

**LICENSE TO EXPLOIT:  
A REPORT ON THE RECRUITMENT PRACTICES & PROBLEMS  
EXPERIENCED BY FILIPINO DOMESTIC WORKERS IN HONG KONG**

**Alliance of Progressive Labor-HK (APL-HK)  
and Progressive Labor Union of Domestic Workers in Hong Kong (PLU)  
15 April 2013, Hong Kong**

**EXECUTIVE SUMMARY**

The Alliance of Progressive Labor (APL) and Progressive Labor Union of Domestic Workers in HK (PLU-HK) are currently doing participatory action research on recruitment practices and problems confronted by Filipino domestic workers (DWs) going to, or working in, Hong Kong. This is part of a comprehensive campaign on recruitment problems and violations, that is being undertaken by the DW unions, and their partner organizations in the Philippines and Hong Kong (APL in the Philippines, HK Confederation of Trade Unions, International DW Network, etc.).

The first phase of the action research was a baseline survey that was done in November-December 2012 among Filipino DW in Hong Kong. This is the executive summary of the research report on the survey. (Phase 2 of the research, which will follow soon, will do further study, validation and verification of the survey results.)

**MAIN OBJECTIVES OF THE SURVEY**

The main objective of the survey was to get baseline data among Filipino DW in Hong Kong in order to deeply analyse the recruitment situation, problems, practices, policies, patterns, and critical factors in the Philippines and HK. Based on this in-depth study, recommendations and action proposals on recruitment policies, practices and problems will be made by the DW groups and trade unions; these recommendations will be presented to the HK and Philippine authorities for action.

**SAMPLING AND METHODOLOGY**

The survey interviewed more than 1,500 Filipino DWs all over HK in November to December 2012. The sample size, based on Slovin's formula, has a margin of error of +/- 3%. The respondents were chosen using multistage sampling (cluster and systematic sampling).

**MAIN RESULTS AND CONCLUSIONS**

1. The average characteristics of the respondents (Filipino domestic workers) are:
  - a. She is a woman, 36 to 37 years old;
  - b. She has college-level education; has a family/married/partner, or been widowed/separated;
  - c. She has been in HK for almost 6 years (i.e. on her 3rd domestic worker contract);
  - d. She has a female HK Chinese employer; serves 3-4 people in the household;
  - e. She receives a monthly salary of HK\$3,743, which is slightly above the minimum. This compares favorably with the HK\$3,501 average wage in 2004 (AMC/CMR 2004 study);
  - f. She gets almost all of her weekly days off (3.9 days per month), but enjoys only less than 14 hours of this (instead of 24 hours required by law);
  - g. She gets 10 to 11 statutory holidays per year, short of the 12 days legally mandated.

- h. She works, on average, 15.6 hours per day; this is slightly longer than the 2004 average of 15.3 hours. Most frequently, the work starts at 6:00 AM and ends by 11:00 PM.
2. Recruitment channel
    - a. The big majority (88% of respondents) paid/used a recruitment agency; the remaining 12% who did not use any agency were directly hired by the employer, sought work on their own, assisted by friends/relatives, or went through POEA/government channels.
    - b. Among those who used recruitment agencies, the majority (58%) used agencies both in the Philippines and Hong Kong; 25% used agencies in the Philippines only, and the rest used agencies in HK only.
  3. Financing the recruitment cost -- More than 2/3 (68%) had to take some kind of loan (from banks, financing agency, relatives or friends, or advanced by recruitment agencies) to pay the recruitment costs.
  4. Names of recruitment agencies
    - a. The respondents named a total of 435 recruitment agencies that they paid/used in going to, or continuing to work in, Hong Kong -- 245 agencies in HK and 190 in the Philippines.
    - b. Of the 245 agencies in HK, 25 agencies are the most-frequently used by the respondents. These 25 agencies (10% of all agencies in HK) handle almost half (44%) of the recruitment processing in HK. Many of these top agencies are the same most-used agencies by Indonesian DWs in HK (2007 AMC, et. al research).
    - c. The top most-used HK agencies are: Emry's, Technic, Overseas Employment, Top Maid, Suntec, Aura, Sincere, Further Creation and Premiere Nannies. Together, these 9 agencies handled more than a quarter (28%) of the recruitment processing of all respondents.
    - d. Of the 190 agencies in the Philippines, 43 are the most-frequently used by the respondents. These top 43 agencies (23% of total) in the Philippines processed the majority (58%) of all the respondents.
    - e. The top most-used agencies in the Philippines are: Ascend, All-Pro Staffing, God's Will, Skytop, STD Manpower, Altima, Find Staff, James International, ABC Manpower, Angelex, Gammon International, King's Manpower, Mariz and Visayan Consolidated.
    - f. If these reflect actual market conditions, these suggest a significant or dominant role of these small group of agencies both in HK and the Philippines.
  5. Recruitment costs is a central problem among the DWs
    - a. Average agency charges in Hong Kong: PHP42,647 (HK\$8,123 @P5.25/HK\$);
    - b. Average agency charges in the Philippines: PHP74,433 (HK\$14,178);
    - c. Additional costs (on top of above agency charges): average of PHP6,853 (HK\$1,305);
    - d. Total recruitment cost (sum of all the above): average of PHP80,736 (HK\$15,378).
  6. These recruitment costs collected by agencies in Hong Kong and the Philippines are excessive and illegal; they are blatant, widespread, and persistent violations of recruitment regulation laws in HK and the Philippines.
    - a. The HK Employment Ordinance (Part XII), and Employment Agency Regulation, which have been in place since 1968, allow recruiters to collect a commission not exceeding 10% of the first month's wage, once the DW (job-seeker) gets a job; the fee should not be collected in advance. The average agency charges in HK is more than 20 times the 10% limit, and is more than 2 months' MAW. It is therefore illegal and the violation is blatant.

- b. The Philippine Overseas Employment Administration (POEA), the body mandated by Philippine law to regulate recruitment agencies including fees, had a limit of one-month's wage (2002-2006); in 2006, this was replaced by the "no placement fee" policy. The average agency charges in the Philippines is 36 times the 10% limit in HK; it is 3.6 month's MAW. It blatantly violates all the HK and Philippine regulations (zero placement, 10% limit, one-month limit).
  - c. Around 90% of the respondents paid more than the 10% limit in HK; almost half of the respondents paid above the HK average fee (HK\$8,123). Among those who paid the agency in the Philippines, the majority (58%) paid above the Philippine average of HK\$14,178. Therefore, the violation is widespread in both places.
  - d. It is significant to note that 10% of respondents paid below the 10% limit in HK; this corresponds to 17 agencies in HK (7% of the 245) who comply with the 10% law.
  - e. The data also shows that the excessive and illegal agency charges have persistently increased over the years, both in the Philippines and Hong Kong. The yearly increase had been faster in the Philippines, despite the 2002 and 2006 POEA regulations.
7. In addition to recruitment costs, DWs also confronted significant problems with unacceptable practices by agencies, which increase the risk of DW to abuse and exploitation in HK.
    - a. Minimum wage – More than 14% of respondents were told by agencies in HK or Philippines to accept wage below the MAW. This practice is illegal under HK laws, which punish employers if they pay DW below the MAW. Respondents identified 40 agencies in HK (16% of total agencies in HK) and 37 agencies (19% of total) in the Philippines who had tried to offer them wages below MAW.
    - b. Information on HK laws, working conditions, redress channels, support groups – More than 1/3 of the respondents (36%) were given wrong, out-dated or no information at all about HK laws, working conditions, or support groups. This involved 128 agencies (52% of total agencies) in HK, and 109 agencies (57% of total) in the Philippines.
    - c. Mandated benefits for DW – Almost 10% of the DWs were told by the recruitment agency that they will not get one or several of the mandated benefits for DWs (e.g. days off, statutory holidays, insurance paid by employer, etc.). This involved 92 agencies (38% of total) in HK, and 80 agencies (42% of total) in the Philippines.
    - d. Personal documents (passport, ID, bankbook/ATM) – Less than 5% of the DW were asked by the agency to surrender any of these documents; however, a higher 11% were asked to surrender their passport. This is illegal under HK and Philippine laws. This involved 70 agencies in HK (28% of total), and 71 agencies (37% of total) in the Philippines. For DW who were forced to surrender their passport or documents to the agency, these documents were kept by the agency for an average of 3.5 months; some as long as 2 years.
    - e. Other restrictions imposed by the agency – Almost 10% of the DWs were told by the agency not to join any organization of public actions or protests in HK; a higher 22% were told not to complain or "create any trouble" by complaining. Half of all agencies in HK (122 agencies, or 50%), and majority of agencies in the Philippines (105 agencies, or 55%) were involved in these.
  8. The research has created a "scorecard" for each of 245 agencies in HK and 190 agencies in the Philippines, regarding their recruitment practices or violations. These scorecards have been standardized (z-scores) for all the problem/violation categories for all the agencies. An overall "recruitment practices index" and rank has been created, listing all the agencies. The top-ranked (i.e. worst recruitment violations and practices) agencies have been listed for Hong Kong and the Philippines. These names will be submitted to the HK and Philippine authorities, for further

verification and validation of information. APL, PLU and partners will work with the authorities in trying to establish if any of the agencies can be held liable for any of the violations.

9. The blatant, widespread and persistent violations of recruitment laws in HK and the Philippines – fees, practices, protection measures – reflect weak or lack of effort by both authorities to strictly enforce the laws. It also reflects lack of coordination between the two governments on dealing with the recruitment problems; there is currently no bilateral agreement addressing this problem. On the part of POEA, this can partly be due to the previous “deregulation” policy of the government (1995 law) intending to totally remove POEA’s role in recruitment regulation. This policy was repealed in 2007 and POEA had been mandated to strengthen its regulation functions. Therefore, now is the best time for each government to strengthen enforcement, and for both governments to strengthen collaboration, including a bilateral agreement on illegal recruitment activities.

## **KEY RECOMMENDATIONS**

1. Strengthen the recruitment regulation functions of the government agencies in HK (Employment Agencies Administration) and the Philippines (Philippine Overseas Employment Administration).
  - This should include effective capacity to crackdown and punish agencies for recruitment violations, especially in collecting excessive fees and other illegal recruitment practices.
  - Review concept of placement/agency fees to prevent agencies from circumventing limits on these.
  - Ensure cooperation with DW organizations and trade unions in HK and the Philippines, so that effective monitoring, action, policy and mechanism strategies can be discussed and undertaken. Create a Task Force where DW orgs/trade unions sit to address these recruitment problems.
  - Recognize DW groups and trade unions not only as dialogue partners, but as legal representatives of DWs in filing complaints and seeking redress from agencies who violate recruitment laws.
2. Stricter actions against the worst-practice agencies revealed in this research, if the violations and illegal practices are verified.
3. Ensure that agency fee laws/regulations are firmly in place (e.g. 10% limit in HK and the zero-placement fee policy in the Philippines); strengthen and strictly enforce these regulations, and work out effective mechanisms to stop the blatant and widespread violations of these laws.
4. Create, enhance, strengthen “direct hire” channels for DW -- i.e. not using recruitment agencies or any third party intermediaries (individuals or groups) – so that recruitment agencies do not monopolize or create cartels that exploit the recruitment process. The direct hire channels can be offices authorized by POEA to process DW visa/employment papers handled by the DW herself or her authorized representative. This channel/process has long been used by other (skilled/professional) migrants; this should be made available to DW also.
5. Maintain and make more accessible the HK and Philippine government listing of licensed, as well as punished/blacklisted agencies; make this available online (like the POEA online search facility). Include information on partners/principals of both agencies in HK and the Philippines; maintain the information on actions, and status of agency license/operations, which can serve as an alert or blacklist (for those banned agencies).

6. Conversely, for agencies who try to keep good practices and comply with the laws, come up with jointly-agreed code of practice, which should serve as reference in accrediting agencies and certifying agencies about their adherence to recruitment regulations in HK and Philippines (similar to tourism and 'no fake' accreditation schemes).
7. Require frontline recruitment agency staff in the Philippines to undergo mandatory (at least annual) competency seminars/trainings on laws, labour rights, working conditions, redress channels, support groups and related knowledge; this should be specific to the jobs and destination countries covered by their recruitment activities. For agencies in HK, accreditation by the Philippine Consulate should also require such competency certification.
8. The HK government should adopt the ILO Convention 189 on decent work for domestic workers, to make Hong Kong laws and practices consistent with international standards. The Philippine government has ratified this convention in 2012, and is committed to implement it, including its provision on "no recruitment fees". Mutual adoption creates stronger legal channels and commitments for effective action on recruitment problems and the overall protection of domestic workers.

***Alliance of Progressive Labor-HK (APL-HK) / Progressive Labor Union of DW in HK (PLU)***  
***19 April 2013, Hong Kong***

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## **REFERENCES**

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## ACRONYMS & EXCHANGE RATES USED

### Acronyms:

|        |  |
|--------|--|
| AMC    | Asian Migrant Centre   |
| ANOVA  | Analysis of variance (F-test)  |
| APL    | Alliance of Progressive Labor (Philippines)  |
| APL-HK | Alliance of Progressive Labor-Hong Kong (Hong Kong)  |
| C189   | ILO Convention 189 Concerning Decent Work for Domestic Workers   |
| CEDAW  | International Convention on the Elimination of Discrimination Against Women  |
| CMR    | Coalition for Migrants' Rights   |
| DOLE   | Department of Labor and Employment (Philippines)   |
| DW     | Domestic worker  |
| EAA    | Employment Agencies Administration (Hong Kong)   |
| FDW    | Foreign domestic worker (interchangeably used with MDW)  |
| GB     | Governing Board (of POEA)  |
| GR     | General Recommendation (issued by CEDAW Committee)   |
| HK     | Hong Kong (same as: HK SAR – HK Special Administrative Region)   |
| HSW    | Household Service Worker (official term used by Philippine government to refer to domestic worker; interchangeably used with DW, MDW and FDW in this report) |
| ILO    | International Labour Organization  |
| MAW    | Minimum Allowable Wage (for MDWs in Hong Kong; not to be confused with SMW)  |
| MDW    | Migrant domestic worker (interchangeably used with FDW)  |
| CMW    | International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (United Nations, 1990)                         |
| NCS    | New Conditions of Stay (policy for MDWs in Hong Kong)  |
| OFW    | Overseas Filipino worker   |
| PAR    | Participatory action research  |
| PCG    | Philippine Consulate-General (in Hong Kong)  |
| PHP    | Philippine peso (currency)   |
| PLU    | Progressive Labor Union of Domestic Workers in Hong Kong   |
| POEA   | Philippine Overseas Employment Administration  |
| RA     | Republic Act   |
| SMW    | Statutory Minimum Wage (in Hong Kong)  |
| SPSS   | Statistical Package for the Social Sciences (computer software)  |
| UN     | United Nations   |
| ZPF    | Zero-placement fee (policy of the POEA)  |

### Foreign Exchange Rates Used:

(Source: [www.oanda.com](http://www.oanda.com), 4 April 2013)

|        |   |           |
|--------|---|-----------|
| HK\$ 1 | = | PHP 5.25  |
| US\$ 1 | = | PHP 40.60 |
| US\$ 1 | = | HK\$ 7.76 |



## APPENDICES

### APPENDIX A LIST OF MOST-FREQUENTLY USED AGENCIES IN HONG KONG (Used by 5 or More Respondents; Descending %)

**NOTES:**

\*The survey data set contains the complete list of all the agencies named by the respondents; table below is an extract of the data set.

\* "License Status" is based on licenses published in latest issue of HK Gazette (No. 22/2012). Cross-checked with the POEA online list of recruiters (<http://www.poea.gov.ph/cgi-bin/qaSearch.asp>; searched on 4 April 2013); need to check with the Philippine Consulate-General (Hong Kong) "List of Accredited Agencies (as of January 2013)".

| Name of Agency in Hong Kong          | # Users | % of Total | License Status   |
|--------------------------------------|---------|------------|--|
| Emry's Employment Agency             | 58      | 9.0%       | *not in POEA list; not licensed in Philippines   |
| Technic Agency                       | 32      | 5.0%       | *not in POEA list; not licensed in Philippines.; also not found: 'Technique'   |
| Overseas Employment Agency           | 20      | 3.1%       | *Overseas Professional Achievers Intl (OPAS) Inc; valid license, but this is "For Overseas Performing Artists";<br>*Overseas & Placement Services (OPLAS); Malate; status: forever banned (last license: 1987);<br>*Overseas Agency Services Inc; Malate; status: delisted (last license: 4/19/1990 to 4/15/1994)<br>*Overseas Placement Network; Ermita; status: delisted (last license: 10/16/1991 to 10/16/1993)<br>*Overseas Recruitment Base International, Inc.; Makati; status: delisted (last license: 7/19/1998 to 7/17/2000) |
| Top Maid Employment Agency           | 17      | 2.7%       | *not in POEA list; not licensed in Philippines.; also not found: 'Topmaid'   |
| Suntec Agency                        | 12      | 1.9%       | *Suntech International Inc (For Suntech Manp Rect Agency Inc); Malate; status: delisted (last license: 11/9/1997 to 11/8/1999)<br>*not found: 'Santec'   |
| Aura Employment Agency               | 10      | 1.6%       | *not in POEA list; not licensed in Philippines.  |
| Sincere Agency                       | 10      | 1.6%       | Sincere Overseas Placement Inc; Malate; status: delisted (last license: 4/21/2000 to 4/20/2002)  |
| Further Creation Employment Agency   | 9       | 1.4%       | *not in POEA list; not licensed in Philippines.;<br>*also not found: 'Farther'   |
| Premiere Nannies Employment Agency   | 9       | 1.4%       | *not found;<br>*also listed:<br>-Premier Labor Search International Inc; P. Gil; status: delisted (last license: 9/18/2006 to 9/18/2007)   |
| PBI Employment Agency                | 8       | 1.2%       |  |
| A&E Employment Agency                | 7       | 1.1%       |  |
| JC Casa Employment Agency            | 7       | 1.1%       |  |
| KNB Employment                       | 7       | 1.1%       |  |
| Passen Agency                        | 7       | 1.1%       |  |
| Sunlight Employment Agency           | 7       | 1.1%       |  |
| Tailor Maid Consultants Company Ltd. | 7       | 1.1%       |  |
| Wellcome Employment Centre Ltd       | 7       | 1.1%       |  |
| Bestwell Agency                      | 6       | 0.9%       |  |

| Name of Agency in Hong Kong  | # Users    | % of Total    | License Status  |
|--|------------|---------------|---|
| Hi-Cedar Agency  | 6          | 0.9%          |   |
| Rejoice Employment Agency  | 6          | 0.9%          |   |
| T&H Agency   | 6          | 0.9%          |   |
| Top Services   | 6          | 0.9%          |   |
| Helpful Agency   | 5          | 0.8%          |   |
| Hosana Agency  | 5          | 0.8%          |   |
| Lotus Agency   | 5          | 0.8%          |   |
| <b>Sub-total: # users (respondents) who used the (named) agencies (5+ users)</b> | <b>279</b> | <b>43.5%</b>  | Agencies with 5 or more users; names known (25 agencies)    |
| Add: # users (respondents) who used all other (named) agencies (<5 users)        | 343        | 53.5%         | Agencies with less than 5 users; names known (220 agencies) |
| Sub-total: # users, all named agencies   | 622        | 97.0%         | All agencies (names known); 1 or more users (245 agencies)  |
| Add: # users, unnamed agencies   | 19         | 3.0%          |   |
| <b>Total: # users, all agencies (named + unnamed)</b>                            | <b>641</b> | <b>100.0%</b> |   |
| Add: Missing / no answer   | 287        |               |   |
| TOTAL RESPONDENTS  | 928        |               |   |

**APPENDIX B**  
**LIST OF MOST-FREQUENTLY USED AGENCIES IN THE PHILIPPINES**  
**(Used by 5 or More Respondents; Descending %)**

**NOTES:**

\*The survey data set contains the complete list of all the agencies named by the respondents; table below is an extract of the data set.

