immigrants) but were presently employed and working full time in other countries were also classified as overseas Filipino workers.

The reference period for costs and earnings:

The estimates cover overseas Filipinos whose departure occurred within the last three years and who are working or had worked abroad during the past six months (April to September) of the survey period.

Recruitment cost indicator:

The RCI, or SDG indicator 10.7.1, is expressed as the “recruitment costs borne by an employee as a proportion of monthly income earned in country of destination” (ILO and World Bank 2019a) and is the ratio between a “cost” measure and an “income” measure. For computing the RCI, total recruitment costs and total earnings for the first month abroad (within the past three years) were used for each subclassification or category considered (or disaggregation presented). The aggregate values of a whole subgroup’s recruitment costs and first-month incomes were calculated. Then the total recruitment costs were divided by the total first-month income to arrive at the proportion of recruitment costs in total first-month income for the respective subgroup. This also can be expressed as the number of months equivalent to the first month of earnings that the migrant worker had to pay to get a job abroad.

For data on recruitment costs and first month of earnings abroad during the past three years, the average or mean values as well as the aggregate or sum values were also included. To obtain the mean value of, for example, recruitment costs for a given subgroup, first the total recruitment costs of that subgroup was calculated. Then it was divided by the total number of return migrant workers in the subgroup. This measurement was similar for the average of the first-month earnings. All zero and missing values of recruitment costs and first-month earnings were excluded when calculating the related averages.

Recruitment costs:

From the guidelines for the collection of Statistics for SDG indicator 10.7.1, “recruitment costs refer to any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection”. Recruitment

costs consist of a diverse set of expenditures that are listed in both the guidelines (ILO and World Bank, 2019a, para. 24) and the Operational Manual on Recruitment Costs – SDG indicator 10.7.1 and further detailed in the ILO definition of recruitment fees and related costs. These include a range of items from recruitment agencies' fees to travel costs to medical and administrative expenses required to access employment abroad.

Recruitment costs items or categories to acquire the first job overseas comprise the following main costs categories (summarized from 14 items in the guidelines):

- ▶ Documentation, such as passport, visa, medical exam and tests, pre-departure training, skill assessment, insurance fee, contract approval fee, travel and security clearance.
- ▶ Fee paid to recruiter or broker or recruitment agency.
- ▶ Travel costs, including accommodation.
- ▶ Any other formal or informal payments, such as payment to friends and relatives who helped to find the job, other informal payments or fees and interest on money borrowed.

As in the guidelines for collecting statistics for SDG indicator 10.7.1 (ILO and World Bank 2019a), these costs are the total amount that migrant workers and/or their families pay to find, qualify for and maintain a job offer from a foreign employer and to reach the place of employment for the first job abroad.

First month of earnings:

In line with the guidelines (ILO and World Bank 2019a), the survey asked workers about their first-month income of their first job abroad within the past three years. In line with the guidelines, this income included tangible and intangible bonuses. It also included any deductions by the employers, such as for debt repayment.

Skill levels, high-, medium- and low-skill occupations:

The concept of skill levels used in this report refers to an assessment based on occupational levels (occupational skills, not the actual people's training and acquired skills or levels of education). This is derived from the skill levels as defined in ISCO-08 Volume I (ILO 2012, pp. 12-16). ISCO-08 skill levels have actually been mapped to educational levels and are defined based on the ability required to perform tasks under these occupations, ability that is usually acquired through education or training (the mapping uses the International Standard Classification of Education 1997, or ISCED-97 classification of educational levels). However, the skill levels in this report are at the end constructed based only on the actual occupations of migrant workers, and not on their real educational levels. In this report high-skill occupations comprise major ISCO-08 groups 1 to 3 (ISCO-08 skill levels 3 and 4), medium-skill occupations comprise major ISCO groups 4 to 8 (ISCO-08 skill level 2), and low-skill occupations comprise major ISCO-08 group 9 (ISCO-08 skill level 1). These are needed in this report as it is always important to be able to compare migrant workers in low-skill occupations with these in high-skill or medium-skill ones. There are often differences in these levels in terms of numbers of migrant workers, recruitment costs they pay, earnings they get, and their overall RCI.

► Annex II. Sample cases and sampling errors for selected statistics

II.1 Sampling cases for main indicators and disaggregation

For key tables from the main report:

► Table 8. Sample cases: Overseas Filipino workers by sex and main disaggregation variables

	Male	Female	Total
Sample cases of overseas Filipino workers	1 353	1 800	3 153
By main age group			
15–24	73	120	193
25+	1 280	1 680	2 960
By main region			
Region I (Ilocos Region)	72	163	235
Region II (Cagayan Valley)	61	148	209
Region III (Central Luzon)	159	158	317
Region IV-A (Calabarzon)	129	122	251
Region VI (Western Visayas)	156	144	300
National Capital Region (NCR)	223	197	420
Other	553	868	1 421
By educational attainment			
Primary	27	94	121
Secondary	379	834	1 213
Tertiary	947	872	1 819
By economic activity (industry)			
Agriculture and fishery	51	11	62
Manufacturing	249	72	321
Construction and other industry	211	15	226
Transportation and storage	458	28	486
Domestic services	30	1 233	1 263
Accommodation, health and other services	354	441	795
By occupation (skills)			
Managers and professionals (high skill)	370	237	607
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	833	366	1 199
Elementary occupations (low skill)	150	1 197	1 347
By last country or territory of destination abroad			
Saudi Arabia	290	436	726

	Male	Female	Total
United Arab Emirates	126	291	417
Hong Kong (China)	15	217	232
Taiwan (China)	92	70	162
Kuwait	28	167	195
Qatar	57	108	165
Other country/territory	745	511	1 256
By recruitment process			
Job transfer or employer	134	162	296
Government agency	186	274	460
Private recruitment agency	647	873	1 520
Individual recruiter/broker	17	66	83
Family relatives and friends	148	155	303
Other	221	270	491
By legal migration status			
Regular immigration with a work visa	1 090	1 476	2 566
Regular immigration without a work visa	50	39	89
Not through regular channel or entry port	213	285	498

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

► **Table 9. Sample cases: overseas Filipino workers, by last country or territory of destination abroad, sex, age, education, economic activity and main occupation (skills)**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Sample cases of overseas Filipino workers, total	726	417	232	162	195	165	1 256	3 153
By main age group								
15–24	48	20	9	16	10	8	82	193
25+	678	397	223	146	185	157	1 174	2 960
By main region								
Region I (Ilocos Region)	42	23	47	12	5	10	96	235
Region II (Cagayan Valley)	39	26	31	18	11	10	74	209
Region III (Central Luzon)	71	54	18	35	14	9	116	317
Region IV-A (Calabarzon)	53	43	14	23	9	25	84	251
Region VI (Western Visayas)	41	31	28	11	15	15	159	300
National Capital Region (NCR)	85	74	15	15	17	22	192	420
Other	395	166	79	48	124	74	535	1 421
By educational attainment								
Primary	58	6		3	9	9	36	121
Secondary	375	151	100	64	125	78	320	1 213
Tertiary	293	260	132	95	61	78	900	1 819

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
By economic activity (industry)								
Agriculture and fishery	8	1	-	7	1	-	45	62
Manufacturing	61	27	-	106	9	12	106	321
Construction and other industry	90	27	1	1	5	23	79	226
Transportation and storage	22	22	11	10	2	6	413	486
Domestic services	351	149	215	23	144	78	303	1 263
Accommodation, health and other services	194	191	5	15	34	46	310	795
By occupation (skills)								
Managers and professionals (high skill)	139	95	4	17	8	28	316	607
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	222	162	28	92	45	65	585	1 199
Elementary occupations (low skill)	365	160	200	53	142	72	355	1 347
By recruitment process								
Job transfer or employer	45	47	26	9	10	21	138	296
Government agency	113	54	38	28	33	21	173	460
Private recruitment agency	374	180	125	95	120	85	541	1 520
Individual recruiter/broker	25	10	8	4	8	6	22	83
Family relatives and friends	49	66	9	11	8	7	153	303
Other	120	60	26	15	16	25	229	491
By legal migration status								
Regular immigration with a work visa	599	336	203	146	175	138	969	2 566
Regular immigration without a work visa	7	19	1	1	1	1	59	89
Not through regular channel or entry port	120	62	28	15	19	26	228	498

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

II.2 Sampling errors for selected statistics

NOTE: While it seems that migration data (OFWs) were used in the sampling design of the LFS 2019 Q4 (see further details in PSA 2020a, pp.2-5), we noted that not all the strata variables (such as geographic location, province, primary sampling unit- PSU, the replicate, etc.) are included in the SOF microdata; particularly, the geographic location and PSU are missing. We therefore assumed that this is likely because proportions of OFWs were not fully utilised in the sampling design of LFS/SOF.

