

# **Implications of a NO PLACEMENT FEE Policy on the Philippine Migration Industry\***

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This research study explores the implications of a No Placement Fee Policy and the ratification of the ILO Convention 181 for Philippine migration and development. The following are the objectives of the study:

1. To define the role of recruitment agencies in the Philippine migration industry.
2. To discuss the implications of current global issues for land-based overseas work.
3. To analyze the implications of a No Placement Fee Policy on Philippine employment, remittances, and the economy.
4. To assess the applicability of the ILO Convention 181 to the Philippines as a migrant worker sending country.
5. To give policy recommendations towards the development of Philippine migration.

The study is divided into 4 parts. Part 1 presents a brief description of the beginnings of recruitment agencies in Overseas Filipino Work and how they have been responding to the huge labor demand overseas since the Marcos era. In discussing the current situation of Philippine migration as a sending country, the modes of recruitment, their processes, and the role of private recruitment agencies in migration are described. Finally, recruitment and deployment practices of private recruitment agencies, foreign recruitment agencies, and foreign direct employers are discussed.

Part 2 presents the global issues affecting overseas work such as the plunge in oil prices, financial crises, war and terrorism, labor shortages, and threats to world health. The implications of these on migration and development are also discussed.

Part 3 is divided into four: (1) The implications of a No Placement Fee (NPF) Policy; (2) the ILO Convention 181; (3) its economic implications; and (4) its legal implications on Philippine migration and development,

Part 4 gives policy recommendations towards the development of Philippine migration.

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