\* "License Status" is based on the POEA online list of recruitment agencies (POEA website online search: <http://www.poea.gov.ph/cqi-bin/qqSearch.asp>; searched on 4 April 2013). **Need to cross-check with HK Gazette and the Philippine Consulate-General (Hong Kong) "List of Accredited Agencies (as of January 2013)".**

| Name of Agency in the Philippines | # Users | % of Total | License Status   |
|-----------------------------------|---------|------------|--|
| Ascend Agency                     | 29      | 4.5%       | Ascend International Services Inc; valid license (1/23/2012 to 1/22/2016)  |
| All-Pro Staffing                  | 17      | 2.6%       | All-Pro Staffing & Consulting Services; Quezon City; valid license (8/8/2010 to 8/7/2014)  |
| God's Will Placement Agency       | 15      | 2.3%       | Not found; there is "Goodwill Promotions & Overseas Employment Services Inc"; status: forever banned (1985)  |
| Skytop Services Contractors Inc.  | 15      | 2.3%       | Sky Top Service Contractors, Inc.; valid license (11/28/2010 to 11/27/2014)  |
| STD Manpower Services             | 13      | 2.0%       | STD Overseas Manpower Services Inc; valid license (11/22/2011 to 11/21/2015)   |
| Altima Manpower Agency            | 12      | 1.9%       | Altima Manpower Agency Inc; valid license (5/22/2012 to 5/21/2016)   |
| Find Staff Placement              | 12      | 1.9%       | Findstaff Placement Services Inc; valid license (10/3/2012 to 10/2/2016)   |
| James International Agency        | 12      | 1.9%       | James International Placement Services; valid license (4/4/2012 to 4/3/2016)   |
| ABC Manpower Services             | 11      | 1.7%       | ABC Manpower Agency Inc; valid license (9/8/2011 to 9/7/2015);<br>*following are also listed:<br>- ABC Global Employment & Manpower Services Inc (Formerly Smith Bell Manpower); valid license (3/15/2011 to 3/14/2015);<br>- ABC Human Resources Development Inc (For ABC Recruitment Agency); status: delisted (last license: 1994-1996);<br>- ABC Manila International Incorporated; valid license (6/19/2012 to 6/18/2016) |
| Angelex Allied Agency             | 10      | 1.5%       | Angelex Allied Agency; valid license (2/19/2012 to 2/18/2016)  |
| Gammon International              | 10      | 1.5%       | Gammon International Manpower Agency Inc.; valid license (3/19/2011 to 3/18/2015)  |
| King's Manpower Agency            | 10      | 1.5%       | King's Manpower Services Inc; valid license (3/26/2012 to 3/25/2016);<br>*also listed:<br>-Kingsway Int'l Placement Services Corp (CB Lotilla Manpower Corp); status: forever banned (last license: 1986-1989)   |
| Mariz Employment Agency           | 10      | 1.5%       | Mariz Manpower Services; valid license (10/27/2011 to 10/26/2015)  |
| Visayan Consolidated Agency       | 10      | 1.5%       | Visayan Consolidated Services Agency (Iloilo) – valid license (11/10/2010 to 11/9/2014)  |
| Aims Agency                       | 9       | 1.4%       | Agility International Manpower Solution (AIMS) Inc (Formerly Jerr Services); Malate; valid license (12/19/2010 to 12/18/2014);<br>*also listed:<br>- AIMS World Management Corp; Ermita; status: cancelled (last license: 12/18/2000 to 12/18/2002)  |
| Concord International Services    | 9       | 1.4%       | Concorde International Human Resource Corporation (For Concorde Intl Svcs); Makati; valid license (4/20/2012 to 4/19/2016)   |
| Jedegal Manpower Services         | 9       | 1.4%       | Jedegal Int'l Manpower Services Inc; Quezon City; valid license (10/28/2011 to 10/27/2015)   |

| Name of Agency in the Philippines  | # Users    | % of Total    | License Status   |
|--|------------|---------------|--|
| Alcare Manpower Agency   | 8          | 1.2%          | Alcare Manpower Services Corporation; Pasay City; valid license (8/26/2010 to 8/25/2014) |
| France Asia Agency   | 8          | 1.2%          |  |
| Green World Placement  | 8          | 1.2%          |  |
| MY International Agency  | 8          | 1.2%          |  |
| Novation Resource Agency   | 8          | 1.2%          |  |
| Philac Agency  | 8          | 1.2%          |  |
| Speed Employment Agency  | 8          | 1.2%          |  |
| Wellcome Employment  | 8          | 1.2%          |  |
| Emry's Agency  | 7          | 1.1%          |  |
| Jensen Manpower International  | 7          | 1.1%          |  |
| Top Maids Agency   | 7          | 1.1%          |  |
| Active Works Employment Agency   | 6          | 0.9%          |  |
| Adana Employment Agency  | 6          | 0.9%          |  |
| Angelica Agency  | 6          | 0.9%          |  |
| Chance Team  | 6          | 0.9%          |  |
| Dalzen Employment Agency   | 6          | 0.9%          |  |
| Bright Star Agency   | 5          | 0.8%          |  |
| Desert Wealth  | 5          | 0.8%          |  |
| Emerald Manpower Recruitment Agency  | 5          | 0.8%          |  |
| Greenfield Agency  | 5          | 0.8%          |  |
| Hongkong Fil International Services  | 5          | 0.8%          |  |
| Humania International  | 5          | 0.8%          |  |
| John Maurice International   | 5          | 0.8%          |  |
| Nuariz Agency  | 5          | 0.8%          |  |
| PNR Manpower Agency  | 5          | 0.8%          |  |
| SK Manpower Services   | 5          | 0.8%          |  |
| <b>Sub-total: # users (respondents) who used the (named) agencies (5+ users)</b> | <b>378</b> | <b>58.3%</b>  | Agencies with 5 or more users; names known (43 agencies)                                 |
| Add: # users (respondents) who used all other (named) agencies (<5 users)        | 221        | 34.1%         | Agencies with less than 5 users; names known (147 agencies)                              |
| Sub-total: # users, all named agencies   | 599        | 92.4%         | All agencies (names known); 1 or more users (190 agencies)                               |
| Add: # users, unnamed agencies   | 49         | 7.6%          |  |
| <b>Total: # users, all agencies (named + unnamed)</b>                            | <b>648</b> | <b>100.0%</b> |  |
| Add: Missing / no answer   | 280        |               |  |
| <b>TOTAL RESPONDENTS</b>   | <b>928</b> |               |  |

**APPENDIX C**  
**AGENCY CHARGES (HONG KONG & PHILIPPINES), ADDITIONAL COSTS, TOTAL RECRUITMENT COST**  
*(Average Values; By Year When DW Used the Agency)*

(Mean values of all cases in each year)

| <b>Year when DW used agency</b> | <b>HK: Total agency charges (PHP)</b> | <b>PH: Total agency charges (PHP)</b> | <b>Additional costs (on top of agency charges) (PHP)</b> | <b>Total: All recruitment costs (PHP)</b> |
|---------------------------------|---------------------------------------|---------------------------------------|--|---|
| 1984                            | 15,000.00                             | -                                     | -  | 15,000.00                                 |
| 1988                            | 33,000.00                             | 25,000.00                             | 5,050.00   | 48,025.00                                 |
| 1989                            | 19,000.00                             | -                                     | -  | 19,000.00                                 |
| 1990                            | -                                     | 10,000.00                             | -  | 10,000.00                                 |
| 1991                            | 40,250.00                             | 14,000.00                             | -  | 44,916.67                                 |
| 1992                            | 67,500.00                             | 80,000.00                             | -  | 71,666.67                                 |
| 1993                            | 23,458.33                             | 83,750.00                             | 4,333.33   | 59,767.86                                 |
| 1994                            | 26,009.29                             | 53,000.00                             | 3,500.00   | 50,062.78                                 |
| 1995                            | 36,750.00                             | 56,250.00                             | -  | 52,350.00                                 |
| 1996                            | 29,041.67                             | 42,500.00                             | -  | 49,178.57                                 |
| 1997                            | 32,903.50                             | 34,333.33                             | 10,600.00  | 34,647.05                                 |
| 1998                            | 28,786.67                             | 67,500.00                             | 4,500.00   | 49,691.11                                 |
| 1999                            | 24,706.79                             | 55,000.00                             | 5,750.00   | 57,160.83                                 |
| 2000                            | 34,822.27                             | 57,011.76                             | 5,000.00   | 65,583.10                                 |
| 2001                            | 47,609.20                             | 65,500.00                             | 5,333.33   | 64,704.60                                 |
| 2002                            | 37,351.23                             | 46,210.00                             | 4,537.50   | 63,002.75                                 |
| 2003                            | 49,221.43                             | 71,000.00                             | 7,333.33   | 66,045.83                                 |
| 2004                            | 47,320.84                             | 64,454.55                             | 2,050.00   | 86,230.73                                 |
| 2005                            | 39,836.82                             | 86,500.00                             | 4,709.50   | 84,479.31                                 |
| 2006                            | 31,194.09                             | 72,058.82                             | 5,666.67   | 79,256.75                                 |
| 2007                            | 38,956.97                             | 78,178.57                             | 3,043.17   | 86,689.46                                 |
| 2008                            | 42,060.41                             | 70,900.00                             | 9,614.29   | 77,926.00                                 |
| 2009                            | 36,017.21                             | 75,774.05                             | 9,462.50   | 77,968.23                                 |
| 2010                            | 49,601.29                             | 76,377.43                             | 6,559.17   | 89,349.90                                 |
| 2011                            | 48,795.72                             | 78,081.25                             | 5,746.00   | 87,512.01                                 |
| 2012                            | 45,143.69                             | 80,266.15                             | 9,375.70   | 88,389.56                                 |

**APPENDIX D**  
**CORRELATION MATRIX: RECRUITMENT PROBLEMS**  
*(Mean Values; Pearson Correlation, Two-Tailed Test)*

**Notes:**

\*The correlation is symmetrical – the values below the diagonal of “1” are exactly the same as the values above (which are blanked out for simplicity). If variable x is correlated with y, then it is also true that variable y is correlated with x.

\*Blue highlights – statistically significant correlations (at the 99% or 95% confidence level).

|  | Year DW paid the agency | HK: Total agency charges (PHP) | PH: Total agency charges (PHP) | Additional costs (on top of agency charges)(PHP) | Total: All recruitment costs (PHP) | Wage offered by agency | Total # instances: wrong or no info. | Total # instances: benefits will be denied | Total # instances: surrender documents | # Months documents to be kept by agency | Total # instances: other problems |
|--|-------------------------|--------------------------------|--------------------------------|--|------------------------------------|------------------------|--------------------------------------|--|--|---|-----------------------------------|
| Year DW paid the agency                          | 1                       |                                |                                |  |                                    |                        |                                      |  |  |   |                                   |
| HK: Total agency charges (PHP)                   | .133**                  | 1                              |                                |  |                                    |                        |                                      |  |  |   |                                   |
| PH: Total agency charges (PHP)                   | .199**                  | -.106                          | 1                              |  |                                    |                        |                                      |  |  |   |                                   |
| Additional costs (on top of agency charges)(PHP) | .166                    | -.009                          | .017                           | 1  |                                    |                        |                                      |  |  |   |                                   |
| Total: All recruitment costs (PHP)               | .259**                  | .509**                         | .797**                         | .200*  | 1                                  |                        |                                      |  |  |   |                                   |
| Wage offered by agency                           | .188**                  | .001                           | .169*                          | -.073  | .083                               | 1                      |                                      |  |  |   |                                   |
| Total # instances: wrong or no info.             | -.003                   | .174**                         | .058                           | .029   | .114**                             | .000                   | 1                                    |  |  |   |                                   |
| Total # instances: benefits will be denied       | .016                    | .032                           | .065                           | -.085  | -.062                              | -.037                  | .100**                               | 1  |  |   |                                   |
| Total # instances: surrender documents           | .137**                  | .130**                         | .112**                         | -.002  | .146**                             | -.007                  | .105**                               | .005                                       | 1                                      |   |                                   |
| # Months documents to be kept by agency          | .047                    | .291                           | .429**                         | -.170  | .410**                             | -.101                  | .069                                 | .031                                       | -.026                                  | 1                                       |                                   |
| Total # instances: other problems                | .137**                  | .195**                         | .128**                         | -.083  | .238**                             | .055                   | .213**                               | .133**                                     | .120**                                 | .269*                                   | 1                                 |

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

**APPENDIX E-1**  
**HONG KONG AGENCIES SCORECARD: PER CATEGORY OF BAD PRACTICE/VIOLATION**  
*(Average Values; Top 25 Most-Frequently Used Agencies)*

| Rank<br>(%<br>users) | HK: Name of agency                   | HK: Total<br>agency<br>charges<br>(PHP) | PH: Total<br>agency<br>charges<br>(PHP) | Additional<br>costs (on top<br>of agency<br>charges) PHP | Total: All<br>recruitment<br>costs (PHP) | Wage<br>offered<br>by agency<br>(HK\$) | Diff: MAW<br>less offer<br>(below<br>MAW if >0) | Total #<br>instances:<br>wrong or<br>no info. | Total #<br>instances:<br>benefits<br>will be<br>denied | Total #<br>instances:<br>other<br>problems | Total #<br>instances:<br>surrender<br>docus. | # Months<br>docus. to<br>be kept by<br>agency |
|----------------------|--------------------------------------|---|---|--|--|--|---|---|--|--|--|---|
| 1                    | Emry's Employment Agency             | 20,572.32                               | 36,233.33                               | 4,777.78   | 39,892.82                                | 3,577.42                               | 5.16  | 0.28  | 0.69   | 0.28                                       | 0.10   | 2.20  |
| 2                    | Technic Agency                       | 22,467.16                               | 76,317.76                               | 3,000.00   | 82,608.29                                | 3,612.00                               | (15.33)   | 0.50  | 0.50   | 0.16                                       | 0.06   | 3.00  |
| 3                    | Overseas Employment Agency           | 54,518.83                               | 84,598.57                               | 8,459.38   | 93,622.18                                | 3,559.00                               | 26.00   | 0.65  | 0.45   | 0.30                                       | 0.20   | 1.00  |
| 4                    | Top Maid Employment Agency           | 58,459.94                               | 71,408.33                               | 2,790.88   | 78,573.12                                | 3,656.00                               | 36.00   | 0.94  | 0.82   | 0.29                                       | 0.24   | 2.00  |
| 5                    | Suntec Agency                        | 25,039.38                               | 63,333.33                               | 300.00   | 57,335.80                                | 3,650.00                               | 43.33   | 0.42  | 0.58   | 0.08                                       | -  | -   |
| 6                    | Aura Employment Agency               | 37,916.67                               | 44,187.50                               | 8,500.00   | 70,325.00                                | 3,425.00                               | 201.67  | 1.50  | -  | 0.30                                       | 0.10   | 0.50  |
| 6                    | Sincere Agency                       | 27,597.94                               | 84,611.11                               | 6,000.00   | 97,543.53                                | 3,580.00                               | -   | 1.30  | 0.80   | 0.80                                       | 0.40   | -   |
| 8                    | Further Creation Employment Agency   | 23,948.75                               | 70,777.78                               | 3,700.00   | 88,388.06                                | 3,465.00                               | 40.00   | 1.00  | 0.67   | 0.22                                       | -  | -   |
| 8                    | Premiere Nannies Employment Agency   | 33,300.75                               | 67,214.29                               | 5,000.00   | 82,989.56                                | 3,542.50                               | 127.50  | 2.56  | 0.22   | 0.22                                       | 0.33   | 1.00  |
| 10                   | PBI Employment Agency                | 53,112.20                               | 72,933.33                               | 5,775.00   | 90,782.63                                | 3,626.67                               | (26.67)   | 1.13  | 0.50   | 1.00                                       | 0.25   | -   |
| 11                   | A&E Employment Agency                | 65,625.00                               | 102,500.00                              | 457.00   | 125,422.43                               | 3,740.00                               | -   | 1.00  | 0.29   | 0.71                                       | 0.14   | -   |
| 11                   | JC Casa Employment Agency            | 42,959.08                               | 54,750.00                               | 9,250.00   | 82,542.42                                | 3,673.33                               | (63.33)   | 0.86  | 1.00   | 0.71                                       | 0.29   | -   |
| 11                   | KNB Employment                       | 32,367.30                               | 87,571.43                               |  | 110,690.93                               | 3,644.00                               | 68.00   | 0.57  | 0.71   | 0.14                                       | 0.29   | 1.00  |
| 11                   | Passen Agency                        | 49,125.00                               | 35,750.00                               | 2,000.00   | 69,839.29                                | 3,633.33                               | -   | 1.14  | 1.86   | -  | 0.14   | -   |
| 11                   | Sunlight Employment Agency           | 62,187.75                               | 69,120.00                               |  | 99,058.50                                |  |   | 1.71  | 0.71   | 0.43                                       | -  | -   |
| 11                   | Tailor Maid Consultants Company Ltd. | 29,657.38                               | 65,400.00                               | 2,500.00   | 63,465.90                                | 3,400.00                               | (130.00)  | 1.14  | 0.71   | -  | -  | -   |
| 11                   | Wellcome Employment Centre           | 44,887.50                               | 32,400.00                               |  | 68,030.36                                | 3,560.00                               | 16.00   | 0.57  | 0.29   | 1.00                                       | -  | -   |
| 18                   | Bestwell Agency                      | 79,125.00                               | 90,800.00                               |  | 102,041.67                               | 3,580.00                               | -   | 2.17  | -  | 0.50                                       | 0.33   | -   |
| 18                   | Hi-Cedar Agency                      | 50,015.00                               | 97,600.00                               | 4,000.00   | 107,007.50                               | 3,686.67                               | -   | 0.33  | 1.17   | 0.67                                       | 0.17   | 5.00  |
| 18                   | Rejoice Employment Agency            | 55,900.00                               | 75,000.00                               | 3,000.00   | 59,583.33                                |  |   | 1.00  | 0.67   | 0.17                                       | 0.17   | 0.75  |
| 18                   | T&H Agency                           | 20,833.33                               | 69,000.00                               |  | 67,916.67                                | 3,580.00                               | -   | 0.67  | -  | 0.17                                       | 0.17   | -   |
| 18                   | Top Services                         | 23,303.38                               | 84,600.00                               | 7,700.00   | 102,702.25                               | 3,653.33                               | 93.33   | 0.17  | 1.00   | 1.17                                       | 0.33   | 1.50  |
| 23                   | Helpful Agency                       | 40,000.00                               | 110,000.00                              |  | 100,000.00                               |  |   | 3.00  | -  | 0.20                                       | -  | -   |
| 23                   | Hosana Agency                        | 68,250.00                               | 25,600.00                               |  | 80,200.00                                |  |   | -   | -  | -  | 0.20   | -   |
| 23                   | Lotus Agency                         | 55,125.00                               | 28,000.00                               |  | 60,725.00                                | 3,580.00                               | (100.00)  | 0.20  | 0.60   | -  | 0.80   | 3.00  |