However, we have still used the available variable on regions ("reg") as strata variable when producing the sampling errors below. Since further stratification improves the reliability of estimates, the sampling errors provided in tables below are likely higher than if we had considered additional stratification variables used in the design of the LFS/SOF.

► Table 10. Sampling errors: Estimates of overseas Filipino workers by sex, age, region, education, main industry, main occupation, last country of destination, recruitment process and legal migration status (thousand)

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Sampling errors- OFWs (thousand), Total	2 196.0	28.1	2 140.9	2 251.2
By sex				
Male	1 007.8	30.2	948.6	1 067.1
Female	1 188.2	29.3	1 130.8	1 245.6
By main age groups				
15–24	127.8	12.0	104.2	151.3
25+	2 068.3	29.2	2 011.0	2 125.6
By main regions				
Region I (Ilocos Region)	182.1	9.2	164.0	200.2
Region II (Cagayan Valley)	128.5	6.5	115.7	141.3
Region III (Central Luzon)	297.3	13.2	271.4	323.3
Region IV-A (Calabarzon)	476.6	13.6	449.9	503.2
Region VI (Western Visayas)	198.3	9.4	179.9	216.7
National Capital Region (NCR)	218.5	9.1	200.7	236.3
Other	694.7	11.6	672.0	717.4
By educational attainment				
Primary	75.7*	8.5	59.0	92.3
Secondary	850.6	27.5	796.7	904.5
Tertiary	1 269.7	31.2	1 208.5	1 331.0
By economic activity (industry)				
Agriculture and fishery	38.5*	5.9	26.9	50.2
Manufacturing	266.2	18.9	229.3	303.2
Construction and other industry	162.3	14.5	133.9	190.6
Transportation and storage	336.6	19.8	297.8	375.3
Domestic services	802.6	25.5	752.6	852.5
Accommodation, health and other services	589.9	25.3	540.3	639.4
By occupation (skills)				
Managers and professionals (high skill)	424.3	22.1	381.0	467.6
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	907.4	29.1	850.4	964.4
Elementary occupations (low skill)	864.4	26.3	812.8	916.0
By last country or territory of destination abroad				
Saudi Arabia	496.6	22.6	452.3	540.9
United Arab Emirates	296.9	19.1	259.6	334.3
Hong Kong (China)	158.8	13.2	132.9	184.8

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Taiwan (China)	140.6*	14.3	112.6	168.6
Kuwait	132.6	12.4	108.3	156.9
Qatar	130.2*	13.2	104.2	156.1
Other country/territory	840.3	27.6	786.3	894.3
By recruitment process				
Job transfer or employer	179.1	14.1	151.5	206.6
Government agency	307.2	18.5	270.9	343.5
Private recruitment agency	1 133.9	29.7	1 075.7	1 192.0
Individual recruiter/broker	47.2*	6.5	34.5	59.9
Family relatives and friends	229.7	16.9	196.5	262.8
Other	299.0	16.9	265.8	332.1
By legal migration status				
Regular immigration with a work visa	1 848.2	30.9	1 787.7	1 908.7
Regular immigration without a work visa	59.5*	8.3	43.1	75.8
Not through regular channel or entry port	288.3	16.1	256.8	319.9
Sampling errors- OFWs (thousand), Male	1 007.8	19.9	968.9	1 046.8
By main age groups				
15–24	50.8*	8.2	34.8	66.8
25+	957.1	20.5	916.8	997.3
By main regions				
Region I (Ilocos Region)	63.0	5.8	51.7	74.4
Region II (Cagayan Valley)	34.3*	3.8	26.8	41.8
Region III (Central Luzon)	151.5	9.2	133.4	169.5
Region IV-A (Calabarzon)	252.7	9.9	233.3	272.2
Region VI (Western Visayas)	106.9	7.0	93.2	120.6
National Capital Region (NCR)	117.5	6.7	104.4	130.6
Other	282.0	8.4	265.6	298.4
By educational attainment				
Primary	16.3**	3.8	9.0	23.7
Secondary	294.8	17.5	260.5	329.0
Tertiary	696.8	22.7	652.2	741.3
By economic activity (industry)				
Agriculture and fishery	31.9*	5.4	21.4	42.5
Manufacturing	210.0	16.2	178.2	241.8
Construction and other industry	155.8	13.9	128.6	183.0
Transportation and storage	320.5	18.0	285.1	355.9
Domestic services	21.0**	5.0	11.2	30.8

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Accommodation, health and other services	268.6	17.4	234.5	302.7
By occupation (skills)				
Managers and professionals (high skill)	261.3	17.0	228.0	294.7
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	642.9	21.9	599.9	685.8
Elementary occupations (low skill)	103.6*	10.8	82.4	124.9
By last country or territory of destination abroad				
Saudi Arabia	223.4	16.2	191.6	255.1
United Arab Emirates	96.7*	11.7	73.8	119.5
Hong Kong (China)	10.5**	3.4	3.9	17.2
Taiwan (China)	77.1*	10.3	56.9	97.3
Kuwait	20.6**	5.4	10.1	31.1
Qatar	56.6*	9.5	37.9	75.2
Other country/territory	523.1	21.1	481.6	564.5
By recruitment process				
Job transfer or employer	87.2*	10.3	67.1	107.3
Government agency	136.6	13.0	111.0	162.2
Private recruitment agency	517.9	20.6	477.4	558.3
Individual recruiter/broker	10.5**	3.4	3.8	17.3
Family relatives and friends	111.6*	11.9	88.2	135.0
Other	144.0	12.3	120.0	168.1
By legal migration status				
Regular immigration with a work visa	845.7	21.5	803.5	887.9
Regular immigration without a work visa	35.5*	7.0	21.7	49.2
Not through regular channel or entry port	126.7	10.6	105.8	147.5
Sampling errors- OFWs (thousand), Female	1 188.2	19.9	1 149.2	1 227.2
By main age groups				
15–24	77.0*	8.8	59.7	94.3
25+	1 111.2	20.8	1 070.5	1 151.9
By main regions				
Region I (Ilocos Region)	119.1	7.2	105.0	133.1
Region II (Cagayan Valley)	94.3	5.3	83.9	104.6
Region III (Central Luzon)	145.9	9.5	127.2	164.6
Region IV-A (Calabarzon)	223.8	9.3	205.7	242.0
Region VI (Western Visayas)	91.5	6.3	79.1	103.8
National Capital Region (NCR)	101.0	6.1	88.9	113.0
Other	412.7	7.9	397.2	428.3
By educational attainment				

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Primary	59.3*	7.6	44.5	74.2
Secondary	555.9	21.0	514.6	597.1
Tertiary	573.0	21.0	531.9	614.1
By economic activity (industry)				
Agriculture and fishery	6.6**	2.5	1.8	11.5
Manufacturing	56.2*	8.7	39.2	73.2
Construction and other industry	6.4**	2.0	2.5	10.4
Transportation and storage	16.1**	4.4	7.4	24.8
Domestic services	781.6	21.6	739.3	823.9
Accommodation, health and other services	321.3	18.4	285.3	357.3
By occupation (skills)				
Managers and professionals (high skill)	163.0	13.9	135.8	190.1
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	264.5	16.7	231.7	297.3
Elementary occupations (low skill)	760.7	21.7	718.3	803.2
By last country or territory of destination abroad				
Saudi Arabia	273.2	15.6	242.6	303.9
United Arab Emirates	200.3	14.9	171.0	229.6
Hong Kong (China)	148.3	12.6	123.7	172.9
Taiwan (China)	63.5*	9.8	44.2	82.8
Kuwait	112.0	11.1	90.3	133.8
Qatar	73.6*	9.2	55.6	91.6
Other country/territory	317.3	16.9	284.2	350.3
By recruitment process				
Job transfer or employer	91.9*	9.6	73.1	110.7
Government agency	170.6	13.2	144.8	196.5
Private recruitment agency	616.0	21.3	574.2	657.8
Individual recruiter/broker	36.7*	5.5	25.9	47.4
Family relatives and friends	118.0*	12.0	94.6	141.5
Other	155.0	11.7	132.1	177.9
By legal migration status				
Regular immigration with a work visa	1 002.5	22.1	959.2	1 045.8
Regular immigration without a work visa	24.0*	4.5	15.2	32.9
Not through regular channel or entry port	161.7	12.0	138.1	185.2

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Refers to data where estimates have relative standard errors (RSE) greater than ten per cent.

(**) Refers to data where estimates have relative standard errors (RSE) greater than 20 per cent; they should not be used in analyses.

► Table 11. Sampling errors: average recruitment costs of overseas Filipino workers by sex, age, region, education, main industry, main occupation, last country of destination, recruitment process and legal migration status (thousand pesos)

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Sampling errors- Average recruitment costs	53.6	1.5	50.6	56.5
By sex				
Male	59.6	2.3	55.2	64.1
Female	48.5	2.0	44.5	52.4
By main age groups				
15–24	64.9	5.8	53.5	76.3
25+	52.9	1.6	49.9	56.0
By main regions				
Region I (Ilocos Region)	78.5*	9.9	59.1	97.8
Region II (Cagayan Valley)	58.7	3.3	52.1	65.3
Region III (Central Luzon)	59.8	3.2	53.5	66.0
Region IV-A (Calabarzon)	45.7	3.4	39.1	52.3
Region VI (Western Visayas)	56.0	5.1	46.0	65.9
National Capital Region (NCR)	49.8	4.1	41.7	57.9
Other	48.8	1.8	45.3	52.3
By educational attainment				
Primary	37.7*	5.0	27.8	47.5
Secondary	48.1	2.9	42.5	53.7
Tertiary	58.2	1.7	54.8	61.6
By economic activity (industry)				
Agriculture and fishery	70.9*	13.2	45.2	96.7
Manufacturing	70.1	5.2	59.8	80.3
Construction and other industry	48.3	4.4	39.7	56.8
Transportation and storage	59.9	4.0	52.1	67.7
Domestic services	40.2	1.5	37.3	43.1
Accommodation, health and other services	60.7	3.6	53.7	67.8
By occupation (skills)				
Managers and professionals (high skill)	57.1	2.8	51.5	62.7
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	61.5	3.1	55.5	67.5
Elementary occupations (low skill)	43.6	1.5	40.6	46.5
By last country or territory of destination abroad				
Saudi Arabia	39.5	1.8	35.9	43.0
United Arab Emirates	42.5	2.2	38.1	46.9

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Hong Kong (China)	48.0	2.4	43.3	52.6
Taiwan (China)	75.9	4.7	66.7	85.1
Kuwait	32.2	2.5	27.4	37.1
Qatar	40.4	2.7	35.0	45.8
Other country/territory	69.0	3.5	62.2	75.9
By recruitment process				
Job transfer or employer	44.9	3.1	38.8	51.1
Government agency	53.0	2.7	47.6	58.4
Private recruitment agency	54.6	2.2	50.2	59.0
Individual recruiter/broker	40.9*	8.0	25.3	56.5
Family relatives and friends	58.5	3.2	52.2	64.7
Other	55.4*	9.6	36.7	74.1
By legal migration status				
Regular immigration with a work visa	53.9	1.6	50.9	57.0
Regular immigration without a work visa	50.1*	5.4	39.5	60.7
Not through regular channel or entry port	27.7**	6.0	16.0	39.5

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Refers to data where estimates have relative standard errors (RSE) greater than ten per cent.

(**) Refers to data where estimates have relative standard errors (RSE) greater than 20 per cent; they should not be used in analyses.

► **Table 12. Sampling errors: average earnings in the first full month of salary by overseas Filipino workers, by sex, age, region, education, main industry, main occupation, last country of destination, recruitment process and legal migration status (thousand pesos)**

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Sampling errors- Average earnings in the first full month of salary	44.8	1.3	42.4	47.3
By sex				
Male	56.6	2.3	52.2	61.1
Female	34.9	1.2	32.5	37.3
By main age groups				
15–24	45.8*	6.8	32.5	59.2
25+	44.8	1.3	42.3	47.3
By main regions				
Region I (Ilocos Region)	36.9	2.6	31.9	41.9
Region II (Cagayan Valley)	27.1	1.3	24.5	29.7
Region III (Central Luzon)	42.3	4.0	34.4	50.2
Region IV-A (Calabarzon)	40.9	2.1	36.7	45.1

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Region VI (Western Visayas)	65.2*	6.9	51.6	78.9
National Capital Region (NCR)	60.7	5.0	50.9	70.5
Other	44.6	2.0	40.7	48.4
By educational attainment				
Primary	23.1	1.5	20.1	26.0
Secondary	31.6	1.1	29.4	33.8
Tertiary	55.2	2.0	51.2	59.1
By economic activity (industry)				
Agriculture and fishery	50.4*	6.7	37.2	63.6
Manufacturing	51.0	4.5	42.1	59.9
Construction and other industry	47.6	3.3	41.1	54.1
Transportation and storage	75.0	4.9	65.5	84.5
Domestic services	26.7	0.9	24.9	28.5
Accommodation, health and other services	48.5	2.3	44.1	53.0
By occupation (skills)				
Managers and professionals (high skill)	71.0	3.7	63.8	78.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	48.2	2.1	43.9	52.4
Elementary occupations (low skill)	28.5	1.0	26.5	30.4
By last country or territory of destination abroad				
Saudi Arabia	36.5	2.0	32.7	40.4
United Arab Emirates	36.6	2.4	31.8	41.3
Hong Kong (China)	28.0	1.5	25.0	30.9
Taiwan (China)	44.8*	6.4	32.2	57.4
Kuwait	25.7	1.3	23.2	28.2
Qatar	37.5*	5.7	26.4	48.6
Other country/territory	60.8	2.5	55.9	65.7
By recruitment process				
Job transfer or employer	52.2	4.0	44.3	60.1
Government agency	51.5	3.8	44.1	58.8
Private recruitment agency	42.7	1.6	39.6	45.8
Individual recruiter/broker	31.0*	4.7	21.7	40.3
Family relatives and friends	40.5	2.3	36.0	45.0
Other	75.5**	25.5	25.6	125.4
By legal migration status				
Regular immigration with a work visa	44.9	1.3	42.4	47.5
Regular immigration without a work visa	45.2*	6.3	32.9	57.5

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Not through regular channel or entry port	32.3*	4.8	22.8	41.7

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Refers to data where estimates have relative standard errors (RSE) greater than ten per cent.

(**) Refers to data where estimates have relative standard errors (RSE) greater than 20 per cent; they should not be used in analyses.

► **Table 13. Sampling errors: recruitment cost indicator of overseas Filipino workers by sex, age, region, education, main industry, main occupation, last country of destination, recruitment process and legal migration status**

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Sampling errors- Recruitment cost indicator	1.20	0.04	1.11	1.28
By sex				
Male	1.05	0.05	0.95	1.16
Female	1.39	0.07	1.26	1.52
By main age groups				
15–24	1.42*	0.22	0.99	1.84
25+	1.18	0.04	1.10	1.27
By main region				
Region I (Ilocos Region)	2.13*	0.26	1.63	2.63
Region II (Cagayan Valley)	2.17	0.14	1.88	2.45
Region III (Central Luzon)	1.41*	0.15	1.12	1.70
Region IV-A (Calabarzon)	1.12	0.09	0.93	1.30
Region VI (Western Visayas)	0.86*	0.09	0.68	1.04
National Capital Region (NCR)	0.82*	0.08	0.66	0.98
Other	1.09	0.05	0.99	1.20
By educational attainment				
Primary	1.63*	0.25	1.13	2.13
Secondary	1.52	0.09	1.34	1.71
Tertiary	1.06	0.04	0.97	1.14
By economic activity (industry)				
Agriculture and fishery	1.41*	0.26	0.90	1.91
Manufacturing	1.37*	0.15	1.07	1.67
Construction and other industry	1.01*	0.12	0.77	1.25
Transportation and storage	0.80	0.06	0.68	0.92
Domestic services	1.50	0.07	1.37	1.64
Accommodation, health and other services	1.25	0.09	1.08	1.42
By occupation (skills)				