**APPENDIX E-2**  
**PHILIPPINE AGENCIES SCORECARD: PER CATEGORY OF BAD PRACTICE/VIOLATION**  
*(Average Values; Top 25 Most-Frequently Used Agencies)*

| Rank<br>(%<br>users) | Phils: Name of agency           | HK: Total<br>agency<br>charges<br>(PHP) | PH: Total<br>agency<br>charges (PHP) | Additional<br>costs (on top<br>of agency<br>charges) PHP | Total: All<br>recruitment<br>costs (PHP) | Wage<br>offered<br>by agency<br>(HK\$) | Diff: MAW<br>less offer<br>(below<br>MAW if >0) | Total #<br>instances:<br>wrong or<br>no info. | Total #<br>instances:<br>benefits will<br>be denied | Total #<br>instances:<br>other<br>problems | Total #<br>instances:<br>surrender<br>docus. | # Months<br>docus. to<br>be kept<br>by agency |
|----------------------|---------------------------------|---|--------------------------------------|--|--|--|---|---|---|--|--|---|
| 1                    | Ascend Agency                   | 48,891.15                               | 75,480.00                            | 6,120.00   | 89,439.06                                | 3,588.33                               | 52.50   | 1.17  | 0.24  | 0.31                                       | 0.07   |   |
| 2                    | All-Pro Staffing                | 23,940.00                               | 18,785.71                            | 2,225.00   | 25,971.25                                | 3,684.00                               | (76.00)   | 0.59  | 0.65  | 0.29                                       | -  |   |
| 3                    | God's Will Placement Agency     | 64,661.33                               | 96,392.31                            | 5,500.00   | 117,612.00                               | 3,612.00                               | 64.00   | 1.47  | 0.67  | 0.67                                       | 0.27   | 2.33  |
| 3                    | Skytop Services Contractors Inc | 79,125.00                               | 110,928.57                           |  | 114,083.33                               | 3,740.00                               | (80.00)   | 1.33  | 0.47  | 0.27                                       | 0.33   |   |
| 5                    | STD Manpower Services           | 17,125.50                               | 75,530.77                            | 5,654.50   | 82,105.04                                | 3,660.00                               | -   | 1.08  | 0.15  | 0.31                                       | 0.08   |   |
| 6                    | Altima Manpower Agency          | 59,339.29                               | 88,940.00                            | 17,900.00  | 113,206.25                               | 3,686.67                               | -   | 1.75  | 1.33  | 0.67                                       | 0.08   | 1.00  |
| 6                    | Find Staff Placement            | 45,468.75                               | 63,400.00                            | 4,900.00   | 74,089.58                                | 3,672.00                               | 36.00   | 0.58  | 0.92  | 0.25                                       | 0.18   | 5.00  |
| 6                    | James International Agency      | 29,406.82                               | 56,350.00                            |  | 73,914.58                                | 3,375.00                               | 228.33  | 0.83  | 0.58  | 0.17                                       | 0.17   | 0.50  |
| 9                    | ABC Manpower Services           | 94,437.50                               | 90,133.33                            | 6,400.00   | 109,250.00                               | 3,634.29                               | -   | 1.64  | 0.73  | 0.82                                       | 0.09   | 4.00  |
| 10                   | Angelex Allied Agency           | 40,786.67                               | 51,000.00                            | 4,750.00   | 61,122.00                                | 3,570.00                               | (40.00)   | 1.00  | 0.30  | 0.20                                       | -  |   |
| 10                   | Gammon International            | 50,015.00                               | 103,111.11                           | 4,000.00   | 108,204.50                               | 3,660.00                               | -   | 0.70  | 0.80  | 0.70                                       | 0.10   | 5.00  |
| 10                   | King's Manpower Agency          | 13,774.25                               | 109,444.44                           | 5,000.00   | 119,182.83                               | 3,555.00                               | (20.00)   | 0.30  | 0.60  | 0.20                                       | -  |   |
| 10                   | Mariz Employment Agency         | 61,895.83                               | 71,333.33                            |  | 79,937.50                                | 3,633.33                               | (33.33)   | 0.50  | 0.30  | 0.70                                       | 0.40   | 3.00  |
| 10                   | Visayan Consolidated Agency     | 8,846.25                                | 88,472.22                            | 7,300.00   | 82,854.25                                | 3,740.00                               | 36.00   | 0.50  | 0.60  | 0.20                                       | 0.30   | 1.00  |
| 15                   | Aims Agency                     | 30,052.75                               | 67,571.43                            | 8,412.50   | 76,329.61                                | 3,640.00                               | 110.00  | 0.78  | 0.89  | 0.44                                       | 0.25   | 2.00  |
| 15                   | Concord International Services  | 100,000.00                              | 85,000.00                            | 10,000.00  | 88,571.43                                | 3,580.00                               | -   | 1.78  | 0.56  | 0.67                                       | 0.11   | 1.50  |
| 15                   | Jedegal Manpower Services       | 7,106.75                                | 78,111.11                            | 7,728.50   | 82,987.11                                | 3,740.00                               | 90.00   | 1.22  | -   | 0.33                                       | 0.33   | 5.00  |
| 18                   | Alcare Manpower Agency          | 80,521.00                               | 52,183.33                            |  | 99,528.25                                | 3,580.00                               | 106.67  | 0.25  | 0.13  | 0.13                                       | 0.13   | 1.00  |
| 18                   | France Asia Agency              | 1,942.50                                | 90,170.00                            |  | 90,412.81                                | 3,740.00                               | -   | 1.13  | 0.38  | 0.38                                       | 0.25   | 2.00  |
| 18                   | Green World Placement           | 41,343.75                               | 86,000.00                            | 5,500.00   | 108,046.88                               | 3,580.00                               | -   | 1.38  | 1.00  | 0.88                                       | 0.63   | 1.00  |
| 18                   | MY International Agency         | 30,000.00                               | 44,657.14                            | 1,000.00   | 43,075.00                                | 3,660.00                               | -   | 1.50  | 1.38  | 0.75                                       | 0.13   |   |
| 18                   | Novation Resource Agency        | 34,472.75                               | 87,571.43                            |  | 102,479.56                               | 3,690.00                               | 26.67   | 0.75  | 0.75  | 0.13                                       | 0.25   | 1.00  |
| 18                   | Philac Agency                   | 33,510.20                               | 91,621.43                            | 6,000.00   | 101,862.63                               | 3,560.00                               | 33.33   | 0.63  | 0.88  | 0.38                                       | 0.38   |   |
| 18                   | Speed Employment Agency         | 28,068.60                               | 86,500.00                            | 3,500.00   | 94,691.86                                | 3,720.00                               | (95.00)   | 1.13  | 1.50  | 0.50                                       | 0.13   | 1.00  |
| 18                   | Wellcome Employment             | 47,302.50                               | 59,714.29                            |  | 81,814.06                                | 3,560.00                               | 16.00   | 0.63  | 0.13  | 0.75                                       | 0.13   |   |



**APPENDIX F**  
**RECRUITMENT PRACTICES INDEX (RPI)**  
**(Composite Z-scores & Ranks of All Agencies in Hong Kong and the Philippines)**

**Notes:**

\*Index Rank: #1 = worst practices/violations.

\*Usage Rank: #1 = most-frequently used agency.

\*Blue highlight: top 25 most-used agencies in HK; top 43 most-used agencies in the Philippines (see discussion in Part VII-A, above).

\*Yellow highlight: z-score nearest to zero (i.e. nearest to the group average; see discussion in Part VII-C, above).

| Usage Rank | Agency in Hong Kong                       | Overall Z-Score | Index Rank |
|------------|---|-----------------|------------|
| 99         | Citi Maids                                | 2.1494          | 1          |
| 99         | Grand Asia Placement                      | 2.0083          | 2          |
| 60         | Access Emp.                               | 1.5020          | 3          |
| 99         | Ben Employment Agency/Top Services Agency | 1.1662          | 4          |
| 99         | David Chung                               | 1.1518          | 5          |
| 99         | C&C Emp.                                  | 1.1451          | 6          |
| 99         | Family Care                               | 1.0536          | 7          |
| 42         | D&H Employment Agency                     | 1.0338          | 8          |
| 99         | Mega D (Causeway Bay)                     | 1.0220          | 9          |
| 99         | Kung Wa Agency                            | 1.0054          | 10         |
| 99         | Action Employment                         | .9933           | 11         |
| 99         | Jet Pacific                               | .9806           | 12         |
| 99         | Agency Royal                              | .9569           | 13         |
| 99         | Sunshine                                  | .9435           | 14         |
| 42         | CNC                                       | .9412           | 15         |
| 99         | Employment Paradise                       | .9292           | 16         |
| 60         | Sun Yuet                                  | .9178           | 17         |
| 99         | Northern Left Care                        | .9007           | 18         |
| 42         | Altima Agency                             | .8687           | 19         |
| 99         | Perfect Maid                              | .8492           | 20         |
| 99         | Wintip Employment Services                | .8401           | 21         |
| 99         | Tsun Wan                                  | .8384           | 22         |
| 60         | TNH Agency                                | .8345           | 23         |
| 60         | Your Maid                                 | .8241           | 24         |
| 99         | Precious Agency                           | .8151           | 25         |
| 42         | Gold Roy Agency                           | .8133           | 26         |
| 26         | Wellmark Employment Services Consultants  | .8111           | 27         |
| 99         | Kowloon City Employment Agency            | .7898           | 28         |
| 99         | ABNC Emp.                                 | .7816           | 29         |
| 99         | Cobo Employment Agency                    | .7775           | 30         |
| 99         | Trustee Emp.                              | .7241           | 31         |
| 99         | Winna Emp. Agency                         | .7059           | 32         |
| 99         | Unique Recruitment Agency                 | .7007           | 33         |
| 99         | Fancy                                     | .6593           | 34         |

| Usage Rank | Agency in the Philippines           | Overall Z-Score | Index Rank |
|------------|-------------------------------------|-----------------|------------|
| 90         | Philippine Integrated               | 2.0663          | 1          |
| 90         | Good Speed                          | 1.3707          | 2          |
| 90         | International Agency                | 1.3480          | 3          |
| 90         | Infinity                            | 1.2081          | 4          |
| 90         | Light & Hope Agency                 | 1.1642          | 5          |
| 66         | Hopewell Agency                     | 1.1481          | 6          |
| 90         | September Star Agency               | 1.0755          | 7          |
| 90         | Technic                             | .9618           | 8          |
| 90         | Ernest Agency                       | .9529           | 9          |
| 90         | OFW Employment Agency               | .9245           | 10         |
| 90         | Indo-Pinoy                          | .9193           | 11         |
| 90         | Cagarfod Agency                     | .9144           | 12         |
| 90         | S Line                              | .8705           | 13         |
| 90         | Golden Lights                       | .8609           | 14         |
| 90         | Winsky                              | .8606           | 15         |
| 90         | Perfect Agency                      | .8514           | 16         |
| 90         | Global Medical Agency               | .7547           | 17         |
| 50         | Staffline Agency                    | .7371           | 18         |
| 90         | Pioneer Manpower                    | .7255           | 19         |
| 34         | PNR Manpower Agency                 | .6970           | 20         |
| 90         | TC Nediro                           | .6415           | 21         |
| 90         | Ohilac Agency                       | .6326           | 22         |
| 66         | EMR                                 | .6024           | 23         |
| 66         | Andrene                             | .5561           | 24         |
| 50         | Baguio Benguet International Agency | .5496           | 25         |
| 18         | Green World Placement               | .5415           | 26         |
| 50         | SBEE International                  | .5327           | 27         |
| 90         | Far East International              | .5309           | 28         |
| 50         | Anifel Management Emp. Agency       | .5284           | 29         |
| 90         | Mariposa                            | .4952           | 30         |
| 90         | Marvel Agency                       | .4905           | 31         |
| 90         | Prima                               | .4857           | 32         |
| 90         | Starborne International             | .4693           | 33         |
| 50         | Pilipinas McLain Employment         | .4679           | 34         |

| Usage Rank | Agency in Hong Kong        | Overall Z-Score | Index Rank |
|------------|----------------------------|-----------------|------------|
|            |                            |                 |            |
| 99         | Glory International        | .6589           | 35         |
| 99         | Word Wide Emp.             | .6437           | 36         |
| 99         | Masters International      | .6437           | 37         |
| 99         | Unlimited                  | .6359           | 38         |
| 99         | Irise Consultant           | .6186           | 39         |
| 99         | Mission Employment Agency  | .6091           | 40         |
| 42         | Pacific Agency             | .5934           | 41         |
| 60         | P&R Agency                 | .5756           | 42         |
| 99         | Good Maid                  | .5646           | 43         |
| 60         | Apec Agency                | .5605           | 44         |
| 99         | Deng Hu                    | .5553           | 45         |
| 60         | Good Link Consultant       | .5450           | 46         |
| 26         | Great Top Employment       | .5301           | 47         |
| 99         | Cariag Agency              | .5208           | 48         |
| 99         | Cross Country (Singapore)  | .5179           | 49         |
| 99         | Eugine                     | .5078           | 50         |
| 99         | Smart Helper Agency        | .5033           | 51         |
| 99         | THN Employment             | .4945           | 52         |
| 99         | Faith Agency               | .4842           | 53         |
| 60         | Arrow Emp.                 | .4669           | 54         |
| 99         | Chen-chen                  | .4583           | 55         |
| 99         | Yuk Fai                    | .4573           | 56         |
| 60         | Prosperous Agency          | .4522           | 57         |
| 99         | Sonmass                    | .4440           | 58         |
| 99         | IPT Employment agency      | .4425           | 59         |
| 99         | Shun Yuet Service Centre   | .4351           | 60         |
| 99         | Advance Agency             | .4283           | 61         |
| 99         | Everlasting                | .4091           | 62         |
| 99         | Ocean Fine                 | .4082           | 63         |
| 99         | B&A Agency                 | .4026           | 64         |
| 18         | Bestwell Agency            | .3723           | 65         |
| 99         | Coldroy Agency             | .3703           | 66         |
| 99         | Grand Royale Emp. agency   | .3539           | 67         |
| 99         | J&A Employment             | .3486           | 68         |
| 26         | Reliable Agency            | .3298           | 69         |
| 60         | Kaishing Agency            | .3264           | 70         |
| 99         | La Maid Recruitment Agency | .3259           | 71         |
| 26         | Goodrich Agency            | .3200           | 72         |
| 6          | Sincere Agency             | .3169           | 73         |
| 60         | Laguna Agency              | .3122           | 74         |
| 60         | Mariz Manpower             | .2824           | 75         |
| 11         | A&E Employment Agency      | .2664           | 76         |
| 42         | Francis So & Co.           | .2434           | 77         |
| 60         | Eye Quest                  | .2430           | 78         |
| 26         | Ivy's Agency               | .2417           | 79         |
| 99         | Marco Agency               | .2350           | 80         |

| Usage Rank | Agency in the Philippines             | Overall Z-Score | Index Rank |
|------------|---------------------------------------|-----------------|------------|
|            |                                       |                 |            |
| 90         | Agency                                |                 |            |
| 90         | World view                            | .4590           | 35         |
| 90         | OLM                                   | .4558           | 36         |
| 90         | Mayon Agency                          | .4485           | 37         |
| 90         | RYT Agency                            | .4447           | 38         |
| 50         | Eugene International Services         | .4423           | 39         |
| 6          | Altima Manpower Agency                | .4392           | 40         |
| 90         | Manpower Forever                      | .4315           | 41         |
| 50         | Luzvimin Agency                       | .4261           | 42         |
| 90         | Hossana                               | .4183           | 43         |
| 66         | Jao Agency                            | .4074           | 44         |
| 90         | Baguio Investment                     | .4054           | 45         |
| 3          | Skytop Services Contractors Inc.      | .3744           | 46         |
| 3          | God's Will Placement Agency           | .3706           | 47         |
| 66         | Placewell Int'l. Agency               | .3544           | 48         |
| 44         | P&R Manpower Agency Inc.              | .3520           | 49         |
| 90         | Morty Agency                          | .3327           | 50         |
| 90         | Kanya Services                        | .3219           | 51         |
| 66         | Sincere Agency                        | .3091           | 52         |
| 90         | MIP                                   | .3041           | 53         |
| 9          | ABC Manpower Services                 | .2904           | 54         |
| 34         | Hongkong Fil International Services   | .2857           | 55         |
| 66         | Asian International Manpower Services | .2850           | 56         |
| 50         | Zontar Agency                         | .2768           | 57         |
| 50         | MRH Emp.                              | .2766           | 58         |
| 90         | Alice                                 | .2726           | 59         |
| 44         | D.A. Rodrigo International            | .2581           | 60         |
| 29         | Angelica Agency                       | .2563           | 61         |
| 90         | Francisco Agency                      | .2521           | 62         |
| 10         | Gammon International                  | .2485           | 63         |
| 18         | Philac Agency                         | .2467           | 64         |
| 15         | Concord International Services        | .2465           | 65         |
| 66         | Mothers Way Emp.                      | .2433           | 66         |
| 90         | Allied Agency                         | .2377           | 67         |
| 90         | Ocean Fine Emp.                       | .2326           | 68         |
| 90         | Ledman Employment                     | .2202           | 69         |
| 34         | Humania International                 | .2095           | 70         |
| 90         | Best Well                             | .2002           | 71         |
| 50         | Aura Employment Agency                | .1946           | 72         |
| 66         | Dolma Employment                      | .1780           | 73         |
| 18         | Speed Employment Agency               | .1767           | 74         |
| 50         | Hi-Cedar                              | .1756           | 75         |
| 26         | Top Maids Agency                      | .1723           | 76         |
| 34         | Greenfield Agency                     | .1711           | 77         |
| 90         | Steady Agency                         | .1702           | 78         |
| 66         | Zemar Agency                          | .1609           | 79         |
| 50         | Good Day Agency                       | .1511           | 80         |