	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Managers and professionals (high skill)	0.80	0.05	0.71	0.90
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	1.28	0.08	1.12	1.43
Elementary occupations (low skill)	1.53	0.07	1.40	1.67
By last country or territory of destination abroad				
Saudi Arabia	1.08	0.07	0.94	1.22
United Arab Emirates	1.16	0.09	0.99	1.33
Hong Kong (China)	1.71	0.13	1.46	1.96
Taiwan (China)	1.69*	0.27	1.16	2.23
Kuwait	1.26	0.11	1.04	1.47
Qatar	1.08*	0.18	0.73	1.42
Other country/territory	1.14	0.07	1.01	1.26
By recruitment process				
Job transfer or employer	0.86	0.08	0.71	1.01
Government agency	1.03	0.08	0.87	1.19
Private recruitment agency	1.28	0.06	1.15	1.40
Individual recruiter/broker	1.32**	0.27	0.79	1.85
Family relatives and friends	1.44	0.10	1.25	1.63
Other	0.73**	0.21	0.32	1.14
By legal migration status				
Regular immigration with a work visa	1.20	0.04	1.11	1.29
Regular immigration without a work visa	1.11*	0.21	0.69	1.53
Not through regular channel or entry port	0.86**	0.25	0.37	1.35

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Refers to data where estimates have relative standard errors (RSE) greater than ten per cent.

(**) Refers to data where estimates have relative standard errors (RSE) greater than 20 per cent; they should not be used in analyses.

II.3 Main classifications used in this report

The following categories were used for this report.

These are also among major or overarching disaggregation variables for the SDG indicators.

Main region:

There are a total of 17 regions in the Philippines, but in the report only the six most popular regions were described, which are Region I (Ilocos Region), Region II (Cagayan Valley), Region III (Central Luzon), Region IV-A (Calabarzon), Region VI (Western Visayas), and the National Capital Region (NCR). A group of remaining regions was also included in the report under the "Other" classification.

Sex:

The variable (statistical) categories are male and female, providing an insight into gender differentials and gender inequality issues through all other relevant variables and indicators.

Age:

The interviewees are grouped into two major age ranges: 15–24, and 25 and older. The guidelines for collecting SDG indicator 10.7.1. statistics do not cover persons younger than 15 years, therefore no one younger than 15 was included. Age groups by ten years is also considered, in which there are six age groups. The dissemination by tighter age range is to see how changes occur more closely. However, due to the volume of the report, only the two age groups cited here were used in the report.

Educational attainment:

By educational attainment, workers are classified as primary or less, secondary, and tertiary levels. The classification is produced using the equivalent of the national Philippine classification to the International Standard Classification of Education (ISCED) 2011. Codes used to produce ISCED-11 are derived from the education categories codes in the SOF questionnaire (PSA 2020a, question 8, page 70), or from the 2019 LFS questionnaire (question 7, page 2).

Note: In the tables we have regrouped and shortened the educational categories as: 1) “Primary”, meaning completed primary or less (Philippine Level 0 to Level 1); 2) “Secondary”, meaning all secondary levels (including lower secondary, as well as post-secondary non-tertiary education, that is Philippine Level 2 to Level 4); and 3) “Tertiary”, meaning from short-cycle tertiary education to higher university degree (Philippine Level 5 to Level 8).

Occupation:

Three main occupation groups were created and used in this report, equivalent to three main skill levels: managers and professionals (high skill), clerks and services, skilled agriculture, trades and plant workers (medium skill) and elementary occupation (low skill). These groups are derived from the 2008 International Classification of Occupations (ISCO-08)

Economic activity:

This characterizes the industrial classification of all economic activities, as aligned to the 2008 International Standard Industrial Classification of All Economic Activities (ISIC Rev.4). However, these activities are regrouped in order to identify the six main industries likely to employ migrant workers as follows:

- ▶ Agriculture and fisheries;
- ▶ Manufacturing;
- ▶ Construction and other industry;
- ▶ Transportation and storage;
- ▶ Domestic services; and
- ▶ Accommodation, health and other services.

Job recruitment process:

This variable describes how workers found their job in the foreign destination, including job transfer or direct recruitment by an employer; government agency; private recruitment agency; individual recruiter or broker; family relatives or friend; and other.

Countries of last destination abroad:

There are six main countries or territories of destination abroad where return migrant workers had been the most (also known as main corridors): Saudi Arabia, United Arab Emirates, Hong Kong (China), Taiwan (China), Kuwait, and Qatar. All other destinations are grouped and presented under category “Other.”

Legal migration status:

Workers either migrated regularly or irregularly. In the case of regular migration, workers may have had a work visa or not.

Recruitment costs:

As in Annex I, recruitment costs include all expenses related to the application, training, health care and other services that help workers to obtain and secure employment in other countries.

First full-month income:

This first full-month income comes from the first job obtained in the last destination abroad during the past three years reported by workers.

Recruitment cost indicator (RCI) of individuals:

Proportion of recruitment costs in the monthly employment earnings, is a ratio of costs to earnings:

$$RCI = f\left(\frac{C_k}{E_k}\right)$$

Where: f may take on various functions' forms, such as: mean, median and fourth quintile.

C_k = is the recruitment costs paid by the individual migrant worker k ;

E_k = is the first month earning of the same migrant worker k .

This indicator is disaggregated by different categories of recruitment process, legal migration status, occupation, major industries and major occupations as presented previously. The indicator was produced only for migrant workers with both recruitment costs and earnings that were not zero. Separate statistics were presented for the few migrant workers with no recruitment costs.

► Annex III. Additional statistical tables

► Table 14. Overseas Filipino workers, by sex, ten-year age groups, all regions, education, industry, occupation and last country of destination abroad (thousand persons)

	Male	Female	Total
Return overseas Filipino workers (thousand)	1 007.8	1 188.2	2 196.0
By ten-year age group			
15–24	50.8	77.0	127.8
25–34	396.7	551.4	948.0
35–44	342.2	380.7	722.9
45–54	165.6	158.7	324.3
55–64	50.4	19.0	69.4
65+	2.3	1.4	3.8
By all detailed regions			
Region I (Ilocos Region)	63.0	119.1	182.1
Region II (Cagayan Valley)	34.3	94.3	128.5
Region III (Central Luzon)	151.5	145.9	297.3
Region IV-A (CALABARZON)	252.7	223.8	476.6
Region V (Bicol Region)	39.8	45.1	84.9
Region VI (Western Visayas)	106.9	91.5	198.3
Region VII (Central Visayas)	71.0	40.8	111.8
Region VIII (Eastern Visayas)	23.3	21.1	44.3
Region IX (Zamboanga Peninsula)	12.2	19.9	32.1
Region X (Northern Mindanao)	31.9	40.5	72.3
Region XI (Davao Region)	29.6	45.4	75.0
Region XII (SOCCSKSARGEN)	23.2	94.7	118.0
National Capital Region (NCR)	117.5	101.0	218.5
Cordillera Administrative Region (CAR)	12.5	25.8	38.3
Autonomous Region in Muslim Mindanao (ARMM)	9.7	37.6	47.3
Region XIII (Caraga)	13.9	26.1	40.1
MIMAROPA Region	14.9	15.7	30.6
By educational attainment			
Primary	16.3	59.3	75.7
Secondary	294.8	555.9	850.6
Tertiary	696.8	573.0	1 269.7
By industry or economic activity			
Agriculture and fishery	31.9	6.6	38.5
Manufacturing	210.0	56.2	266.2

	Male	Female	Total
Construction and other industry	155.8	6.4	162.3
Transportation and storage	320.5	16.1	336.6
Domestic services	21.0	781.6	802.6
Accommodation, health and other services	268.6	321.3	589.9
By occupation (skills)			
Managers and professionals (high skill)	261.3	163.0	424.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	642.9	264.5	907.4
Elementary occupations (low skill)	103.6	760.7	864.4
By main country of destination abroad			
Saudi Arabia	223.4	273.2	496.6
United Arab Emirates	96.7	200.3	296.9
Hong Kong (China)	10.5	148.3	158.8
Taiwan (China)	77.1	63.5	140.6
Kuwait	20.6	112.0	132.6
Qatar	56.6	73.6	130.2
Other country/territory	523.1	317.3	840.3