| Usage Rank | Agency in Hong Kong                 | Overall Z-Score | Index Rank |
|------------|-------------------------------------|-----------------|------------|
| 99         | EM Agency                           | .2271           | 81         |
| 99         | Splendid                            | .2266           | 82         |
| 60         | Anlida Employment Agency            | .2265           | 83         |
| 18         | Top Services                        | .2186           | 84         |
| 99         | Prime Services                      | .2009           | 85         |
| 10         | PBI Employment Agency               | .1989           | 86         |
| 99         | Everybody Emp.                      | .1974           | 87         |
| 99         | Ascend International                | .1941           | 88         |
| 99         | Todi                                | .1926           | 89         |
| 8          | Premiere Nannies Employment Agency  | .1871           | 90         |
| 11         | Sunlight Employment Agency          | .1844           | 91         |
| 42         | Ying Nam Agency                     | .1812           | 92         |
| 11         | JC Casa Employment Agency           | .1793           | 93         |
| 99         | Guru Employment                     | .1768           | 94         |
| 60         | Homemaid                            | .1758           | 95         |
| 18         | Hi-Cedar Agency                     | .1656           | 96         |
| 99         | Delnus Emp. Agency                  | .1589           | 97         |
| 99         | South Horizon (Ma. Lourdes Vasquez) | .1568           | 98         |
| 99         | Fabulous                            | .1557           | 99         |
| 60         | Wai Fu Agency                       | .1546           | 100        |
| 99         | Humania International               | .1487           | 101        |
| 99         | Stable Maid Agency                  | .1464           | 102        |
| 99         | Angelex Allied Agency               | .1451           | 103        |
| 23         | Helpful Agency                      | .1341           | 104        |
| 99         | Teh Emp.                            | .1278           | 105        |
| 60         | KNP Agency                          | .1181           | 106        |
| 99         | TGH Placement Company               | .1097           | 107        |
| 60         | STD Agency                          | .1016           | 108        |
| 26         | Lekson Agency                       | .0887           | 109        |
| 99         | Sia                                 | .0843           | 110        |
| 26         | Madam Jo International              | .0841           | 111        |
| 26         | Get Maid Employment Agency          | .0832           | 112        |
| 99         | Tee Agency                          | .0781           | 113        |
| 42         | Hong Thai Agency                    | .0773           | 114        |
| 99         | MY International Manpower           | .0707           | 115        |
| 23         | Lotus Agency                        | .0642           | 116        |
| 26         | Yatka Agency                        | .0633           | 117        |
| 3          | Overseas Employment Agency          | .0591           | 118        |
| 11         | KNB Employment                      | .0555           | 119        |
| 99         | Island West Agency                  | .0537           | 120        |
| 60         | Star Care Agency                    | .0536           | 121        |
| 26         | Blessings Employment Agency         | .0528           | 122        |
| 99         | RV Tria Agency                      | .0485           | 123        |
| 99         | Pleasant Agency                     | .0464           | 124        |
| 11         | Passen Agency                       | .0438           | 125        |
| 60         | ABC Manpower                        | .0430           | 126        |

| Usage Rank | Agency in the Philippines           | Overall Z-Score | Index Rank |
|------------|-------------------------------------|-----------------|------------|
| 90         | Sunlight Manpower                   | .1451           | 81         |
| 66         | Cobo Employment Agency              | .1339           | 82         |
| 18         | France Asia Agency                  | .1254           | 83         |
| 29         | Adana Employment Agency             | .1215           | 84         |
| 44         | Inter Globe Employment              | .1140           | 85         |
| 18         | Novation Resource Agency            | .0964           | 86         |
| 15         | Aims Agency                         | .0901           | 87         |
| 66         | Globus Agency                       | .0867           | 88         |
| 10         | King's Manpower Agency              | .0801           | 89         |
| 10         | Mariz Employment Agency             | .0726           | 90         |
| 15         | Jedegal Manpower Services           | .0703           | 91         |
| 90         | Anra Emp.                           | .0683           | 92         |
| 29         | Active Works Employment Agency      | .0639           | 93         |
| 90         | Honor Deployment Agency             | .0523           | 94         |
| 10         | Visayan Consolidated Agency         | .0516           | 95         |
| 90         | Global Filipinos                    | .0423           | 96         |
| 34         | Bright Star Agency                  | .0357           | 97         |
| 34         | Emerald Manpower Recruitment Agency | .0293           | 98         |
| 66         | G Manpower                          | .0286           | 99         |
| 90         | Paris Agency                        | .0223           | 100        |
| 90         | BBA Agency                          | .0210           | 101        |
| 29         | Dalzen Employment Agency            | .0183           | 102        |
| 90         | RMES-Welcome                        | .0132           | 103        |
| 50         | Trends International                | .0124           | 104        |
| 66         | 7 Oceans Employment Agency          | .0046           | 105        |
| 90         | Singkong Int'l.                     | -.0012          | 106        |
| 1          | Ascend Agency                       | -.0070          | 107        |
| 90         | Right Man                           | -.0172          | 108        |
| 66         | KNB Agency                          | -.0194          | 109        |
| 18         | MY International Agency             | -.0199          | 110        |
| 34         | Nuariz Agency                       | -.0217          | 111        |
| 18         | Wellcome Employment                 | -.0252          | 112        |
| 90         | JPI (Ermita, Manila)                | -.0310          | 113        |
| 34         | Desert Wealth                       | -.0377          | 114        |
| 50         | Sacred Heart International Services | -.0387          | 115        |
| 90         | United Talents Employment           | -.0404          | 116        |
| 90         | Anpro Manpower                      | -.0484          | 117        |
| 90         | Suntec                              | -.0500          | 118        |
| 5          | STD Manpower Services               | -.0541          | 119        |
| 90         | Reliable Recruitment Agency         | -.0564          | 120        |
| 44         | J Mac                               | -.0575          | 121        |
| 66         | GM Agency                           | -.0590          | 122        |
| 90         | Global Agency                       | -.0805          | 123        |
| 6          | Find Staff Placement                | -.0855          | 124        |
| 6          | James International Agency          | -.0887          | 125        |
| 44         | Manpower International              | -.1051          | 126        |

| Usage Rank | Agency in Hong Kong                | Overall Z-Score | Index Rank |
|------------|------------------------------------|-----------------|------------|
| 99         | Carrying Employment                | .0419           | 127        |
| 42         | T.C. Company International         | .0367           | 128        |
| 4          | Top Maid Employment Agency         | .0304           | 129        |
| 60         | Good Family Employment Agency      | .0223           | 130        |
| 99         | City Employment                    | .0021           | 131        |
| 99         | Upgrade Agency                     | .0005           | 132        |
| 99         | CU Consultancy & Employment Agency | -.0026          | 133        |
| 11         | Wellcome Employment Centre Ltd     | -.0041          | 134        |
| 99         | Hundred Years Employment Agency    | -.0117          | 135        |
| 6          | Aura Employment Agency             | -.0146          | 136        |
| 99         | C&K Agency                         | -.0151          | 137        |
| 60         | Casa Employment Agency             | -.0180          | 138        |
| 42         | JN Employment                      | -.0267          | 139        |
| 99         | Ansin Employment                   | -.0336          | 140        |
| 26         | Golden Peak Employment Agency      | -.0370          | 141        |
| 42         | Pacific Jet Consultants            | -.0377          | 142        |
| 42         | Pacific Garden                     | -.0398          | 143        |
| 26         | Hongkong Fil Agency                | -.0421          | 144        |
| 99         | Waikiki                            | -.0428          | 145        |
| 99         | Asia Link                          | -.0441          | 146        |
| 99         | H&C Employment                     | -.0445          | 147        |
| 99         | Resources Agency                   | -.0455          | 148        |
| 42         | Smart Team                         | -.0484          | 149        |
| 42         | Desert Wealth                      | -.0513          | 150        |
| 99         | Miko                               | -.0523          | 151        |
| 60         | Asia One                           | -.0622          | 152        |
| 99         | Sun Employment Agency              | -.0646          | 153        |
| 60         | Image Employment                   | -.0696          | 154        |
| 99         | AAA Emp.                           | -.0696          | 155        |
| 99         | Fine Ocean                         | -.0856          | 156        |
| 42         | Good Hands Employment Agency       | -.0861          | 157        |
| 99         | National Human Resources           | -.0953          | 158        |
| 60         | Welmer's Employment Agency         | -.1006          | 159        |
| 8          | Further Creation Employment Agency | -.1007          | 160        |
| 60         | Allwin Agency                      | -.1072          | 161        |
| 60         | Pak Yue Agency                     | -.1072          | 162        |
| 18         | Rejoice Employment Agency          | -.1098          | 163        |
| 99         | D' Sun                             | -.1137          | 164        |
| 99         | Human Aggregates                   | -.1166          | 165        |
| 99         | Elise                              | -.1213          | 166        |
| 60         | Ka Wao Consultants                 | -.1244          | 167        |

| Usage Rank | Agency in the Philippines            | Overall Z-Score | Index Rank |
|------------|--------------------------------------|-----------------|------------|
| 50         | DSI International                    | -.1136          | 127        |
| 90         | Boom Town                            | -.1194          | 128        |
| 90         | Manwor Agency                        | -.1238          | 129        |
| 66         | JIP International Services           | -.1420          | 130        |
| 34         | SK Manpower Services                 | -.1503          | 131        |
| 90         | JM Agency                            | -.1643          | 132        |
| 90         | Love Manpower                        | -.1709          | 133        |
| 90         | EMS Agency                           | -.1781          | 134        |
| 18         | Alcare Manpower Agency               | -.1786          | 135        |
| 90         | THD Employment                       | -.1804          | 136        |
| 26         | Jensen Manpower International        | -.1817          | 137        |
| 90         | SA Employment Agency                 | -.1828          | 138        |
| 90         | SIA Employment Agency                | -.1828          | 138        |
| 90         | J&L Agency                           | -.1886          | 140        |
| 90         | Silktop                              | -.1897          | 141        |
| 90         | Forever Agency                       | -.2020          | 142        |
| 90         | Goldwin                              | -.2135          | 143        |
| 44         | Overseas Manpower Services           | -.2144          | 144        |
| 66         | Michael Angelo Manpower Exponent Inc | -.2158          | 145        |
| 50         | RV Tria Agency                       | -.2214          | 146        |
| 66         | Great I Agency                       | -.2330          | 147        |
| 90         | Aquagen Agency                       | -.2433          | 148        |
| 90         | Eye Quest                            | -.2433          | 148        |
| 90         | FLB Employment Agency                | -.2433          | 148        |
| 34         | John Maurice International           | -.2459          | 151        |
| 90         | TDH Manpower                         | -.2490          | 152        |
| 66         | Gold & Green Agency                  | -.2517          | 153        |
| 90         | D&H Employment                       | -.2619          | 154        |
| 90         | Interworld Placement Agency          | -.2678          | 155        |
| 90         | Ermita Agency                        | -.2828          | 156        |
| 90         | Royal Agency                         | -.2846          | 157        |
| 10         | Angelex Allied Agency                | -.2926          | 158        |
| 2          | All-Pro Staffing                     | -.3157          | 159        |
| 90         | HTD Employment                       | -.3239          | 160        |
| 90         | Primary Agency                       | -.3246          | 161        |
| 66         | TD Agency                            | -.3320          | 162        |
| 26         | Emry's Agency                        | -.3564          | 163        |
| 66         | Kally Agency                         | -.3710          | 164        |
| 90         | JMI Agency                           | -.3767          | 165        |
| 90         | Further Creation Agency              | -.3777          | 166        |
| 90         | Happy Family                         | -.4034          | 167        |

| Usage Rank | Agency in Hong Kong                  | Overall Z-Score | Index Rank |
|------------|--------------------------------------|-----------------|------------|
| 60         | Asia Top Agency                      | -.1282          | 168        |
| 60         | Triumph Line                         | -.1323          | 169        |
| 23         | Hosana Agency                        | -.1340          | 170        |
| 99         | Top Aides                            | -.1408          | 171        |
| 60         | Gammon Agency                        | -.1417          | 172        |
| 60         | Aim World                            | -.1477          | 173        |
| 26         | Bright International Employment      | -.1518          | 174        |
| 26         | Baguio Employment Agency             | -.1575          | 175        |
| 99         | Main Top Investment                  | -.1607          | 176        |
| 99         | Smart Metro                          | -.1612          | 177        |
| 99         | First Emp. Agency                    | -.1625          | 178        |
| 99         | Mrs. Chaw Agency                     | -.1626          | 179        |
| 99         | Apex Consulting Agency               | -.1652          | 180        |
| 99         | Northy Agency                        | -.1652          | 180        |
| 99         | Online Maids                         | -.1748          | 182        |
| 99         | Nan Fung Agency                      | -.1832          | 183        |
| 99         | Good Edith                           | -.1884          | 184        |
| 2          | Technic Agency                       | -.1997          | 185        |
| 99         | Assurance Services Company           | -.2113          | 186        |
| 18         | T&H Agency                           | -.2124          | 187        |
| 99         | TH Employment                        | -.2150          | 188        |
| 99         | Ms. Ma Agency                        | -.2213          | 189        |
| 26         | HKI Agency                           | -.2309          | 190        |
| 99         | Homes Employment                     | -.2403          | 191        |
| 11         | Tailor Maid Consultants Company Ltd. | -.2416          | 192        |
| 42         | Asian Charm                          | -.2446          | 193        |
| 99         | Mrs. Lim                             | -.2521          | 194        |
| 99         | Concord Agency                       | -.2746          | 195        |
| 99         | Comfort Agency                       | -.2782          | 196        |
| 99         | Gracious                             | -.2789          | 197        |
| 99         | Maid Helper Agency                   | -.2937          | 198        |
| 1          | Emry's Employment Agency             | -.2981          | 199        |
| 99         | Once Employment                      | -.3071          | 200        |
| 60         | Cris Beanne                          | -.3086          | 201        |
| 99         | Meticulous Employment Agency         | -.3127          | 202        |
| 99         | Blue Sky                             | -.3184          | 203        |
| 99         | Mass Trinity                         | -.3246          | 204        |
| 99         | West Lake Manpower Agency            | -.3246          | 204        |
| 5          | Suntec Agency                        | -.3348          | 206        |
| 99         | Bestnel Employment Agency            | -.3477          | 207        |
| 99         | Chin House Agency                    | -.3477          | 207        |
| 99         | FLB Employment Agency                | -.3477          | 207        |
| 99         | Haceda                               | -.3477          | 207        |
| 99         | Happy Agency                         | -.3477          | 207        |
| 99         | Happy Maid                           | -.3489          | 212        |
| 99         | Kally Agency                         | -.3506          | 213        |

| Usage Rank                                     | Agency in the Philippines        | Overall Z-Score | Index Rank |
|--|----------------------------------|-----------------|------------|
| 90   | MD Manpower Agency               | -.4034          | 167        |
| 66   | AAA Agency                       | -.4168          | 169        |
| 90   | Stars                            | -.4432          | 170        |
| 90   | Ira (Singapore)                  | -.4498          | 171        |
| 90   | Baguio International             | -.4594          | 172        |
| 29   | Chance Team                      | -.5046          | 173        |
| 90   | Well Skilled Agency              | -.5325          | 174        |
| 90   | Welmark Agency                   | -.5325          | 174        |
| 90   | Yatka                            | -.5325          | 174        |
| 66   | Brent                            | -.5538          | 177        |
| 90   | JMC                              | -.5738          | 178        |
| 90   | Asia One                         | -.6151          | 179        |
| 90   | Galcent Agency                   | -.6151          | 179        |
| 90   | MITs Agency                      | -.6151          | 179        |
| 90   | CPM Manpower                     | -.6273          | 182        |
| 90   | Max International Placement Inc. | -.6564          | 183        |
| 90   | Polymaids Employment Agency      | -.6564          | 183        |
| 90   | Excellent                        | -.6846          | 185        |
| 90   | Del Agency                       | -.6892          | 186        |
| 90   | Mark Agency                      | -.8217          | 187        |
| 90   | Mitch                            | -.8341          | 188        |
| 90   | Transkills Agency                | -.8547          | 189        |
| 90   | Goodwill Employment Agency       | -1.9080         | 190        |
| <b>*** End of list. Maximum rank = 190 ***</b> |                                  |                 |            |

| Usage Rank                                     | Agency in Hong Kong                    | Overall Z-Score | Index Rank |
|--|--|-----------------|------------|
| 99   | McLin Agency                           | -.3709          | 214        |
| 60   | Trends International                   | -.3735          | 215        |
| 26   | Once Employment                        | -.3752          | 216        |
| 99   | Femax                                  | -.3757          | 217        |
| 99   | Asia World                             | -.3941          | 218        |
| 60   | Philstar Employment & General Services | -.4002          | 219        |
| 42   | Millennium Agency                      | -.4084          | 220        |
| 99   | Premium Employment                     | -.4159          | 221        |
| 42   | Success Agency                         | -.4298          | 222        |
| 60   | Yip Sing                               | -.4333          | 223        |
| 99   | Dalzhen                                | -.4594          | 224        |
| 99   | Megasea                                | -.4594          | 224        |
| 99   | Newaygo                                | -.4813          | 226        |
| 99   | Berskley Agency                        | -.4842          | 227        |
| 60   | Manpower Agency                        | -.5022          | 228        |
| 99   | Paradise                               | -.5100          | 229        |
| 99   | Morty Arbao                            | -.5160          | 230        |
| 99   | Maxbetter                              | -.5176          | 231        |
| 60   | WF Emp.                                | -.5337          | 232        |
| 99   | Log On                                 | -.5377          | 233        |
| 99   | PRO Agency                             | -.5445          | 234        |
| 99   | Amaneth Agency                         | -.5564          | 235        |
| 99   | Wanjo Agency                           | -.5564          | 235        |
| 99   | Finest Agency                          | -.5943          | 237        |
| 99   | JMJ Agency                             | -.6118          | 238        |
| 60   | Josie & James                          | -.6588          | 239        |
| 99   | Honor Club Agency                      | -.6619          | 240        |
| 99   | Professional Agency                    | -.6950          | 241        |
| 99   | Jobs R Us                              | -.7059          | 242        |
| 99   | Jedegal Agency                         | -.7309          | 243        |
| 99   | Maid Heart                             | -.8058          | 244        |
| 99   | Perfect Employment                     | -.8066          | 245        |
| <b>*** End of list. Maximum rank = 245 ***</b> |  |                 |            |

| Usage Rank | Agency in the Philippines | Overall Z-Score | Index Rank |
|------------|---------------------------|-----------------|------------|
|------------|---------------------------|-----------------|------------|

**APPENDIX G-1**  
**TRANS-BORDER PATTERN: AGENCY IN HONG KONG USED BY RESPONDENTS**  
**AND THE CORRESPONDING AGENCY THEY USED IN THE PHILIPPINES**  
*(All Agencies in Hong Kong; Alphabetical Listing)*

**Notes:**

- \*Complete listing of agencies in Hong Kong (alphabetical order).
- \*\*"Corresponding agency used by respondents" does NOT necessarily mean that the agencies in HK and the Philippines work together or that they have formal/legal partnership.
- \*Index Rank: #1 = worst practices/violations.
- \*Usage Rank: #1 = most-frequently used agency.
- \*Column D: blank means that the DW only used the agency in Hong Kong, but NO corresponding agency in the Philippines.
- \*Column D: "total" means the total (overall) z-score of the agency in Hong Kong, which includes the effects of being linked to the z-scores of all corresponding agency(ies) in the Philippines. This total/final z-score is equal to the "overall z-score" of the Hong Kong agency shown in Appendix F.
- \*Column E: Shows the final z-score (all categories of bad practices/violations) of each corresponding agency in the Philippines (in so far as they are linked to the same primary agency in Hong Kong). If the z-score of the corresponding agency is positive (i.e. above average; meaning the practices/violations are worse), then this also increases the overall z-score of the primary agency in Hong Kong. If the corresponding agency has a bad z-score, this worsens the overall z-score (and index rank) of the primary agency; conversely, if the corresponding agency practices are good, this also improves the overall z-score/rank of the primary agency.