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 15. Overseas Filipino workers, by sex, recruitment process and legal migration status (thousand persons and % distribution)**

	Male	Female	Total
Overseas Filipino workers (aged 15+) (thousand)	1 007.8	1 188.2	2 196.0
By job recruitment process (thousand)			
Job transfer or employer	87.2	91.9	179.1
Government agency	136.6	170.6	307.2
Private recruitment agency	517.9	616.0	1 133.9
Individual recruiter/broker	10.5	36.7	47.2
Family relatives and friends	111.6	118.0	229.7
Other	144.0	155.0	299.0
By legal migration status (thousand)			
Regular immigration with a work visa	845.7	1 002.5	1 848.2
Regular immigration without a work visa	35.5	24.0	59.5
Not through regular channel or entry port	126.7	161.7	288.3
By job recruitment process (% distribution)			
Job transfer or employer	8.7	7.7	8.2
Government agency	13.6	14.4	14.0
Private recruitment agency	51.4	51.8	51.6
Individual recruiter/broker	1.0	3.1	2.2

	Male	Female	Total
Family relatives and friends	11.1	9.9	10.5
Other	14.3	13.0	13.6
By legal migration status (% distribution)			
Regular immigration with a work visa	83.9	84.4	84.2
Regular immigration without a work visa	3.5	2.0	2.7
Not through regular channel or entry port	12.6	13.6	13.1

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than 10, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 16. Overseas Filipino workers, by country or territory of destination, age, main industry and main occupation (skills) (total thousand, and percentage distribution)**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Overseas Filipino workers (aged 15+) (thousand)	496.6	296.9	158.8	140.6	132.6	130.2	840.3	2 196.0
By main age groups (% distribution)								
15–24	5.4	3.6	2.6*	13.8	4.7	4.7*	6.5	5.8
25+	94.6	96.4	97.4	86.2	95.3	95.3	93.5	94.2
By educational attainment (% distribution)								
Primary	6.6	1.5*	0.0*	2.0*	6.3*	5.0*	2.5	3.4
Secondary	52.7	35.8	43.5	45.0	65.8	43.6	24.5	38.7
Tertiary	40.7	62.7	56.5	53.0	27.9	51.4	73.0	57.8
By economic activity (industry) (% distribution)								
Agriculture and fishery	1.1*	0.3*	-	4.8*	0.2*	-	3.0	1.8
Manufacturing	10.8	7.1	-	68.5	6.0*	8.0	9.1	12.1
Construction and other industry	13.7	5.6	0.4	0.3	2.7*	18.5	5.8	7.4
Transportation and storage	1.7	4.3	6.3	4.5	0.4*	2.4*	35.1	15.3
Domestic services	43.1	33.2	90.5	15.3	70.1	39.7	21.5	36.5
Accommodation, health and other services	29.6	49.5	2.8*	6.6	20.7	31.4	25.5	26.9
By main occupation (skill) (% distribution)								
Managers and professionals (high skill)	21.1	21.0	1.1*	4.3	3.0*	16.2	26.7	19.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	34.1	44.0	13.7	58.2	27.0	47.5	48.3	41.3
Elementary occupations (low skill)	44.8	35.0	85.2	37.5	70.1	36.3	25.0	39.4

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (1) (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► Table 17. Overseas Filipino workers, by main industry and main occupation (skills)

	Agriculture and fishery	Manufacturing	Construction and other industry	Transportation and storage	Domestic services	Accommodation, health and other services	Total
Overseas Filipino workers (aged 15+) (thousand)	38.5	266.2	162.3	336.6	802.6	589.9	2 196.0
By economic activity (industry) (% distribution)							
Managers and professionals (high skill)	9.0*	16.3	25.3	31.1	0.4*	38.8	19.3
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	55.0	60.3	61.0	67.4	10.0	54.2	41.3
Elementary occupations (low skill)	36.0	23.4	13.7	1.6	89.6	7.0	39.4

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than 10, and most were not used in the analysis; and when used, they should be taken with caution.

► Table 18. Total recruitment costs of overseas Filipino workers, by sex, age, region, education, main industry and main occupation (skills) (million pesos)

	Male	Female	Total
Total recruitment costs of OFWs, last 3 years	50 993.6	49 145.7	100 139.2
By main age group			
15–24	2 936.3	3 853.6	6 789.9
25+	48 057.2	45 292.1	93 349.3
By main region			
Region I (Ilocos Region)	4 227.7	8 425.8	12 653.5
Region II (Cagayan Valley)	2 635.9	4 441.6	7 077.6
Region III (Central Luzon)	8 926.7	7 130.6	16 057.3
Region IV-A (Calabarzon)	11 702.9	7 838.4	19 541.3
Region VI (Western Visayas)	5 893.4	3 574.3	9 467.7
National Capital Region (NCR)	4 157.2	3 585.4	7 742.5
Other	13 449.8	14 149.6	27 599.4
By educational attainment			
Primary	11 601.0	18 524.9	30 125.8
Secondary	14 101.2	13 011.0	27 112.1
Tertiary	25 291.4	17 609.9	42 901.3
By economic activity (industry)			
Agriculture and fishery	2 204.3	2 51.5	2 455.8
Manufacturing	13 211.2	3 203.4	16 414.6

	Male	Female	Total
Construction and other industry	5 760.9	528.5	6 289.4
Transportation and storage	16 262.0	672.9	16 934.9
Domestic services	1 235.5	26 232.2	27 467.7
Accommodation, health and other services	12 319.7	18 257.2	30 576.9
By occupation (skills)			
Managers and professionals (high skill)	12 356.1	8 323.8	20 679.9
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	32 694.8	14 669.6	47 364.3
Elementary occupations (low skill)	5 942.6	26 152.3	32 095.0
By main country of destination abroad			
Saudi Arabia	8 870.6	7 977.3	16 848.0
United Arab Emirates	3 743.2	6 939.7	10 682.9
Hong Kong (China)	376.4	6 217.1	6 593.4
Taiwan (China)	5 642.7	4 313.5	9 956.2
Kuwait	738.4	3 067.8	3 806.3
Qatar	2 279.7	2 261.3	4 541.0
Other country/territory	29 342.5	18 368.8	47 711.4

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 19. Average recruitment costs of overseas Filipino workers, by sex, recruitment process and legal migration status (thousand pesos)**

	Male	Female	Total
Recruitment costs of OFWs, average	59.6	48.5	53.6
By job recruitment process			
Job transfer or employer	53.3	37.2	44.9
Government agency	63.4	44.4	53.0
Private recruitment agency	59.8	50.2	54.6
Individual recruiter/broker	63.5	35.5	40.9
Family relatives and friends	58.4	58.6	58.5
Other	62.0	39.8	55.4
By legal migration status			
Regular immigration with a work visa	60.2	48.7	53.9
Regular immigration without a work visa	50.3	49.8	50.1
Not through regular channel or entry port	31.7	26.3	27.7

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► Table 20. Average recruitment costs of overseas Filipino workers, by last country or territory of destination abroad, sex, age, education, economic activity and main occupation (skills) (thousand pesos)