| A          | B          | C                     | D   | E  |
|------------|------------|-----------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong   | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 11         | 76         | A&E Employment Agency | Baguio Benguet International Agency                         | .6703                                    |
|            |            |                       | BBA Agency  | .1888                                    |
|            |            |                       | Jedegal Manpower Services                                   | -.1905                                   |
|            |            |                       | World view  | .0464                                    |
|            |            |                       | Total   | .2664                                    |
| 99         | 155        | AAA Emp.              | Alcare Manpower Agency                                      | -.0696                                   |
|            |            |                       | Total   | -.0696                                   |
| 60         | 126        | ABC Manpower          |   | .0430                                    |
|            |            |                       | Total   | .0430                                    |
| 99         | 29         | ABNC Emp.             | Altima Manpower Agency                                      | .7816                                    |
|            |            |                       | Total   | .7816                                    |
| 60         | 3          | Access Emp.           | EMR   | 1.4987                                   |
|            |            |                       | Greenfield Agency   | 1.5053                                   |
|            |            |                       | Total   | 1.5020                                   |
| 99         | 11         | Action Employment     |   | .9933                                    |
|            |            |                       | Total   | .9933                                    |
| 99         | 61         | Advance Agency        | France Asia Agency  | .4283                                    |
|            |            |                       | Total   | .4283                                    |
| 99         | 13         | Agency Royal          | Jao Agency  | .9569                                    |
|            |            |                       | Total   | .9569                                    |
| 60         | 173        | Aim World             | Bright Star Agency  | -.1477                                   |
|            |            |                       | Total   | -.1477                                   |
| 60         | 161        | Allwin Agency         | France Asia Agency  | -.1072                                   |

| A          | B          | C   | D   | E  |
|------------|------------|---|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                       | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |   | Total   | -.1072                                   |
| 42         | 19         | Altima Agency                             |   | 1.3150                                   |
|            |            |   | Altima Manpower Agency                                      | .5284                                    |
|            |            |   | Indo-Pinoy  | .7627                                    |
|            |            |   | Total   | .8687                                    |
| 99         | 235        | Amaneth Agency                            | MITs Agency   | -.5564                                   |
|            |            |   | Total   | -.5564                                   |
| 99         | 103        | Angelex Allied Agency                     |   | .1451                                    |
|            |            |   | Total   | .1451                                    |
| 60         | 83         | Anlida Employment Agency                  | Adana Employment Agency                                     | .2265                                    |
|            |            |   | Total   | .2265                                    |
| 99         | 140        | Ansin Employment                          | Primary Agency  | -.0336                                   |
|            |            |   | Total   | -.0336                                   |
| 60         | 44         | Apec Agency                               | Altima Manpower Agency                                      | .5605                                    |
|            |            |   | Total   | .5605                                    |
| 99         | 180        | Apex Consulting Agency                    |   | -.1652                                   |
|            |            |   | Total   | -.1652                                   |
| 60         | 54         | Arrow Emp.                                | MRH Emp.  | .4669                                    |
|            |            |   | Total   | .4669                                    |
| 99         | 88         | Ascend International                      |   | .1941                                    |
|            |            |   | Total   | .1941                                    |
| 99         | 146        | Asia Link                                 |   | -.0441                                   |
|            |            |   | Total   | -.0441                                   |
| 60         | 152        | Asia One                                  | J Mac   | -.0622                                   |
|            |            |   | Total   | -.0622                                   |
| 60         | 168        | Asia Top Agency                           | Bright Star Agency  | .4158                                    |
|            |            |   | Mark Agency   | -.6723                                   |
|            |            |   | Total   | -.1282                                   |
| 99         | 218        | Asia World                                | Find Staff Placement  | -.3941                                   |
|            |            |   | Total   | -.3941                                   |
| 42         | 193        | Asian Charm                               |   | -.1745                                   |
|            |            |   | D&H Employment  | -.2128                                   |
|            |            |   | Happy Family  | -.3466                                   |
|            |            |   | Total   | -.2446                                   |
| 99         | 186        | Assurance Services Company                | God's Will Placement Agency                                 | -.2113                                   |
|            |            |   | Total   | -.2113                                   |
| 6          | 136        | Aura Employment Agency                    |   | -.4533                                   |
|            |            |   | [not specified / can't remember]                            | 1.8884                                   |
|            |            |   | James International Agency                                  | -.2002                                   |
|            |            |   | JIP International Services                                  | .0732                                    |
|            |            |   | Total   | -.0146                                   |
| 99         | 64         | B&A Agency                                | Jedegal Manpower Services                                   | .4026                                    |
|            |            |   | Total   | .4026                                    |
| 26         | 175        | Baguio Employment Agency                  | Ascend Agency   | -.1658                                   |
|            |            |   | JPI (Ermita, Manila)  | -.1328                                   |
|            |            |   | Total   | -.1575                                   |
| 99         | 4          | Ben Employment Agency/Top Services Agency | God's Will Placement Agency                                 | 1.1662                                   |
|            |            |   | Total   | 1.1662                                   |
| 99         | 227        | Berskley Agency                           | Desert Wealth   | -.4842                                   |



| A          | B          | C                                  | D   | E  |
|------------|------------|------------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                    | Total   | -.4842                                   |
| 99         | 207        | Bestnel Employment Agency          | Skytop Services Contractors Inc.                            | -.3477                                   |
|            |            |                                    | Total   | -.3477                                   |
| 18         | 65         | Bestwell Agency                    | Skytop Services Contractors Inc.                            | .3723                                    |
|            |            |                                    | Total   | .3723                                    |
| 26         | 122        | Blessings Employment Agency        |   | -.2105                                   |
|            |            |                                    | Hongkong Fil International Services                         | .3162                                    |
|            |            |                                    | Total   | .0528                                    |
| 99         | 203        | Blue Sky                           | Greenfield Agency   | -.3184                                   |
|            |            |                                    | Total   | -.3184                                   |
| 26         | 174        | Bright International Employment    |   | -.6037                                   |
|            |            |                                    | Adana Employment Agency                                     | -.0012                                   |
|            |            |                                    | Total   | -.1518                                   |
| 99         | 6          | C&C Emp.                           | Skytop Services Contractors Inc.                            | 1.1451                                   |
|            |            |                                    | Total   | 1.1451                                   |
| 99         | 137        | C&K Agency                         | Philac Agency   | -.0151                                   |
|            |            |                                    | Total   | -.0151                                   |
| 99         | 48         | Cariag Agency                      | Angelica Agency   | .5208                                    |
|            |            |                                    | Total   | .5208                                    |
| 99         | 127        | Carrying Employment                | Allied Agency   | .0419                                    |
|            |            |                                    | Total   | .0419                                    |
| 60         | 138        | Casa Employment Agency             |   | -.0180                                   |
|            |            |                                    | Total   | -.0180                                   |
| 99         | 55         | Chen-chen                          | Find Staff Placement  | .4583                                    |
|            |            |                                    | Total   | .4583                                    |
| 99         | 207        | Chin House Agency                  | Aquagen Agency  | -.3477                                   |
|            |            |                                    | Total   | -.3477                                   |
| 99         | 1          | Citi Maids                         | Aims Agency   | 2.1494                                   |
|            |            |                                    | Total   | 2.1494                                   |
| 99         | 131        | City Employment                    | Singkong Int'l.   | .0021                                    |
|            |            |                                    | Total   | .0021                                    |
| 42         | 15         | CNC                                | S Line  | .8504                                    |
|            |            |                                    | Staffline Agency  | .9866                                    |
|            |            |                                    | Total   | .9412                                    |
| 99         | 30         | Cobo Employment Agency             | Dalzen Employment Agency                                    | .7775                                    |
|            |            |                                    | Total   | .7775                                    |
| 99         | 66         | Coldroy Agency                     | Ascend Agency   | .3703                                    |
|            |            |                                    | Total   | .3703                                    |
| 99         | 196        | Comfort Agency                     | Greenfield Agency   | -.2782                                   |
|            |            |                                    | Total   | -.2782                                   |
| 99         | 195        | Concord Agency                     |   | -.2746                                   |
|            |            |                                    | Total   | -.2746                                   |
| 60         | 201        | Cris Beanne                        | Humania International                                       | -.3086                                   |
|            |            |                                    | Total   | -.3086                                   |
| 99         | 49         | Cross Country (Singapore)          |   | .5179                                    |
|            |            |                                    | Total   | .5179                                    |
| 99         | 133        | CU Consultancy & Employment Agency |   | -.0026                                   |
|            |            |                                    | Total   | -.0026                                   |
| 99         | 164        | D' Sun                             |   | -.1137                                   |

| A          | B          | C                        | D   | E  |
|------------|------------|--------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong      | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                          | Total   | -.1137                                   |
| 42         | 8          | D&H Employment Agency    |   | .9582                                    |
|            |            |                          | ABC Manpower Services                                       | 1.2882                                   |
|            |            |                          | Altima Manpower Agency                                      | .8549                                    |
|            |            |                          | Total   | 1.0338                                   |
| 99         | 224        | Dalzhen                  |   | -.4594                                   |
|            |            |                          | Total   | -.4594                                   |
| 99         | 5          | David Chung              | ABC Manpower Services                                       | 1.1518                                   |
|            |            |                          | Total   | 1.1518                                   |
| 99         | 97         | Delnus Emp. Agency       | Ocean Fine Emp.   | .1589                                    |
|            |            |                          | Total   | .1589                                    |
| 99         | 45         | Deng Hu                  | Altima Manpower Agency                                      | .5553                                    |
|            |            |                          | Total   | .5553                                    |
| 42         | 150        | Desert Wealth            |   | .0963                                    |
|            |            |                          | MD Manpower Agency  | -.3466                                   |
|            |            |                          | Total   | -.0513                                   |
| 99         | 166        | Elise                    | Mariz Employment Agency                                     | -.1213                                   |
|            |            |                          | Total   | -.1213                                   |
| 99         | 81         | EM Agency                | GM Agency   | .2271                                    |
|            |            |                          | Total   | .2271                                    |
| 99         | 16         | Employment Paradise      | J Mac   | .9292                                    |
|            |            |                          | Total   | .9292                                    |
| 1          | 199        | Emry's Employment Agency |   | -.2779                                   |
|            |            |                          | [not specified / can't remember]                            | -.3601                                   |
|            |            |                          | All-Pro Staffing  | -.3280                                   |
|            |            |                          | Anpro Manpower  | -.2755                                   |
|            |            |                          | Cobo Employment Agency                                      | -.6904                                   |
|            |            |                          | Emry's Agency   | -.3851                                   |
|            |            |                          | Greenfield Agency   | -.1017                                   |
|            |            |                          | Interworld Placement Agency                                 | -.1121                                   |
|            |            |                          | J&L Agency  | -.1787                                   |
|            |            |                          | KNB Agency  | -.1764                                   |
|            |            |                          | MY International Agency                                     | -.4511                                   |
|            |            |                          | P&R Manpower Agency Inc.                                    | .8798                                    |
|            |            |                          | TD Agency   | -.3758                                   |
|            |            |                          | TDH Manpower  | -.2819                                   |
|            |            |                          | Total   | -.2981                                   |
| 99         | 50         | Eugine                   |   | .5078                                    |
|            |            |                          | Total   | .5078                                    |
| 99         | 62         | Everlasting              | Zemar Agency  | .4091                                    |
|            |            |                          | Total   | .4091                                    |
| 99         | 87         | Everybody Emp.           | D.A. Rodrigo International                                  | .1974                                    |
|            |            |                          | Total   | .1974                                    |
| 60         | 78         | Eye Quest                | Hi-Cedar  | .2430                                    |
|            |            |                          | Total   | .2430                                    |
| 99         | 99         | Fabulous                 | Inter Globe Employment                                      | .1557                                    |
|            |            |                          | Total   | .1557                                    |
| 99         | 53         | Faith Agency             | Angelex Allied Agency                                       | .4842                                    |
|            |            |                          | Total   | .4842                                    |

| A          | B          | C                                  | D   | E  |
|------------|------------|------------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 99         | 7          | Family Care                        | OFW Employment Agency                                       | 1.0536                                   |
|            |            |                                    | Total   | 1.0536                                   |
| 99         | 34         | Fancy                              | God's Will Placement Agency                                 | .6593                                    |
|            |            |                                    | Total   | .6593                                    |
| 99         | 217        | Femax                              |   | -.3757                                   |
|            |            |                                    | Total   | -.3757                                   |
| 99         | 156        | Fine Ocean                         | Dolma Employment  | -.0856                                   |
|            |            |                                    | Total   | -.0856                                   |
| 99         | 237        | Finest Agency                      | Visayan Consolidated Agency                                 | -.5943                                   |
|            |            |                                    | Total   | -.5943                                   |
| 99         | 178        | First Emp. Agency                  | Humania International                                       | -.1625                                   |
|            |            |                                    | Total   | -.1625                                   |
| 99         | 207        | FLB Employment Agency              | FLB Employment Agency                                       | -.3477                                   |
|            |            |                                    | Total   | -.3477                                   |
| 42         | 77         | Francis So & Co.                   |   | -.2535                                   |
|            |            |                                    | Eugene International Services                               | .4918                                    |
|            |            |                                    | Total   | .2434                                    |
| 8          | 160        | Further Creation Employment Agency | [not specified / can't remember]                            | .0702                                    |
|            |            |                                    | Anifel Management Emp. Agency                               | .1120                                    |
|            |            |                                    | JMI Agency  | -.3498                                   |
|            |            |                                    | SA Employment Agency  | -.2091                                   |
|            |            |                                    | SIA Employment Agency                                       | -.2091                                   |
|            |            |                                    | Visayan Consolidated Agency                                 | -.1302                                   |
|            |            |                                    | Total   | -.1007                                   |
|            |            |                                    |   |  |
| 60         | 172        | Gammon Agency                      | Gammon International  | -.1417                                   |
|            |            |                                    | Total   | -.1417                                   |
| 26         | 112        | Get Maid Employment Agency         | Mothers Way Emp.  | .3821                                    |
|            |            |                                    | Trends International  | -.2156                                   |
|            |            |                                    | Total   | .0832                                    |
| 99         | 35         | Glory International                | Concord International Services                              | .6589                                    |
|            |            |                                    | Total   | .6589                                    |
| 42         | 26         | Gold Roy Agency                    | Ascend Agency   | .5566                                    |
|            |            |                                    | Hopewell Agency   | 1.3266                                   |
|            |            |                                    | Total   | .8133                                    |
| 26         | 141        | Golden Peak Employment Agency      | RMES-Welcome  | .3951                                    |
|            |            |                                    | Silktop   | -.0795                                   |
|            |            |                                    | Skytop Services Contractors Inc.                            | -.2318                                   |
|            |            |                                    | Total   | -.0370                                   |
| 99         | 184        | Good Edith                         |   | -.1884                                   |
|            |            |                                    | Total   | -.1884                                   |
| 60         | 130        | Good Family Employment Agency      |   | .2951                                    |
|            |            |                                    | JM Agency   | -.2504                                   |
|            |            |                                    | Total   | .0223                                    |
| 42         | 157        | Good Hands Employment Agency       | Michael Angelo Manpower Exponent Inc                        | -.2982                                   |
|            |            |                                    | Prima   | .3381                                    |
|            |            |                                    | Total   | -.0861                                   |
| 60         | 46         | Good Link Consultant               |   | 1.3059                                   |
|            |            |                                    | Angelex Allied Agency                                       | -.2160                                   |
|            |            |                                    | Total   | .5450                                    |

| A          | B          | C                        | D   | E  |
|------------|------------|--------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong      | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 99         | 43         | Good Maid                | PNR Manpower Agency   | .5646                                    |
|            |            |                          | Total   | .5646                                    |
| 26         | 72         | Goodrich Agency          | ABC Manpower Services                                       | -.0336                                   |
|            |            |                          | P&R Manpower Agency Inc.                                    | .1283                                    |
|            |            |                          | PNR Manpower Agency   | .5928                                    |
|            |            |                          | Total   | .3200                                    |
| 99         | 197        | Gracious                 | Visayan Consolidated Agency                                 | -.2789                                   |
|            |            |                          | Total   | -.2789                                   |
| 99         | 2          | Grand Asia Placement     | PNR Manpower Agency   | 2.0083                                   |
|            |            |                          | Total   | 2.0083                                   |
| 99         | 67         | Grand Royale Emp. agency | Jao Agency  | .3539                                    |
|            |            |                          | Total   | .3539                                    |
| 26         | 47         | Great Top Employment     |   | .2828                                    |
|            |            |                          | God's Will Placement Agency                                 | .7775                                    |
|            |            |                          | Total   | .5301                                    |
| 99         | 94         | Guru Employment          | Manpower Forever  | .1768                                    |
|            |            |                          | Total   | .1768                                    |
| 99         | 147        | H&C Employment           | Reliable Recruitment Agency                                 | -.0445                                   |
|            |            |                          | Total   | -.0445                                   |
| 99         | 207        | Haceda                   | Eye Quest   | -.3477                                   |
|            |            |                          | Total   | -.3477                                   |
| 99         | 207        | Happy Agency             | Ascend Agency   | -.3477                                   |
|            |            |                          | Total   | -.3477                                   |
| 99         | 212        | Happy Maid               | Zemar Agency  | -.3489                                   |
|            |            |                          | Total   | -.3489                                   |
| 23         | 104        | Helpful Agency           |   | .2315                                    |
|            |            |                          | [not specified / can't remember]                            | .6884                                    |
|            |            |                          | Ascend Agency   | -.2403                                   |
|            |            |                          | Total   | .1341                                    |
| 18         | 96         | Hi-Cedar Agency          | Gammon International  | .1997                                    |
|            |            |                          | Sincere Agency  | -.0053                                   |
|            |            |                          | Total   | .1656                                    |
| 26         | 190        | HKI Agency               | SK Manpower Services  | -.2309                                   |
|            |            |                          | Total   | -.2309                                   |
| 60         | 95         | Homemaid                 | Globus Agency   | .1758                                    |
|            |            |                          | Total   | .1758                                    |
| 99         | 191        | Homes Employment         | Dalzen Employment Agency                                    | -.2403                                   |
|            |            |                          | Total   | -.2403                                   |
| 42         | 114        | Hong Thai Agency         |   | -.5599                                   |
|            |            |                          | [not specified / can't remember]                            | .1722                                    |
|            |            |                          | Andrene   | .6194                                    |
|            |            |                          | Total   | .0773                                    |
| 26         | 144        | Hongkong Fil Agency      |   | -.2016                                   |
|            |            |                          | Philac Agency   | .9255                                    |
|            |            |                          | Transkills Agency   | -.6908                                   |
|            |            |                          | Total   | -.0421                                   |
| 99         | 240        | Honor Club Agency        | James International Agency                                  | -.6619                                   |
|            |            |                          | Total   | -.6619                                   |
| 23         | 170        | Hosana Agency            | [not specified / can't remember]                            | -.3477                                   |