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Average recruitment costs of OFWs	39.5	42.5	48.0	75.9	32.2	40.4	69.0	53.6
By sex								
Male	45.1	44.8	41.3	77.8	42.6	47.2	68.7	59.6
Female	34.6	41.3	48.4	73.5	30.5	35.3	69.6	48.5
By main age group								
15–24	35.5	72.4	65.5*	88.4	21.1	40.7*	75.4	64.9
25+	39.6	41.2	47.6	73.9	32.8	40.4	68.6	52.9
By main region								
Region I (Ilocos Region)	67.1	55.0	53.3	58.8	59.2*	55.3	107.8	78.5
Region II (Cagayan Valley)	54.1	40.3	55.6	91.4	33.3	43.0	68.7	58.7
Region III (Central Luzon)	41.3	41.1	41.0	91.0	47.1	46.7*	78.3	59.8
Region IV-A (Calabarzon)	37.9	41.3	41.9	65.1	32.9*	39.8	51.5	45.7
Region VI (Western Visayas)	27.6	45.2	43.3	83.1	36.0	47.5	68.0	56.0
National Capital Region (NCR)	41.1	40.8	32.0	58.8	20.5	34.9	66.3	49.8
Other	34.1	42.4	52.8	65.3	28.9	34.5	66.7	48.8
By educational attainment								
Primary	31.7	27.6*	-	46.5*	55.5*	20.5*	50.7	37.7
Secondary	36.6	33.4	51.2	78.4	29.0	38.8	71.9	48.1
Tertiary	44.5	48.7	45.6	74.5	34.6	44.1	68.4	58.2
By economic activity (industry)								
Agriculture and fishery	45.6*	2.0*	-	68.6*	100.0*	-	79.6	70.9
Manufacturing	47.0	42.2	-	78.3	46.9*	45.9	93.4	70.1
Construction and other industry	35.6	37.6	-	-	51.7*	53.0	71.1	48.3
Transportation and storage	34.0	51.6	41.3*	53.2*	30.1*	75.9*	61.7	59.9
Domestic services	33.5	31.0	48.5	64.0	27.2	28.7	53.0	40.2
Accommodation, health and other services	46.6	50.0	45.2*	100.6	42.6	43.3	83.3	60.7
By occupation (skills)								
Managers and professionals (high skill)	49.2	49.3	31.6*	47.1	49.5*	48.5	64.6	57.1
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	45.1	44.6	43.2	71.4	41.6	47.3	78.0	61.5
Elementary occupations (low skill)	29.8	35.5	48.9	85.2	27.4	28.3	57.2	43.6

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 21. Average recruitment costs of overseas Filipino workers by country or territory of destination, recruitment process and legal migration status (thousand pesos)**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Average recruitment costs of OFWs	39.5	42.5	48.0	75.9	32.2	40.4	69.0	53.6
By job recruitment process								
Job transfer or employer	42.4	30.0	26.7	56.2*	15.8	47.8	56.0	44.9
Government agency	41.9	34.7	44.1	71.3	29.7	42.1	69.3	53.0
Private recruitment agency	38.7	41.8	53.7	78.0	34.0	36.8	72.9	54.6
Individual recruiter/ broker	35.8	29.2	24.8*	48.9*	20.5*	39.8*	70.2	40.9
Family relatives and friends	38.4	56.5	51.1*	82.7	36.2*	57.6*	64.4	58.5
Other	38.5*	32.3*	10.0*	-	80.0*	-	61.2	55.4
By legal migration status								
Regular immigration with a work visa	39.3	42.1	48.0	76.0	32.2	40.7	70.5	53.9
Regular immigration without a work visa	49.8*	56.4	50.0*	50.0*	50.0*	30.0*	47.7	50.1
Not through regular channel or entry port	46.8*	17.5*	33.4*	-	18.9*	20.0*	31.3	27.7

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than 10, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 22. Total first full-month earnings of overseas Filipino workers, by sex, age, region, education, main industry, main occupation (skills) and main country of destination abroad (million pesos)**

	Male	Female	Total
Total earnings of OFWs in the first full month of work abroad (million), last three years	48 431.7	35 356.7	83 788.4
By main age group			
15–24	2 381.5	2 413.8	4 795.3
25+	46 050.2	32 942.9	78 993.1
By main region			
Region I (Ilocos Region)	2 044.0	3 901.6	5 945.6
Region II (Cagayan Valley)	1 193.5	2 074.1	3 267.6
Region III (Central Luzon)	6 905.2	4 465.0	11 370.2
Region IV-A (Calabarzon)	10 826.9	6 669.4	17 496.3
Region VI (Western Visayas)	8 532.3	2 508.5	11 040.8
National Capital Region (NCR)	5 695.4	3 749.7	9 445.1
Other	13 234.3	11 988.4	25 222.7
By educational attainment			
Primary	8 694.8	12 342.4	21 037.2
Secondary	11 335.3	7 777.1	19 112.4

	Male	Female	Total
Tertiary	28 401.6	15 237.2	43 638.8
By economic activity (industry)			
Agriculture and fishery	1 449.6	294.6	1 744.1
Manufacturing	9 923.4	2 028.2	11 951.6
Construction and other industry	5 921.1	280.1	6 201.3
Transportation and storage	20 417.3	7 96.0	21 213.3
Domestic services	489.1	17 762.3	18 251.5
Accommodation, health and other services	10 231.1	14 195.6	24 426.7
By occupation (skills)			
Managers and professionals (high skill)	17 351.9	8 374.1	25 726.0
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	27 120.3	9 985.7	37 106.0
Elementary occupations (low skill)	3 959.5	16 996.9	20 956.4
By main country of destination abroad			
Saudi Arabia	8 238.0	7 361.2	15 599.2
United Arab Emirates	3 028.4	6 163.3	9 191.7
Hong Kong (China)	471.1	3 376.0	3 847.1
Taiwan (China)	3 957.0	1 919.5	5 876.5
Kuwait	6 71.3	2 360.4	3 031.8
Qatar	1 603.5	2 614.5	4 218.0
Other country/territory	30 462.2	11 561.9	42 024.2

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 23. First-month earnings of overseas Filipino workers (average), by sex, recruitment process, and legal migration status (thousand pesos)**

	Male	Female	Total
First full-month earnings of OFWs, average	56.6	34.9	44.8
By job recruitment process			
Job transfer or employer	62.7	42.4	52.2
Government agency	63.0	42.0	51.5
Private recruitment agency	56.1	31.4	42.7
Individual recruiter/broker	42.9	28.1	31.0
Family relatives and friends	41.2	39.8	40.5
Other	93.8	32.2	75.5
By legal migration status			
Regular immigration with a work visa	56.9	35.0	44.9
Regular immigration without a work visa	52.0	34.1	45.2
Not through regular channel or entry port	44.1	28.0	32.3

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► Table 24. Average earnings of overseas Filipino workers in the first full month of work abroad, by last country or territory of destination abroad, sex, age, region, education, economic activity and main occupation (skills) (thousand pesos)

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Average earnings of OFWs in the first full month of work abroad (thousand)	36.5	36.6	28.0	44.8	25.7	37.5	60.8	44.8
By sex								
Male	41.9	36.3	51.7	54.6	38.7	33.2	71.3	56.6
Female	32.0	36.7	26.3	32.7	23.4	40.8	43.8	34.9
By main age group								
15–24	28.7	42.9	29.6*	35.4	24.1*	58.6*	61.0	45.8
25+	36.9	36.3	27.9	46.3	25.8	36.4	60.8	44.8
By main region								
Region I (Ilocos Region)	37.9	34.0	25.1	28.7*	18.6*	55.7*	43.0	36.9
Region II (Cagayan Valley)	29.6	23.6	24.5	35.2	19.8	23.5	27.4	27.1
Region III (Central Luzon)	32.5	35.4	25.6	51.6	24.7	85.6*	49.9	42.3
Region IV-A (Calabarzon)	36.2	33.8	26.1	41.2	24.4*	29.7	54.3	40.9
Region VI (Western Visayas)	51.9	59.5	34.1	38.3*	26.9	22.0	84.4	65.3
National Capital Region (NCR)	59.7	40.3	23.9*	81.2	29.6	46.7	80.1	60.7
Other	32.5	39.8	34.0	45.1	26.8	28.9	63.0	44.6
By educational attainment								
Primary	24.3	22.2*	-	23.5*	21.2*	19.1*	23.8	23.1
Secondary	28.1	26.9	25.1	43.8	24.7	27.5	41.3	31.6
Tertiary	49.6	43.1	30.1	46.0	28.9	49.2	68.3	55.2
By economic activity (industry)								
Agriculture and fishery	42.4*	30.0*	-	29.7*	30.0*	-	58.3	50.4
Manufacturing	45.0	28.1	-	49.2	37.1*	34.7	71.5	51.0
Construction and other industry	44.7	45.8	-	-	101.2*	38.4	57.2	47.6
Transportation and storage	38.4	75.2	59.1*	47.4*	70.1*	51.9*	77.7	75.0
Domestic services	27.9	26.4	25.8	29.9	22.6	22.5	29.3	26.7
Accommodation, health and other services	41.1	40.7	25.2*	43.7	29.3	55.0	61.7	48.5
By occupation (skills)								
Managers and professionals (high skill)	56.1	53.3	33.2*	43.8	51.6*	46.6	87.0	71.0
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	37.1	36.2	41.3	51.5	29.0	46.4	59.3	48.2
Elementary occupations (low skill)	26.1	26.7	25.9	35.1	23.0	22.6	35.4	28.5

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 25. First full-month earnings of overseas Filipino workers (average), by country or territory of destination abroad, recruitment process and legal migration status (thousand pesos)**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
First full-month earnings of OFWs, average	36.5	36.6	28.0	44.8	25.7	37.5	60.8	44.8
By job recruitment process								
Job transfer or employer	45.0	34.6	28.9	46.5*	26.3	35.8	72.0	52.2
Government agency	47.4	46.2	25.1	44.6	30.9	40.0	66.5	51.5
Private recruitment agency	33.5	32.3	28.7	47.0	24.4	36.1	60.2	42.7
Individual recruiter/ broker	31.7	22.7	23.6*	25.1*	22.8*	65.5*	25.0	31.0
Family relatives and friends	29.9	42.9	25.4*	33.2	20.7*	31.2*	46.3	40.5
Other	30.9*	34.5	10.0*	-	50.0*	-	92.5	75.5
By legal migration status								
Regular immigration with a work visa	36.4	36.8	27.9	44.8	25.9	37.6	61.5	44.9
Regular immigration without a work visa	57.1*	32.2	30.0*	58.0*	18.0*	30.0*	51.0	45.2
Not through regular channel or entry port	20.7*	37.9*	51.3*	-	17.8*	30.0*	34.5	32.3

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 26. Recruitment cost indicator, by main countries of destination, sex, age, region, education, main industry, and main occupation (skills)**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Recruitment cost indicator	1.1	1.2	1.7	1.7	1.3	1.1	1.1	1.2
By sex								
Male	1.1	1.2	0.8	1.4	1.1	1.4	1.0	1.1
Female	1.1	1.1	1.8	2.2	1.3	0.9	1.6	1.4
By age group								
15–24	1.2	1.7	2.2*	2.5	0.9*	0.7*	1.2	1.4
25+	1.1	1.1	1.7	1.6	1.3	1.1	1.1	1.2
By main region								
Region I (Ilocos Region)	1.8	1.6	2.1	2.0*	3.2*	1.0*	2.5	2.1
Region II (Cagayan Valley)	1.8	1.7	2.3	2.6	1.7	1.8	2.5	2.2
Region III (Central Luzon)	1.3	1.2	1.6	1.8	1.9	0.5*	1.6	1.4
Region IV-A (Calabarzon)	1.0	1.2	1.6	1.6	1.3*	1.3	0.9	1.1
Region VI (Western Visayas)	0.5	0.8	1.3	2.2*	1.3	2.2	0.8	0.9
National Capital Region (NCR)	0.7	1.0	1.3*	0.7	0.7	0.7	0.8	0.8

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Other	1.0	1.1	1.6	1.4	1.1	1.2	1.1	1.1
By educational attainment								
Primary	1.3	1.2*	-	2.0*	2.6*	1.1*	2.1	1.6
Secondary	1.3	1.2	2.0	1.8	1.2	1.4	1.7	1.5
Tertiary	0.9	1.1	1.5	1.6	1.2	0.9	1.0	1.1
By economic activity (industry)								
Agriculture and fishery	1.1*	0.1*	-	2.3*	3.3*	-	1.4	1.4
Manufacturing	1.0	1.5	-	1.6	1.3*	1.3	1.3	1.4
Construction and other industry	0.8	0.8	-	-	0.5*	1.4	1.2	1.0
Transportation and storage	0.9	0.7	0.7*	1.1*	0.4*	1.5*	0.8	0.8
Domestic services	1.2	1.2	1.9	2.1	1.2	1.3	1.8	1.5
Accommodation, health and other services	1.1	1.2	1.8*	2.3	1.5	0.8	1.4	1.3
By occupation (skills)								
Managers and professionals (high skill)	0.9	0.9	0.9*	1.1	1.0*	1.0	0.7	0.8
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	1.2	1.2	1.0	1.4	1.4	1.0	1.3	1.3
Elementary occupations (low skill)	1.1	1.3	1.9	2.4	1.2	1.3	1.6	1.5

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 27. Recruitment cost indicator, by last country or territory of destination abroad, recruitment process and legal migration status**

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Recruitment cost indicator	1.1	1.2	1.7	1.7	1.3	1.1	1.1	1.2
By job recruitment process								
Job transfer or employer	0.9	0.9	0.9	1.2*	0.6	1.3	0.8	0.9
Government agency	0.9	0.7	1.8	1.6	1.0	1.1	1.0	1.0
Private recruitment agency	1.2	1.3	1.9	1.7	1.4	1.0	1.2	1.3
Individual recruiter/broker	1.1	1.3	1.1*	1.9*	0.9*	0.6*	2.8	1.3
Family relatives and friends	1.3	1.3	2.0*	2.5	1.7*	1.8*	1.4	1.4
Other	1.2*	0.9	1.0*	-	1.6*	-	0.7	0.7
By legal migration status								
Regular immigration with a work visa	1.1	1.1	1.7	1.7	1.2	1.1	1.1	1.2
Regular immigration without a work visa	0.9*	1.8	1.7*	0.9*	2.8*	1.0*	0.9	1.1

	Saudi Arabia	United Arab Emirates	Hong Kong (China)	Taiwan (China)	Kuwait	Qatar	Other	Total
Not through regular channel or entry port	2.3*	0.5*	0.7*	-	1.1*	0.7*	0.9	0.9

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 28. Self-assessed recruitment cost indicator, by sex, age, region, education, industry, main occupation (skills), recruitment process, legal migration status, and last country of destination abroad**

	Male	Female	Total
Self-assessed recruitment cost indicator (total)	4.3	4.5	4.4
By age group			
15–24	4.4	4.8	4.6
25+	4.3	4.4	4.4
By main region			
Region I (Ilocos Region)	4.1	4.7	4.5
Region II (Cagayan Valley)	5.9	5.6	5.7
Region III (Central Luzon)	5.5	5.9	5.7
Region IV-A (Calabarzon)	4.6	4.4	4.5
Region VI (Western Visayas)	3.6	4.1	3.8
National Capital Region (NCR)	3.2	4.0	3.6
Other	3.7	3.7	3.7
By educational attainment			
Primary	5.2	3.6	3.9
Secondary	5.0	4.6	4.8
Tertiary	3.9	4.4	4.1
By economic activity (industry)			
Agriculture and fishery	4.9	5.5	5.0
Manufacturing	5.6	7.5	6.0
Construction and other industry	4.6	3.8	4.5
Transportation and storage	3.1	2.9	3.1
Domestic services	5.1	4.3	4.3
Accommodation, health and other services	4.3	4.4	4.4
By occupation (skills)			
Managers and professionals (high skill)	3.3	3.7	3.4
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	4.4	5.2	4.6
Elementary occupations (low skill)	6.1	4.4	4.6
By job recruitment process			
Job transfer or employer	4.1	4.1	4.1

	Male	Female	Total
Government agency	5.1	4.9	5.0
Private recruitment agency	4.1	4.4	4.3
Individual recruiter/broker	4.1	3.0	3.3
Family relatives and friends	4.2	4.8	4.5
Other	4.0	3.4	3.8
By legal migration status			
Regular immigration with a work visa	4.3	4.5	4.4
Regular immigration without a work visa	3.9	3.1	3.6
Not through regular channel or entry port	2.4	4.5	3.9
By country of destination abroad			
Saudi Arabia	4.5	3.8	4.1
United Arab Emirates	5.3	4.1	4.5
Hong Kong (China)	4.0	4.6	4.5
Kuwait	6.9	8.6	7.7
Taiwan (China)	3.5	3.8	3.8
Qatar	4.3	4.0	4.1
Singapore	3.6	4.7	4.0
Other	3.7	4.6	4.0

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► **Table 29. Total and proportion of OFWs with no reported recruitment costs, by sex, age, region, education, industry, occupation, recruitment process, legal migration status and last country of destination abroad**