| A          | B          | C                               | D   | E  |
|------------|------------|---------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong             | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                 | Chance Team   | -.0806                                   |
|            |            |                                 | Total   | -.1340                                   |
| 99         | 165        | Human Aggregates                |   | -.1166                                   |
|            |            |                                 | Total   | -.1166                                   |
| 99         | 101        | Humania International           | Humania International                                       | .1487                                    |
|            |            |                                 | Total   | .1487                                    |
| 99         | 135        | Hundred Years Employment Agency | Aims Agency   | -.0117                                   |
|            |            |                                 | Total   | -.0117                                   |
| 60         | 154        | Image Employment                | Gold & Green Agency   | -.0884                                   |
|            |            |                                 | Goldwin   | -.0507                                   |
|            |            |                                 | Total   | -.0696                                   |
| 99         | 59         | IPT Employment agency           |   | .4425                                    |
|            |            |                                 | Total   | .4425                                    |
| 99         | 39         | Irise Consultant                | Mariz Employment Agency                                     | .6186                                    |
|            |            |                                 | Total   | .6186                                    |
| 99         | 120        | Island West Agency              | Zontar Agency   | .0537                                    |
|            |            |                                 | Total   | .0537                                    |
| 26         | 79         | Ivy's Agency                    | [not specified / can't remember]                            | -.3757                                   |
|            |            |                                 | Cagarfod Agency   | .9144                                    |
|            |            |                                 | RV Tria Agency  | -.2043                                   |
|            |            |                                 | RYT Agency  | .6324                                    |
|            |            |                                 | Total   | .2417                                    |
| 99         | 68         | J&A Employment                  | Speed Employment Agency                                     | .3486                                    |
|            |            |                                 | Total   | .3486                                    |
| 11         | 93         | JC Casa Employment Agency       | Andrene   | .0400                                    |
|            |            |                                 | Anra Emp.   | .3606                                    |
|            |            |                                 | Good Speed  | 1.3300                                   |
|            |            |                                 | Speed Employment Agency                                     | -.1189                                   |
|            |            |                                 | Total   | .1793                                    |
| 99         | 243        | Jedegal Agency                  |   | -.7309                                   |
|            |            |                                 | Total   | -.7309                                   |
| 99         | 12         | Jet Pacific                     | Pioneer Manpower  | .9806                                    |
|            |            |                                 | Total   | .9806                                    |
| 99         | 238        | JMJ Agency                      |   | -.6118                                   |
|            |            |                                 | Total   | -.6118                                   |
| 42         | 139        | JN Employment                   |   | -.4721                                   |
|            |            |                                 | Global Filipinos  | .0423                                    |
|            |            |                                 | Speed Employment Agency                                     | .3496                                    |
|            |            |                                 | Total   | -.0267                                   |
| 99         | 242        | Jobs R Us                       |   | -.7059                                   |
|            |            |                                 | Total   | -.7059                                   |
| 60         | 239        | Josie & James                   |   | -.6588                                   |
|            |            |                                 | Total   | -.6588                                   |
| 60         | 167        | Ka Wao Consultants              | Find Staff Placement  | -.1244                                   |
|            |            |                                 | Total   | -.1244                                   |
| 60         | 70         | Kaishing Agency                 | Angelica Agency   | .3264                                    |
|            |            |                                 | Total   | .3264                                    |
| 99         | 213        | Kally Agency                    | Kally Agency  | -.3506                                   |
|            |            |                                 | Total   | -.3506                                   |

| A          | B          | C                              | D   | E  |
|------------|------------|--------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong            | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 11         | 119        | KNB Employment                 | Novation Resource Agency                                    | .0555                                    |
|            |            |                                | Total   | .0555                                    |
| 60         | 106        | KNP Agency                     | Angelica Agency   | .1181                                    |
|            |            |                                | Total   | .1181                                    |
| 99         | 28         | Kowloon City Employment Agency |   | .7898                                    |
|            |            |                                | Total   | .7898                                    |
| 99         | 10         | Kung Wa Agency                 | Hopewell Agency   | 1.0054                                   |
|            |            |                                | Total   | 1.0054                                   |
| 99         | 71         | La Maid Recruitment Agency     |   | .3259                                    |
|            |            |                                | Total   | .3259                                    |
| 60         | 74         | Laguna Agency                  | D.A. Rodrigo International                                  | .5728                                    |
|            |            |                                | EMR   | .0517                                    |
|            |            |                                | Total   | .3122                                    |
| 26         | 109        | Lekson Agency                  |   | .0340                                    |
|            |            |                                | Ira (Singapore)   | -.2704                                   |
|            |            |                                | Nuariz Agency   | .3010                                    |
|            |            |                                | Speed Employment Agency                                     | .2902                                    |
|            |            |                                | Total   | .0887                                    |
| 99         | 233        | Log On                         | Jedegal Manpower Services                                   | -.5377                                   |
|            |            |                                | Total   | -.5377                                   |
| 23         | 116        | Lotus Agency                   |   | -.1567                                   |
|            |            |                                | Mariz Employment Agency                                     | .1194                                    |
|            |            |                                | Total   | .0642                                    |
| 26         | 111        | Madam Jo International         |   | -.2949                                   |
|            |            |                                | [not specified / can't remember]                            | -.1901                                   |
|            |            |                                | Ascend Agency   | .1927                                    |
|            |            |                                | James International Agency                                  | .6287                                    |
|            |            |                                | Total   | .0841                                    |
| 99         | 244        | Maid Heart                     |   | -.8058                                   |
|            |            |                                | Total   | -.8058                                   |
| 99         | 198        | Maid Helper Agency             | HTD Employment  | -.2937                                   |
|            |            |                                | Total   | -.2937                                   |
| 99         | 176        | Main Top Investment            | Jedegal Manpower Services                                   | -.1607                                   |
|            |            |                                | Total   | -.1607                                   |
| 60         | 228        | Manpower Agency                |   | -.5022                                   |
|            |            |                                | Total   | -.5022                                   |
| 99         | 80         | Marco Agency                   | Emry's Agency   | .2350                                    |
|            |            |                                | Total   | .2350                                    |
| 60         | 75         | Mariz Manpower                 |   | .2824                                    |
|            |            |                                | Total   | .2824                                    |
| 99         | 204        | Mass Trinity                   | Altima Manpower Agency                                      | -.3246                                   |
|            |            |                                | Total   | -.3246                                   |
| 99         | 37         | Masters International          |   | .6437                                    |
|            |            |                                | Total   | .6437                                    |
| 99         | 231        | Maxbetter                      | Del Agency  | -.5176                                   |
|            |            |                                | Total   | -.5176                                   |
| 99         | 214        | McLin Agency                   | Royal Agency  | -.3709                                   |
|            |            |                                | Total   | -.3709                                   |
| 99         | 9          | Mega D (Causeway Bay)          |   | 1.0220                                   |

| A          | B          | C                            | D   | E  |
|------------|------------|------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong          | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                              | Total   | 1.0220                                   |
| 99         | 224        | Megasea                      | Baguio International  | -.4594                                   |
|            |            |                              | Total   | -.4594                                   |
| 99         | 202        | Meticulous Employment Agency | [not specified / can't remember]                            | -.3127                                   |
|            |            |                              | Total   | -.3127                                   |
| 99         | 151        | Miko                         |   | -.0523                                   |
|            |            |                              | Total   | -.0523                                   |
| 42         | 220        | Millennium Agency            |   | -.3228                                   |
|            |            |                              | Max International Placement Inc.                            | -.5796                                   |
|            |            |                              | Total   | -.4084                                   |
| 99         | 40         | Mission Employment Agency    | Jedegal Manpower Services                                   | .6091                                    |
|            |            |                              | Total   | .6091                                    |
| 99         | 230        | Morty Arbao                  |   | -.5160                                   |
|            |            |                              | Total   | -.5160                                   |
| 99         | 179        | Mrs. Chaw Agency             | STD Manpower Services                                       | -.1626                                   |
|            |            |                              | Total   | -.1626                                   |
| 99         | 194        | Mrs. Lim                     | RV Tria Agency  | -.2521                                   |
|            |            |                              | Total   | -.2521                                   |
| 99         | 189        | Ms. Ma Agency                | Aims Agency   | -.2213                                   |
|            |            |                              | Total   | -.2213                                   |
| 99         | 115        | MY International Manpower    | United Talents Employment                                   | .0707                                    |
|            |            |                              | Total   | .0707                                    |
| 99         | 183        | Nan Fung Agency              | God's Will Placement Agency                                 | -.1832                                   |
|            |            |                              | Total   | -.1832                                   |
| 99         | 158        | National Human Resources     | Find Staff Placement  | -.0953                                   |
|            |            |                              | Total   | -.0953                                   |
| 99         | 226        | Newaygo                      | Angelex Allied Agency                                       | -.4813                                   |
|            |            |                              | Total   | -.4813                                   |
| 99         | 18         | Northern Left Care           | TC Nediro   | .9007                                    |
|            |            |                              | Total   | .9007                                    |
| 99         | 180        | Northy Agency                |   | -.1652                                   |
|            |            |                              | Total   | -.1652                                   |
| 99         | 63         | Ocean Fine                   | Dolma Employment  | .4082                                    |
|            |            |                              | Total   | .4082                                    |
| 99         | 200        | Once Employment              | Aims Agency   | -.3071                                   |
|            |            |                              | Total   | -.3071                                   |
| 26         | 216        | Once Employment              | Aims Agency   | -.3423                                   |
|            |            |                              | Asian International Manpower Services                       | -.4737                                   |
|            |            |                              | Total   | -.3752                                   |
| 99         | 182        | Online Maids                 |   | -.1748                                   |
|            |            |                              | Total   | -.1748                                   |
| 3          | 118        | Overseas Employment Agency   |   | -.4485                                   |
|            |            |                              | 7 Oceans Employment Agency                                  | -.2087                                   |
|            |            |                              | AAA Agency  | .0863                                    |
|            |            |                              | Alcare Manpower Agency                                      | .1055                                    |
|            |            |                              | Aura Employment Agency                                      | -.1070                                   |
|            |            |                              | Far East International                                      | .6697                                    |
|            |            |                              | Overseas Manpower Services                                  | -.2955                                   |
|            |            |                              | Philac Agency   | .1127                                    |

| A          | B          | C                                      | D   | E  |
|------------|------------|--|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                    | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |  | Philippine Integrated                                       | 1.5001                                   |
|            |            |  | Total   | .0591                                    |
| 60         | 42         | P&R Agency                             |   | .5756                                    |
|            |            |  | Total   | .5756                                    |
| 42         | 41         | Pacific Agency                         |   | .1209                                    |
|            |            |  | Desert Wealth   | -.0420                                   |
|            |            |  | Infinity  | 1.7013                                   |
|            |            |  | Total   | .5934                                    |
| 42         | 143        | Pacific Garden                         | Find Staff Placement  | -.5935                                   |
|            |            |  | Humania International                                       | .1877                                    |
|            |            |  | MIP   | .2863                                    |
|            |            |  | Total   | -.0398                                   |
| 42         | 142        | Pacific Jet Consultants                |   | -.4120                                   |
|            |            |  | Sacred Heart International Services                         | .1495                                    |
|            |            |  | Total   | -.0377                                   |
| 60         | 162        | Pak Yue Agency                         | Ascend Agency   | -.1072                                   |
|            |            |  | Total   | -.1072                                   |
| 99         | 229        | Paradise                               | J Mac   | -.5100                                   |
|            |            |  | Total   | -.5100                                   |
| 11         | 125        | Passen Agency                          |   | .0679                                    |
|            |            |  | [not specified / can't remember]                            | .1014                                    |
|            |            |  | ABC Manpower Services                                       | .1707                                    |
|            |            |  | Altima Manpower Agency                                      | -.0847                                   |
|            |            |  | Total   | .0438                                    |
| 10         | 86         | PBI Employment Agency                  |   | 1.2559                                   |
|            |            |  | Angelex Allied Agency                                       | -.1718                                   |
|            |            |  | Angelica Agency   | .5550                                    |
|            |            |  | King's Manpower Agency                                      | .6388                                    |
|            |            |  | Total   | .1989                                    |
| 99         | 245        | Perfect Employment                     |   | -.8066                                   |
|            |            |  | Total   | -.8066                                   |
| 99         | 20         | Perfect Maid                           |   | .8492                                    |
|            |            |  | Total   | .8492                                    |
| 60         | 219        | Philstar Employment & General Services |   | -.4594                                   |
|            |            |  | JIP International Services                                  | -.3410                                   |
|            |            |  | Total   | -.4002                                   |
| 99         | 124        | Pleasant Agency                        |   | .0464                                    |
|            |            |  | Total   | .0464                                    |
| 99         | 25         | Precious Agency                        | Visayan Consolidated Agency                                 | .8151                                    |
|            |            |  | Total   | .8151                                    |
| 8          | 90         | Premiere Nannies Employment Agency     |   | .1906                                    |
|            |            |  | [not specified / can't remember]                            | -.3307                                   |
|            |            |  | DSI International   | -.1264                                   |
|            |            |  | France Asia Agency  | .4292                                    |
|            |            |  | Jedegal Manpower Services                                   | -.4238                                   |
|            |            |  | Light & Hope Agency   | 1.4518                                   |
|            |            |  | Total   | .1871                                    |
| 99         | 221        | Premium Employment                     |   | -.4159                                   |
|            |            |  | Total   | -.4159                                   |



| A          | B          | C                                   | D   | E  |
|------------|------------|-------------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                 | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 99         | 85         | Prime Services                      | OLM   | .2009                                    |
|            |            |                                     | Total   | .2009                                    |
| 99         | 234        | PRO Agency                          |   | -.5445                                   |
|            |            |                                     | Total   | -.5445                                   |
| 99         | 241        | Professional Agency                 | Angelex Allied Agency                                       | -.6950                                   |
|            |            |                                     | Total   | -.6950                                   |
| 60         | 57         | Prosperous Agency                   |   | -.3149                                   |
|            |            |                                     | Winsky  | 1.2193                                   |
|            |            |                                     | Total   | .4522                                    |
| 18         | 163        | Rejoice Employment Agency           |   | -.0530                                   |
|            |            |                                     | Top Maids Agency  | -.3941                                   |
|            |            |                                     | Total   | -.1098                                   |
| 26         | 69         | Reliable Agency                     |   | -.3300                                   |
|            |            |                                     | International Agency  | 1.2557                                   |
|            |            |                                     | Manpower International                                      | .7236                                    |
|            |            |                                     | Total   | .3298                                    |
| 99         | 148        | Resources Agency                    | Jedegal Manpower Services                                   | -.0455                                   |
|            |            |                                     | Total   | -.0455                                   |
| 99         | 123        | RV Tria Agency                      | RV Tria Agency  | .0485                                    |
|            |            |                                     | Total   | .0485                                    |
| 99         | 60         | Shun Yuet Service Centre            | Starborne International                                     | .4351                                    |
|            |            |                                     | Total   | .4351                                    |
| 99         | 110        | Sia                                 | Green World Placement                                       | .0843                                    |
|            |            |                                     | Total   | .0843                                    |
| 6          | 73         | Sincere Agency                      | Active Works Employment Agency                              | -.0263                                   |
|            |            |                                     | Green World Placement                                       | .6545                                    |
|            |            |                                     | Mitch   | -.6793                                   |
|            |            |                                     | Total   | .3169                                    |
| 99         | 51         | Smart Helper Agency                 | Altima Manpower Agency                                      | .5033                                    |
|            |            |                                     | Total   | .5033                                    |
| 99         | 177        | Smart Metro                         | Novation Resource Agency                                    | -.1612                                   |
|            |            |                                     | Total   | -.1612                                   |
| 42         | 149        | Smart Team                          | Nuariz Agency   | -.0889                                   |
|            |            |                                     | Paris Agency  | .0328                                    |
|            |            |                                     | Total   | -.0484                                   |
| 99         | 58         | Sonmass                             | Ascend Agency   | .4440                                    |
|            |            |                                     | Total   | .4440                                    |
| 99         | 98         | South Horizon (Ma. Lourdes Vasquez) |   | .1568                                    |
|            |            |                                     | Total   | .1568                                    |
| 99         | 82         | Splendid                            | Morty Agency  | .2266                                    |
|            |            |                                     | Total   | .2266                                    |
| 99         | 102        | Stable Maid Agency                  |   | .1464                                    |
|            |            |                                     | Total   | .1464                                    |
| 60         | 121        | Star Care Agency                    | P&R Manpower Agency Inc.                                    | .0536                                    |
|            |            |                                     | Total   | .0536                                    |
| 60         | 108        | STD Agency                          |   | .1694                                    |
|            |            |                                     | STD Manpower Services                                       | .0338                                    |
|            |            |                                     | Total   | .1016                                    |
| 42         | 222        | Success Agency                      | Good Day Agency   | -.4150                                   |

| A          | B          | C                                    | D   | E  |
|------------|------------|--------------------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                  | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                      | Jensen Manpower International                               | -.4594                                   |
|            |            |                                      | Total   | -.4298                                   |
| 99         | 153        | Sun Employment Agency                |   | -.0646                                   |
|            |            |                                      | Total   | -.0646                                   |
| 60         | 17         | Sun Yuet                             | Concord International Services                              | .9178                                    |
|            |            |                                      | Total   | .9178                                    |
| 11         | 91         | Sunlight Employment Agency           | Alcare Manpower Agency                                      | -.0663                                   |
|            |            |                                      | Ascend Agency   | .0585                                    |
|            |            |                                      | Golden Lights   | .7926                                    |
|            |            |                                      | Kanya Services  | .3305                                    |
|            |            |                                      | Total   | .1844                                    |
| 99         | 14         | Sunshine                             | Ascend Agency   | .9435                                    |
|            |            |                                      | Total   | .9435                                    |
| 5          | 206        | Suntec Agency                        |   | -.5835                                   |
|            |            |                                      | Aura Employment Agency                                      | -.0657                                   |
|            |            |                                      | Find Staff Placement  | -.1526                                   |
|            |            |                                      | Sunlight Manpower   | -.0496                                   |
|            |            |                                      | Top Maids Agency  | .0565                                    |
|            |            |                                      | Total   | -.3348                                   |
| 42         | 128        | T.C. Company International           |   | -.0363                                   |
|            |            |                                      | Jensen Manpower International                               | -.0763                                   |
|            |            |                                      | SBEE International  | .2229                                    |
|            |            |                                      | Total   | .0367                                    |
| 18         | 187        | T&H Agency                           |   | -.7353                                   |
|            |            |                                      | Inter Globe Employment                                      | .2125                                    |
|            |            |                                      | James International Agency                                  | -.3388                                   |
|            |            |                                      | Mariz Employment Agency                                     | -.0370                                   |
|            |            |                                      | Total   | -.2124                                   |
| 11         | 192        | Tailor Maid Consultants Company Ltd. |   | -.4639                                   |
|            |            |                                      | Jensen Manpower International                               | -.1526                                   |
|            |            |                                      | Total   | -.2416                                   |
| 2          | 185        | Technic Agency                       |   | -.1696                                   |
|            |            |                                      | Active Works Employment Agency                              | -.0600                                   |
|            |            |                                      | Ascend Agency   | -.1383                                   |
|            |            |                                      | Brent   | -.4325                                   |
|            |            |                                      | Emerald Manpower Recruitment Agency                         | -.3048                                   |
|            |            |                                      | Ermita Agency   | -.2368                                   |
|            |            |                                      | John Maurice International                                  | -.2059                                   |
|            |            |                                      | King's Manpower Agency                                      | -.2121                                   |
|            |            |                                      | Luzvimin Agency   | .1837                                    |
|            |            |                                      | Manpower International                                      | -.4893                                   |
|            |            |                                      | Top Maids Agency  | -.2053                                   |
|            |            |                                      | Total   | -.1997                                   |
| 99         | 113        | Tee Agency                           | D.A. Rodrigo International                                  | .0781                                    |
|            |            |                                      | Total   | .0781                                    |
| 99         | 105        | Teh Emp.                             | Mariz Employment Agency                                     | .1278                                    |
|            |            |                                      | Total   | .1278                                    |
| 99         | 107        | TGH Placement Company                | Inter Globe Employment                                      | .1097                                    |
|            |            |                                      | Total   | .1097                                    |

| A          | B          | C  | D   | E  |
|------------|------------|--|---|--|
| Usage Rank | Index rank | Agency in Hong Kong                      | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
| 99         | 188        | TH Employment                            | Nuariz Agency   | -.2150                                   |
|            |            |  | Total   | -.2150                                   |
| 99         | 52         | THN Employment                           | Nuariz Agency   | .4945                                    |
|            |            |  | Total   | .4945                                    |
| 60         | 23         | TNH Agency                               | Mariz Employment Agency                                     | .5479                                    |
|            |            |  | Placewell Int'l. Agency                                     | 1.1211                                   |
|            |            |  | Total   | .8345                                    |
| 99         | 89         | Todi                                     |   | .1926                                    |
|            |            |  | Total   | .1926                                    |
| 99         | 171        | Top Aides                                | Bright Star Agency  | -.1408                                   |
|            |            |  | Total   | -.1408                                   |
| 4          | 129        | Top Maid Employment Agency               |   | .2143                                    |
|            |            |  | God's Will Placement Agency                                 | .2929                                    |
|            |            |  | Polymaids Employment Agency                                 | -.5796                                   |
|            |            |  | Stars   | -.3806                                   |
|            |            |  | STD Manpower Services                                       | -.1319                                   |
|            |            |  | Top Maids Agency  | 1.0888                                   |
|            |            |  | Total   | .0304                                    |
| 18         | 84         | Top Services                             | Altima Manpower Agency                                      | .2496                                    |
|            |            |  | God's Will Placement Agency                                 | .0940                                    |
|            |            |  | Pilipinas McLain Employment Agency                          | .6389                                    |
|            |            |  | Staffline Agency  | .1413                                    |
|            |            |  | Total   | .2186                                    |
| 60         | 215        | Trends International                     | Manpower International                                      | -.4011                                   |
|            |            |  | Trends International  | -.3460                                   |
|            |            |  | Total   | -.3735                                   |
| 60         | 169        | Triumph Line                             | Great I Agency  | -.1323                                   |
|            |            |  | Total   | -.1323                                   |
| 99         | 31         | Trustee Emp.                             | Anifel Management Emp. Agency                               | .7241                                    |
|            |            |  | Total   | .7241                                    |
| 99         | 22         | Tsun Wan                                 | James International Agency                                  | .8384                                    |
|            |            |  | Total   | .8384                                    |
| 99         | 33         | Unique Recruitment Agency                | Emerald Manpower Recruitment Agency                         | .7007                                    |
|            |            |  | Total   | .7007                                    |
| 99         | 38         | Unlimited                                | God's Will Placement Agency                                 | .6359                                    |
|            |            |  | Total   | .6359                                    |
| 99         | 132        | Upgrade Agency                           |   | .0005                                    |
|            |            |  | Total   | .0005                                    |
| 60         | 100        | Wai Fu Agency                            | Aims Agency   | .1546                                    |
|            |            |  | Total   | .1546                                    |
| 99         | 145        | Waikiki                                  | EMS Agency  | -.0428                                   |
|            |            |  | Total   | -.0428                                   |
| 99         | 235        | Wanjo Agency                             | Galcent Agency  | -.5564                                   |
|            |            |  | Total   | -.5564                                   |
| 11         | 134        | Wellcome Employment Centre Ltd           |   | -.2209                                   |
|            |            |  | Wellcome Employment   | .0827                                    |
|            |            |  | Total   | -.0041                                   |
| 26         | 27         | Wellmark Employment Services Consultants | ABC Manpower Services                                       | .6093                                    |
|            |            |  | Altima Manpower Agency                                      | 1.4165                                   |

| A          | B          | C                          | D   | E  |
|------------|------------|----------------------------|---|--|
| Usage Rank | Index rank | Agency in Hong Kong        | Corresponding agency in the Philippines used by respondents | Final z-scores (bad practice/violations) |
|            |            |                            | Total   | .8111                                    |
| 60         | 159        | Welmer's Employment Agency | ABC Manpower Services                                       | -.1006                                   |
|            |            |                            | Total   | -.1006                                   |
| 99         | 204        | West Lake Manpower Agency  | Forever Agency  | -.3246                                   |
|            |            |                            | Total   | -.3246                                   |
| 60         | 232        | WF Emp.                    | France Asia Agency  | -.5337                                   |
|            |            |                            | Total   | -.5337                                   |
| 99         | 32         | Winna Emp. Agency          | Bright Star Agency  | .7059                                    |
|            |            |                            | Total   | .7059                                    |
| 99         | 21         | Wintip Employment Services | Asian International Manpower Services                       | .8401                                    |
|            |            |                            | Total   | .8401                                    |
| 99         | 36         | Word Wide Emp.             |   | .6437                                    |
|            |            |                            | Total   | .6437                                    |
| 26         | 117        | Yatka Agency               | Gold & Green Agency   | -.3008                                   |
|            |            |                            | Hongkong Fil International Services                         | .2567                                    |
|            |            |                            | James International Agency                                  | .0408                                    |
|            |            |                            | Total   | .0633                                    |
| 42         | 92         | Ying Nam Agency            |   | .4665                                    |
|            |            |                            | Dalzen Employment Agency                                    | .0385                                    |
|            |            |                            | Total   | .1812                                    |
| 60         | 223        | Yip Sing                   | Chance Team   | -.4333                                   |
|            |            |                            | Total   | -.4333                                   |
| 60         | 24         | Your Maid                  | SBEE International  | .8241                                    |
|            |            |                            | Total   | .8241                                    |
| 99         | 56         | Yuk Fai                    | MY International Agency                                     | .4573                                    |
|            |            |                            | Total   | .4573                                    |

**APPENDIX G-2**  
**TRANS-BORDER PATTERN: AGENCY IN THE PHILIPPINES USED BY RESPONDENTS**  
**AND THE CORRESPONDING AGENCY THEY USED IN HONG KONG**  
*(All Agencies; Alphabetical Listing)*

**Notes:**

\*Complete listing of agencies in the Philippines (alphabetical order).

\*"Corresponding agency used by respondents" does NOT necessarily mean that the agencies in HK and the Philippines work together or that they have formal/legal partnership.

\*Index Rank: #1 = worst practices/violations.

\*Usage Rank: #1 = most-frequently used agency.

\*Column D: blank means that the DW only used the agency in the Philippines, but NO corresponding agency in HK.

\*Column D: "total" means the total (overall) z-score of the agency in the Philippines, which includes the effects of being linked to the z-scores of all corresponding agency(ies) in Hong Kong. This total/final z-score is equal to the "overall z-score" of the Philippine agency shown in Appendix F.

\*Column E: Shows the final z-score (all categories of bad practices/violations) of each corresponding agency in Hong Kong (in so far as they are linked to the same primary agency in the Philippines). If the z-score of the corresponding agency is positive (i.e. above average; meaning the practices/violations are worse), then this also increases the overall z-score of the primary agency in the Philippines. If the corresponding agency has a bad z-score, this worsens the overall z-score (and index rank) of the primary agency; conversely, if the corresponding agency practices are good, this also improves the overall z-score/rank of the primary agency.

| A          | B          | C                              | D   | E  |
|------------|------------|--------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines      | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
| 66         | 105        | 7 Oceans Employment Agency     | Overseas Employment Agency                            | .0046                                    |
|            |            |                                | Total   | .0046                                    |
| 66         | 169        | AAA Agency                     |   | -.6584                                   |
|            |            |                                | Overseas Employment Agency                            | -.1751                                   |
|            |            |                                | Total   | -.4168                                   |
| 9          | 54         | ABC Manpower Services          |   | -.0216                                   |
|            |            |                                | D&H Employment Agency                                 | 1.1264                                   |
|            |            |                                | David Chung   | 1.1581                                   |
|            |            |                                | Goodrich Agency                                       | -.3246                                   |
|            |            |                                | Passen Agency   | -.0513                                   |
|            |            |                                | Wellmark Employment Services Consultants              | .5595                                    |
|            |            |                                | Welmer's Employment Agency                            | -.1749                                   |
|            |            |                                | Total   | .2904                                    |
| 29         | 93         | Active Works Employment Agency |   | .0172                                    |
|            |            |                                | Sincere Agency  | .0759                                    |
|            |            |                                | Technic Agency  | .0693                                    |
|            |            |                                | Total   | .0639                                    |
| 29         | 84         | Adana Employment Agency        |   | .1643                                    |
|            |            |                                | Anlida Employment Agency                              | .5211                                    |
|            |            |                                | Bright International Employment                       | -.1592                                   |
|            |            |                                | Total   | .1215                                    |
| 15         | 87         | Aims Agency                    | Citi Maids  | 1.8376                                   |
|            |            |                                | Hundred Years Employment Agency                       | -.1799                                   |
|            |            |                                | Ms. Ma Agency   | -.1380                                   |

| A          | B          | C                             | D   | E  |
|------------|------------|-------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines     | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                               | Once Employment                                       | .0009                                    |
|            |            |                               | Once Employment                                       | -.2289                                   |
|            |            |                               | Wai Fu Agency   | -.0114                                   |
|            |            |                               | Total   | .0901                                    |
| 18         | 135        | Alcare Manpower Agency        |   | -.3259                                   |
|            |            |                               | AAA Emp.  | -.1127                                   |
|            |            |                               | Overseas Employment Agency                            | -.1083                                   |
|            |            |                               | Sunlight Employment Agency                            | -.4483                                   |
|            |            |                               | Total   | -.1786                                   |
| 90         | 59         | Alice                         |   | .2726                                    |
|            |            |                               | Total   | .2726                                    |
| 2          | 159        | All-Pro Staffing              |   | .3095                                    |
|            |            |                               | Emry's Employment Agency                              | -.3990                                   |
|            |            |                               | Total   | -.3157                                   |
| 90         | 67         | Allied Agency                 | Carrying Employment                                   | .2377                                    |
|            |            |                               | Total   | .2377                                    |
| 6          | 40         | Altima Manpower Agency        | ABNC Emp.   | .4181                                    |
|            |            |                               | Altima Agency   | .7074                                    |
|            |            |                               | Apec Agency   | .6530                                    |
|            |            |                               | D&H Employment Agency                                 | .7914                                    |
|            |            |                               | Deng Hu   | .5633                                    |
|            |            |                               | Mass Trinity  | -.2020                                   |
|            |            |                               | Passen Agency   | -.2702                                   |
|            |            |                               | Smart Helper Agency                                   | .5123                                    |
|            |            |                               | Top Services  | .2452                                    |
|            |            |                               | Wellmark Employment Services Consultants              | 1.4688                                   |
|            |            |                               | Total   | .4392                                    |
| 66         | 24         | Andrene                       | Hong Thai Agency                                      | .8360                                    |
|            |            |                               | JC Casa Employment Agency                             | .2763                                    |
|            |            |                               | Total   | .5561                                    |
| 10         | 158        | Angelex Allied Agency         |   | -.3177                                   |
|            |            |                               | Faith Agency  | .3137                                    |
|            |            |                               | Good Link Consultant                                  | -.5076                                   |
|            |            |                               | Newaygo   | -.4849                                   |
|            |            |                               | PBI Employment Agency                                 | -.2511                                   |
|            |            |                               | Professional Agency                                   | -.6742                                   |
|            |            |                               | Total   | -.2926                                   |
| 29         | 61         | Angelica Agency               | Carieg Agency   | .5400                                    |
|            |            |                               | Kaishing Agency                                       | .2170                                    |
|            |            |                               | KNP Agency  | .1229                                    |
|            |            |                               | PBI Employment Agency                                 | .3180                                    |
|            |            |                               | Total   | .2563                                    |
| 50         | 29         | Anifel Management Emp. Agency |   | .8641                                    |
|            |            |                               | Further Creation Employment Agency                    | -.0714                                   |
|            |            |                               | Trustee Emp.  | .7925                                    |
|            |            |                               | Total   | .5284                                    |
| 90         | 117        | Anpro Manpower                | Emry's Employment Agency                              | -.0484                                   |
|            |            |                               | Total   | -.0484                                   |
| 90         | 92         | Anra Emp.                     | JC Casa Employment Agency                             | .0683                                    |

| A          | B          | C                                     | D   | E  |
|------------|------------|---------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines             | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                       | Total   | .0683                                    |
| 90         | 148        | Aquagen Agency                        | Chin House Agency                                     | -.2433                                   |
|            |            |                                       | Total   | -.2433                                   |
| 1          | 107        | Ascend Agency                         |   | -.1210                                   |
|            |            |                                       | Baguio Employment Agency                              | -.1950                                   |
|            |            |                                       | Coldroy Agency  | .2216                                    |
|            |            |                                       | Gold Roy Agency                                       | .5433                                    |
|            |            |                                       | Happy Agency  | -.2433                                   |
|            |            |                                       | Helpful Agency  | -.1645                                   |
|            |            |                                       | Madam Jo International                                | .3519                                    |
|            |            |                                       | Pak Yue Agency  | -.1480                                   |
|            |            |                                       | Sonmass   | .1555                                    |
|            |            |                                       | Sunlight Employment Agency                            | -.0280                                   |
|            |            |                                       | Sunshine  | .7970                                    |
|            |            |                                       | Technic Agency  | -.0399                                   |
|            |            |                                       | Total   | -.0070                                   |
| 90         | 179        | Asia One                              |   | -.6151                                   |
|            |            |                                       | Total   | -.6151                                   |
| 66         | 56         | Asian International Manpower Services | Once Employment                                       | -.2275                                   |
|            |            |                                       | Wintip Employment Services                            | .7976                                    |
|            |            |                                       | Total   | .2850                                    |
| 50         | 72         | Aura Employment Agency                |   | .7449                                    |
|            |            |                                       | Overseas Employment Agency                            | -.1906                                   |
|            |            |                                       | Suntec Agency   | .0295                                    |
|            |            |                                       | Total   | .1946                                    |
| 50         | 25         | Baguio Benguet International Agency   | A&E Employment Agency                                 | .5496                                    |
|            |            |                                       | Total   | .5496                                    |
| 90         | 172        | Baguio International                  | Megasea   | -.4594                                   |
|            |            |                                       | Total   | -.4594                                   |
| 90         | 45         | Baguio Investment                     |   | .4054                                    |
|            |            |                                       | Total   | .4054                                    |
| 90         | 101        | BBA Agency                            | A&E Employment Agency                                 | .0210                                    |
|            |            |                                       | Total   | .0210                                    |
| 90         | 71         | Best Well                             |   | .2002                                    |
|            |            |                                       | Total   | .2002                                    |
| 90         | 128        | Boom Town                             |   | -.1194                                   |
|            |            |                                       | Total   | -.1194                                   |
| 66         | 177        | Brent                                 | Technic Agency  | -.5538                                   |
|            |            |                                       | Total   | -.5538                                   |
| 34         | 97         | Bright Star Agency                    | Aim World   | -.1871                                   |
|            |            |                                       | Asia Top Agency                                       | .1806                                    |
|            |            |                                       | Top Aides   | -.2693                                   |
|            |            |                                       | Winna Emp. Agency                                     | .6412                                    |
|            |            |                                       | Total   | .0357                                    |
| 90         | 12         | Cagarfod Agency                       | Ivy's Agency  | .9144                                    |
|            |            |                                       | Total   | .9144                                    |
| 29         | 173        | Chance Team                           | Hosana Agency   | -.4909                                   |
|            |            |                                       | Yip Sing  | -.5320                                   |
|            |            |                                       | Total   | -.5046                                   |

| A          | B          | C                                   | D   | E  |
|------------|------------|-------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines           | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
| 66         | 82         | Cobo Employment Agency              |   | 1.0861                                   |
|            |            |                                     | Emry's Employment Agency                              | -.8183                                   |
|            |            |                                     | Total   | .1339                                    |
| 15         | 65         | Concord International Services      |   | -.0133                                   |
|            |            |                                     | Glory International                                   | .7268                                    |
|            |            |                                     | Sun Yuet  | .7858                                    |
|            |            | Total                               | .2465   |  |
| 90         | 182        | CPM Manpower                        |   | -.6273                                   |
|            |            |                                     | Total   | -.6273                                   |
| 44         | 60         | D.A. Rodrigo International          |   | -.3012                                   |
|            |            |                                     | Everybody Emp.  | .6814                                    |
|            |            |                                     | Laguna Agency   | .4139                                    |
|            |            |                                     | Tee Agency  | .2386                                    |
|            |            |                                     | Total   | .2581                                    |
| 90         | 154        | D&H Employment                      | Asian Charm   | -.2619                                   |
|            |            |                                     | Total   | -.2619                                   |
| 29         | 102        | Dalzen Employment Agency            |   | -.3071                                   |
|            |            |                                     | Cobo Employment Agency                                | .9513                                    |
|            |            |                                     | Homes Employment                                      | -.1096                                   |
|            |            |                                     | Ying Nam Agency                                       | -.0588                                   |
|            |            | Total                               | .0183   |  |
| 90         | 186        | Del Agency                          | Maxbetter   | -.6892                                   |
|            |            |                                     | Total   | -.6892                                   |
| 34         | 114        | Desert Wealth                       |   | .0125                                    |
|            |            |                                     | Berskley Agency                                       | -.2486                                   |
|            |            |                                     | Pacific Agency  | .0227                                    |
|            |            |                                     | Total   | -.0377                                   |
| 66         | 73         | Dolma Employment                    | Fine Ocean  | .0203                                    |
|            |            |                                     | Ocean Fine  | .3357                                    |
|            |            |                                     | Total   | .1780                                    |
| 50         | 127        | DSI International                   |   | -.0296                                   |
|            |            |                                     | Premiere Nannies Employment Agency                    | -.1556                                   |
|            |            |                                     | Total   | -.1136                                   |
| 34         | 98         | Emerald Manpower Recruitment Agency |   | -.2135                                   |
|            |            |                                     | Technic Agency  | -.1782                                   |
|            |            |                                     | Unique Recruitment Agency                             | .8943                                    |
|            |            |                                     | Total   | .0293                                    |
| 66         | 23         | EMR                                 | Access Emp.   | 1.3835                                   |
|            |            |                                     | Laguna Agency   | -.1788                                   |
|            |            |                                     | Total   | .6024                                    |
| 26         | 163        | Emry's Agency                       |   | -.2230                                   |
|            |            |                                     | Emry's Employment Agency                              | -.4970                                   |
|            |            |                                     | Marco Agency  | -.0611                                   |
|            |            |                                     | Total   | -.3564                                   |
| 90         | 134        | EMS Agency                          | Waikiki   | -.1781                                   |
|            |            |                                     | Total   | -.1781                                   |
| 90         | 156        | Ermita Agency                       | Technic Agency  | -.2828                                   |
|            |            |                                     | Total   | -.2828                                   |
| 90         | 9          | Ernest Agency                       |   | .9529                                    |