	OFWs with no recruitment costs (thousand)			Proportion in total OFWs (%)		
	Male	Female	Total	Male	Female	Total
OFWs with no recruitment costs (thousand persons)	150.2	170.7	320.9	14.9	14.4	14.6
By age group						
15-24	11.1	11.4	22.5	21.8	14.8	17.6
25+	139.1	159.3	298.5	14.5	14.3	14.4
By main region						
Region I (Ilocos Region)	6.7*	12.4	19.1	10.6*	10.4	10.5
Region II (Cagayan Valley)	2.8*	5.2	8.0	8.2*	5.5	6.2
Region III (Central Luzon)	15.3	12.5	27.8	10.1	8.6	9.4
Region IV-A (Calabarzon)	20.3	28.4	48.7	8.0	12.7	10.2
Region VI (Western Visayas)	16.4	12.7	29.1	15.3	13.9	14.7
National Capital Region (NCR)	31.9	27.4	59.2	27.1	27.1	27.1
Other	56.9	72.1	129.0	20.2	17.5	18.6

	OFWs with no recruitment costs (thousand)			Proportion in total OFWs (%)		
	Male	Female	Total	Male	Female	Total
By educational attainment						
Primary	5.5*	13.2	18.7	33.6*	22.2	24.7
Secondary	29.5	74.2	103.6	10.0	13.3	12.2
Tertiary	115.2	83.4	198.6	16.5	14.5	15.6
By economic activity (industry)						
Agriculture and fishery	3.9*	-	3.9*	12.3*	-	10.2*
Manufacturing	25.4	6.5*	31.9	12.1	11.6*	12.0
Construction and other industry	29.8	2.2*	31.9	19.1	33.4*	19.7
Transportation and storage	47.6	4.2*	51.8	14.9	25.9*	15.4
Domestic services	5.1*	110.5	115.6	24.3*	14.1	14.4
Accommodation, health and other services	38.4	47.4	85.7	14.3	14.7	14.5
By occupation (skills)						
Managers and professionals (high skill)	40.4	21.8	62.2	15.4	13.4	14.7
Clerks and services, skilled agriculture, trades and plant workers (medium skill)	93.2	40.2	133.4	14.5	15.2	14.7
Elementary occupations (low skill)	16.6	108.7	125.3	16.1	14.3	14.5
By job recruitment process						
Job transfer or employer	5.4*	4.5	9.8	6.2*	4.9	5.5
Government agency	2.6*	7.7	10.3	1.9*	4.5	3.3
Private recruitment agency	9.9	4.7	14.6	1.9	0.8	1.3
Individual recruiter/broker	-	-	-	-	-	-
Family relatives and friends	6.1*	6.5	12.6	5.5*	5.5	5.5
Other	126.2	147.4	273.6	87.6	95.1	91.5
By legal migration status						
Regular immigration with a work visa	26.7	18.0	44.7	3.2	1.8	2.4
Regular immigration without a work visa	1.1*	3.0*	4.1*	3.0*	12.5*	6.8*
Not through regular channel or entry port	122.4	149.8	272.2	96.6	92.6	94.4
By country of destination abroad						
Saudi Arabia	26.6	42.9	69.5	11.9	15.7	14.0
United Arab Emirates	13.1	31.3	44.4	13.6	15.6	14.9
Hong Kong (China)	1.4*	17.9	19.4	13.5*	12.1	12.2
Taiwan (China)	4.6	4.8*	9.4	6.0	7.6*	6.7
Kuwait	3.2*	11.3	14.6	15.7*	10.1	11.0
Qatar	8.2*	9.6	17.8	14.6*	13.0	13.7
Other	93.0	52.9	145.9	17.8	16.7	17.4

Source: Philippine Statistics Authority, 2019 Survey on Overseas Filipinos.

Notes: (*) Data refer to fewer sample cases of less than ten, and most were not used in the analysis; and when used, they should be taken with caution.

► Annex IV. Modular questionnaire used for the recruitment cost indicator survey

SOF FORM 1A RIDER QUESTIONS		 REPUBLIC OF THE PHILIPPINES PHILIPPINE STATISTICS AUTHORITY Quezon City Survey on Overseas Filipinos October 2019	
Geographic Identification Codes Province _____ Mun./City _____ Bgy _____		Set ____ of ____ sets EA HUSN HSN	
GENERAL INSTRUCTIONS: Encircle the appropriate code for pre-coded answers then enter the appropriate code in the box provided at the right hand portion of the questionnaire. For write-in entries, enter the actual response of the respondent.			
RQ1	What is the name of the family member who is/was abroad?	Line No. in ISH Form 2	
RQ2	In the last 3 years (October 2016 to September 2019), did _____ move abroad to live and work for a salary? 1 Yes 2 No, END OF INTERVIEW		
RQ3	What kind of work did you/(name) usually do for your/(his/her) first job in (last country abroad)?		
RQ4	What is the main activity of the business or place of work for your/(his/her) first job in (last country abroad)?		
RQ5	How did you/(name) obtain your/(his/her) first job in (last country abroad)? <i>(Note: Please read out to the respondent)</i> 01 Job transfer 02 Registered and got the job from a government agency, here in my country 03 Registered and got the job from a government agency abroad 04 Registered and got the job from a private recruitment agency here 05 Registered and got the job from a private recruitment agency abroad 06 Direct from an employer abroad 07 Through individual recruiter/broker 08 Through family members/relatives 09 Through friends 10 Applied through newspapers or websites 19 Other (specify) _____		
RQ6	How did _____ enter (last country abroad) for your first job? <i>(Note: Please read out to the respondent)</i> 1 Through regular immigration with a work visa 2 Through regular immigration without a work visa (e.g. travel/tourist visa) 3 Not through regular channel/entry ports 4 No response		
RQ7	In total, how much did you pay to get your first job in (last country abroad)? (Note: This refers to the recruitment cost paid in getting the first job. Please include the sum of all deductions taken from your salary to obtain the first job.)		
RQ8	Thinking of _____ first month of salary earned in your first job in (last country abroad), how much did _____ earn in total, including the monthly equivalent of in-kind payments and any bonuses?		
RQ8a	When were you/(name) paid/was paid this salary (month and year)? Month _____ Year _____		
RQ9	How many months did you/(name) or will you/(name) have to work to recover the costs of getting this job?		
RQ10	What is the name of the respondent?	Line No. in ISH Form 2	

Measuring Sustainable Development Goal indicator 10.7.1 on the recruitment costs of migrant workers: Results of the 2019 Philippine Survey on Overseas Filipinos

The adoption of the 2030 Sustainable Development Goals (SDGs) marked an important milestone for the rights of migrant workers by mainstreaming migration as an integral component of the international development agenda. Migration related targets and indicators were incorporated into the SDGs, with a specific Target 10.7 calling for facilitating orderly, safe and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies. Four indicators are currently used to monitor progress on Target 10.7, including the SDG indicator 10.7.1 on “Recruitment cost borne by employee as a proportion of monthly income earned in country of destination”. The International Labour Organization (ILO) and the World Bank are joint custodial agencies of this indicator and provide assistance to countries for its measurement at the national level.

This report on *Measuring Sustainable Development Goal indicator 10.7.1 on the recruitment costs of migrant workers: Results of the 2019 Philippine Survey on Overseas Filipinos*, presents an assessment of the pilot process on measuring SDG indicator 10.7.1, undertaken by the Philippine Statistics Authority (PSA) in collaboration with the ILO, using the country’s annual Survey on Overseas Filipinos (SOF), attached to the October 2019 Labour Force Survey (LFS). The survey findings provide an indication on the burden of recruitment costs to overseas Filipino migrant workers. Results shed light on possible impacts of existing policies to protect Overseas Filipino Workers (OFWs), as well as indicating future areas and target groups of policy focus when tackling issues related to high recruitment fees and related costs of Filipino migrant workers going to work abroad.

► Contact:

ILO Regional Office for Asia and the Pacific
United Nations Building
Rajdamnern Nok Avenue
Bangkok 10200
Thailand

T: +66 2 288 1234
F: +66 2 280 1735
E: BANGKOK@ilo.org
W: www.ilo.org/asia

9789220388082 (print)
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