| A          | B          | C                             | D   | E  |
|------------|------------|-------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines     | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                               | Total   | .9529                                    |
| 50         | 39         | Eugene International Services |   | .9894                                    |
|            |            |                               | Francis So & Co.                                      | .1687                                    |
|            |            |                               | Total   | .4423                                    |
| 90         | 185        | Excellent                     |   | -.6846                                   |
|            |            |                               | Total   | -.6846                                   |
| 90         | 148        | Eye Quest                     | Haceda  | -.2433                                   |
|            |            |                               | Total   | -.2433                                   |
| 90         | 28         | Far East International        | Overseas Employment Agency                            | .5309                                    |
|            |            |                               | Total   | .5309                                    |
| 6          | 124        | Find Staff Placement          |   | .3083                                    |
|            |            |                               | Asia World  | -.3259                                   |
|            |            |                               | Chen-chen   | .4980                                    |
|            |            |                               | Ka Wao Consultants                                    | -.0774                                   |
|            |            |                               | National Human Resources                              | -.6224                                   |
|            |            |                               | Pacific Garden  | -.6812                                   |
|            |            |                               | Suntec Agency   | -.2216                                   |
|            |            |                               | Total   | -.0855                                   |
| 90         | 148        | FLB Employment Agency         | FLB Employment Agency                                 | -.2433                                   |
|            |            |                               | Total   | -.2433                                   |
| 90         | 142        | Forever Agency                | West Lake Manpower Agency                             | -.2020                                   |
|            |            |                               | Total   | -.2020                                   |
| 18         | 83         | France Asia Agency            |   | .3745                                    |
|            |            |                               | Advance Agency  | .4409                                    |
|            |            |                               | Allwin Agency   | -.0076                                   |
|            |            |                               | Premiere Nannies Employment Agency                    | .5929                                    |
|            |            |                               | WF Emp.   | -.4912                                   |
|            |            |                               | Total   | .1254                                    |
| 90         | 62         | Francisco Agency              |   | .2521                                    |
|            |            |                               | Total   | .2521                                    |
| 90         | 166        | Further Creation Agency       |   | -.3777                                   |
|            |            |                               | Total   | -.3777                                   |
| 66         | 99         | G Manpower                    |   | .0286                                    |
|            |            |                               | Total   | .0286                                    |
| 90         | 179        | Galcent Agency                | Wanjo Agency  | -.6151                                   |
|            |            |                               | Total   | -.6151                                   |
| 10         | 63         | Gammon International          |   | .3827                                    |
|            |            |                               | Gammon Agency   | -.0057                                   |
|            |            |                               | Hi-Cedar Agency                                       | .2696                                    |
|            |            |                               | Total   | .2485                                    |
| 90         | 123        | Global Agency                 |   | -.0805                                   |
|            |            |                               | Total   | -.0805                                   |
| 90         | 96         | Global Filipinos              | JN Employment   | .0423                                    |
|            |            |                               | Total   | .0423                                    |
| 90         | 17         | Global Medical Agency         |   | .7547                                    |
|            |            |                               | Total   | .7547                                    |
| 66         | 88         | Globus Agency                 | Homemaid  | .0867                                    |
|            |            |                               | Total   | .0867                                    |
| 66         | 122        | GM Agency                     |   | -.1075                                   |

| A          | B          | C                                   | D   | E  |
|------------|------------|-------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines           | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                     | EM Agency   | -.0106                                   |
|            |            |                                     | Total   | -.0590                                   |
| 3          | 47         | God's Will Placement Agency         |   | .2196                                    |
|            |            |                                     | Assurance Services Company                            | -.1296                                   |
|            |            |                                     | Ben Employment Agency/Top Services Agency             | 1.0206                                   |
|            |            |                                     | Fancy   | .5908                                    |
|            |            |                                     | Great Top Employment                                  | .4144                                    |
|            |            |                                     | Nan Fung Agency                                       | .1248                                    |
|            |            |                                     | Top Maid Employment Agency                            | .4738                                    |
|            |            |                                     | Top Services  | .2180                                    |
|            |            |                                     | Unlimited   | .8623                                    |
|            |            |                                     | Total   | .3706                                    |
| 66         | 153        | Gold & Green Agency                 | Image Employment                                      | -.2727                                   |
|            |            |                                     | Yatka Agency  | -.2308                                   |
|            |            |                                     | Total   | -.2517                                   |
| 90         | 14         | Golden Lights                       | Sunlight Employment Agency                            | .8609                                    |
|            |            |                                     | Total   | .8609                                    |
| 90         | 143        | Goldwin                             | Image Employment                                      | -.2135                                   |
|            |            |                                     | Total   | -.2135                                   |
| 50         | 80         | Good Day Agency                     |   | 1.2405                                   |
|            |            |                                     | Success Agency  | -.3935                                   |
|            |            |                                     | Total   | .1511                                    |
| 90         | 2          | Good Speed                          | JC Casa Employment Agency                             | 1.3707                                   |
|            |            |                                     | Total   | 1.3707                                   |
| 90         | 190        | Goodwill Employment Agency          |   | -1.9080                                  |
|            |            |                                     | Total   | -1.9080                                  |
| 66         | 147        | Great I Agency                      | Triumph Line  | -.2330                                   |
|            |            |                                     | Total   | -.2330                                   |
| 18         | 26         | Green World Placement               |   | .3355                                    |
|            |            |                                     | Sia   | -.0844                                   |
|            |            |                                     | Sincere Agency  | .6801                                    |
|            |            |                                     | Total   | .5415                                    |
| 34         | 77         | Greenfield Agency                   |   | .0461                                    |
|            |            |                                     | Access Emp.   | 1.4107                                   |
|            |            |                                     | Blue Sky  | -.4608                                   |
|            |            |                                     | Comfort Agency  | -.1194                                   |
|            |            |                                     | Emry's Employment Agency                              | -.0212                                   |
|            |            |                                     | Total   | .1711                                    |
| 90         | 167        | Happy Family                        | Asian Charm   | -.4034                                   |
|            |            |                                     | Total   | -.4034                                   |
| 50         | 75         | Hi-Cedar                            |   | -.1194                                   |
|            |            |                                     | Eye Quest   | .3232                                    |
|            |            |                                     | Total   | .1756                                    |
| 34         | 55         | Hongkong Fil International Services |   | .6958                                    |
|            |            |                                     | Blessings Employment Agency                           | .1764                                    |
|            |            |                                     | Yatka Agency  | .1901                                    |
|            |            |                                     | Total   | .2857                                    |
| 90         | 94         | Honor Deployment Agency             |   | .0523                                    |
|            |            |                                     | Total   | .0523                                    |

| A          | B          | C                           | D   | E  |
|------------|------------|-----------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines   | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
| 66         | 6          | Hopewell Agency             | Gold Roy Agency                                       | 1.2512                                   |
|            |            |                             | Kung Wa Agency  | 1.0451                                   |
|            |            |                             | Total   | 1.1481                                   |
| 90         | 43         | Hossana                     |   | .4183                                    |
|            |            |                             | Total   | .4183                                    |
| 90         | 160        | HTD Employment              | Maid Helper Agency                                    | -.3239                                   |
|            |            |                             | Total   | -.3239                                   |
| 34         | 70         | Humania International       | Cris Beanne   | .0428                                    |
|            |            |                             | First Emp. Agency                                     | .0410                                    |
|            |            |                             | Humania International                                 | .5883                                    |
|            |            |                             | Pacific Garden  | .3326                                    |
|            |            |                             | Total   | .2095                                    |
| 90         | 11         | Indo-Pinoy                  | Altima Agency   | .9193                                    |
|            |            |                             | Total   | .9193                                    |
| 90         | 4          | Infinity                    | Pacific Agency  | 1.2081                                   |
|            |            |                             | Total   | 1.2081                                   |
| 44         | 85         | Inter Globe Employment      |   | .1635                                    |
|            |            |                             | Fabulous  | -.1873                                   |
|            |            |                             | T&H Agency  | .2895                                    |
|            |            |                             | TGH Placement Company                                 | .1904                                    |
|            |            |                             | Total   | .1140                                    |
| 90         | 3          | International Agency        | Reliable Agency                                       | 1.3480                                   |
|            |            |                             | Total   | 1.3480                                   |
| 90         | 155        | Interworld Placement Agency | Emry's Employment Agency                              | -.2678                                   |
|            |            |                             | Total   | -.2678                                   |
| 90         | 171        | Ira (Singapore)             | Lekson Agency   | -.4498                                   |
|            |            |                             | Total   | -.4498                                   |
| 44         | 121        | J Mac                       | Asia One  | -.2677                                   |
|            |            |                             | Employment Paradise                                   | .8381                                    |
|            |            |                             | Paradise  | -.5325                                   |
|            |            |                             | Total   | -.0575                                   |
| 90         | 140        | J&L Agency                  | Emry's Employment Agency                              | -.1886                                   |
|            |            |                             | Total   | -.1886                                   |
| 6          | 125        | James International Agency  | Aura Employment Agency                                | -.2349                                   |
|            |            |                             | Honor Club Agency                                     | -.6567                                   |
|            |            |                             | Madam Jo International                                | .4420                                    |
|            |            |                             | T&H Agency  | -.3272                                   |
|            |            |                             | Tsun Wan  | 1.0357                                   |
|            |            |                             | Yatka Agency  | .1778                                    |
|            |            |                             | Total   | -.0887                                   |
| 66         | 44         | Jao Agency                  | Agency Royal  | .8820                                    |
|            |            |                             | Grand Royale Emp. agency                              | -.0672                                   |
|            |            |                             | Total   | .4074                                    |
| 15         | 91         | Jedegal Manpower Services   |   | .5067                                    |
|            |            |                             | A&E Employment Agency                                 | .0816                                    |
|            |            |                             | B&A Agency  | .5169                                    |
|            |            |                             | Log On  | -.4919                                   |
|            |            |                             | Main Top Investment                                   | .0305                                    |
|            |            |                             | Mission Employment Agency                             | .5206                                    |

| A          | B          | C                             | D   | E  |
|------------|------------|-------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines     | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                               | Premiere Nannies Employment Agency                    | -.3801                                   |
|            |            |                               | Resources Agency                                      | -.2334                                   |
|            |            |                               | Total   | .0703                                    |
| 26         | 137        | Jensen Manpower International | Success Agency  | -.4594                                   |
|            |            |                               | T.C. Company International                            | -.1585                                   |
|            |            |                               | Tailor Maid Consultants Company Ltd.                  | -.1308                                   |
|            |            |                               | Total   | -.1817                                   |
| 66         | 130        | JIP International Services    | Aura Employment Agency                                | .0839                                    |
|            |            |                               | Philstar Employment & General Services                | -.3680                                   |
|            |            |                               | Total   | -.1420                                   |
| 90         | 132        | JM Agency                     | Good Family Employment Agency                         | -.1643                                   |
|            |            |                               | Total   | -.1643                                   |
| 90         | 178        | JMC                           |   | -.5738                                   |
|            |            |                               | Total   | -.5738                                   |
| 90         | 165        | JMI Agency                    | Further Creation Employment Agency                    | -.3767                                   |
|            |            |                               | Total   | -.3767                                   |
| 34         | 151        | John Maurice International    | Technic Agency  | -.2459                                   |
|            |            |                               | Total   | -.2459                                   |
| 90         | 113        | JPI (Ermita, Manila)          | Baguio Employment Agency                              | -.0310                                   |
|            |            |                               | Total   | -.0310                                   |
| 66         | 164        | Kally Agency                  |   | -.1028                                   |
|            |            |                               | Kally Agency  | -.6391                                   |
|            |            |                               | Total   | -.3710                                   |
| 90         | 51         | Kanya Services                | Sunlight Employment Agency                            | .3219                                    |
|            |            |                               | Total   | .3219                                    |
| 10         | 89         | King's Manpower Agency        | PBI Employment Agency                                 | 1.1207                                   |
|            |            |                               | Technic Agency  | -.0356                                   |
|            |            |                               | Total   | .0801                                    |
| 66         | 109        | KNB Agency                    | Emry's Employment Agency                              | -.0194                                   |
|            |            |                               | Total   | -.0194                                   |
| 90         | 69         | Ledman Employment             |   | .2202                                    |
|            |            |                               | Total   | .2202                                    |
| 90         | 5          | Light & Hope Agency           | Premiere Nannies Employment Agency                    | 1.1642                                   |
|            |            |                               | Total   | 1.1642                                   |
| 90         | 133        | Love Manpower                 |   | -.1709                                   |
|            |            |                               | Total   | -.1709                                   |
| 50         | 42         | Luzvimin Agency               | Technic Agency  | .4261                                    |
|            |            |                               | Total   | .4261                                    |
| 90         | 41         | Manpower Forever              | Guru Employment                                       | .4315                                    |
|            |            |                               | Total   | .4315                                    |
| 44         | 126        | Manpower International        | Reliable Agency                                       | .7876                                    |
|            |            |                               | Technic Agency  | -.4858                                   |
|            |            |                               | Trends International                                  | -.2363                                   |
|            |            |                               | Total   | -.1051                                   |
| 90         | 129        | Manwor Agency                 |   | -.1238                                   |
|            |            |                               | Total   | -.1238                                   |
| 90         | 30         | Mariposa                      |   | .4952                                    |
|            |            |                               | Total   | .4952                                    |
| 10         | 90         | Mariz Employment Agency       | Elise   | -.3709                                   |

| A          | B          | C                                    | D   | E  |
|------------|------------|--------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines            | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                      | Irise Consultant                                      | .5399                                    |
|            |            |                                      | Lotus Agency  | .0271                                    |
|            |            |                                      | T&H Agency  | -.0833                                   |
|            |            |                                      | Teh Emp.  | -.0258                                   |
|            |            |                                      | TNH Agency  | .6414                                    |
|            |            |                                      | Total   | .0726                                    |
| 90         | 187        | Mark Agency                          | Asia Top Agency                                       | -.8217                                   |
|            |            |                                      | Total   | -.8217                                   |
| 90         | 31         | Marvel Agency                        |   | .4905                                    |
|            |            |                                      | Total   | .4905                                    |
| 90         | 183        | Max International Placement Inc.     | Millennium Agency                                     | -.6564                                   |
|            |            |                                      | Total   | -.6564                                   |
| 90         | 37         | Mayon Agency                         |   | .4485                                    |
|            |            |                                      | Total   | .4485                                    |
| 90         | 167        | MD Manpower Agency                   | Desert Wealth   | -.4034                                   |
|            |            |                                      | Total   | -.4034                                   |
| 66         | 145        | Michael Angelo Manpower Exponent Inc | Good Hands Employment Agency                          | -.2158                                   |
|            |            |                                      | Total   | -.2158                                   |
| 90         | 53         | MIP                                  | Pacific Garden  | .3041                                    |
|            |            |                                      | Total   | .3041                                    |
| 90         | 188        | Mitch                                | Sincere Agency  | -.8341                                   |
|            |            |                                      | Total   | -.8341                                   |
| 90         | 179        | MITS Agency                          | Amaneth Agency  | -.6151                                   |
|            |            |                                      | Total   | -.6151                                   |
| 90         | 50         | Morty Agency                         | Splendid  | .3327                                    |
|            |            |                                      | Total   | .3327                                    |
| 66         | 66         | Mothers Way Emp.                     | Get Maid Employment Agency                            | .2433                                    |
|            |            |                                      | Total   | .2433                                    |
| 50         | 58         | MRH Emp.                             |   | -.0053                                   |
|            |            |                                      | Arrow Emp.  | .4175                                    |
|            |            |                                      | Total   | .2766                                    |
| 18         | 110        | MY International Agency              |   | .5499                                    |
|            |            |                                      | Emry's Employment Agency                              | -.5790                                   |
|            |            |                                      | Yuk Fai   | .5072                                    |
|            |            |                                      | Total   | -.0199                                   |
| 18         | 86         | Novation Resource Agency             | KNB Employment  | .1393                                    |
|            |            |                                      | Smart Metro   | -.2041                                   |
|            |            |                                      | Total   | .0964                                    |
| 34         | 111        | Nuariz Agency                        | Lekson Agency   | .4183                                    |
|            |            |                                      | Smart Team  | -.2822                                   |
|            |            |                                      | TH Employment   | -.2355                                   |
|            |            |                                      | THN Employment  | .2731                                    |
|            |            |                                      | Total   | -.0217                                   |
| 90         | 68         | Ocean Fine Emp.                      | Delnus Emp. Agency                                    | .2326                                    |
|            |            |                                      | Total   | .2326                                    |
| 90         | 10         | OFW Employment Agency                | Family Care   | .9245                                    |
|            |            |                                      | Total   | .9245                                    |
| 90         | 22         | Ohilac Agency                        |   | .6326                                    |
|            |            |                                      | Total   | .6326                                    |

| A          | B          | C                                  | D   | E  |
|------------|------------|------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines          | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
| 90         | 36         | OLM                                | Prime Services  | .4558                                    |
|            |            |                                    | Total   | .4558                                    |
| 44         | 144        | Overseas Manpower Services         |   | -.1899                                   |
|            |            |                                    | Overseas Employment Agency                            | -.2881                                   |
|            |            |                                    | Total   | -.2144                                   |
| 44         | 49         | P&R Manpower Agency Inc.           | Emry's Employment Agency                              | .9268                                    |
|            |            |                                    | Goodrich Agency                                       | .2244                                    |
|            |            |                                    | Star Care Agency                                      | .1284                                    |
|            |            |                                    | Total   | .3520                                    |
| 90         | 100        | Paris Agency                       | Smart Team  | .0223                                    |
|            |            |                                    | Total   | .0223                                    |
| 90         | 16         | Perfect Agency                     |   | .8514                                    |
|            |            |                                    | Total   | .8514                                    |
| 18         | 64         | Philac Agency                      |   | -.1630                                   |
|            |            |                                    | C&K Agency  | -.0780                                   |
|            |            |                                    | Hongkong Fil Agency                                   | 1.2277                                   |
|            |            |                                    | Overseas Employment Agency                            | .1974                                    |
|            |            |                                    | Total   | .2467                                    |
| 90         | 1          | Philippine Integrated              | Overseas Employment Agency                            | 2.0663                                   |
|            |            |                                    | Total   | 2.0663                                   |
| 50         | 34         | Pilipinas McLain Employment Agency |   | .4014                                    |
|            |            |                                    | Top Services  | .6008                                    |
|            |            |                                    | Total   | .4679                                    |
| 90         | 19         | Pioneer Manpower                   | Jet Pacific   | .7255                                    |
|            |            |                                    | Total   | .7255                                    |
| 66         | 48         | Placewell Int'l. Agency            |   | -.2150                                   |
|            |            |                                    | TNH Agency  | .9238                                    |
|            |            |                                    | Total   | .3544                                    |
| 34         | 20         | PNR Manpower Agency                |   | -.2020                                   |
|            |            |                                    | Good Maid   | .2410                                    |
|            |            |                                    | Goodrich Agency                                       | .5601                                    |
|            |            |                                    | Grand Asia Placement                                  | 2.3260                                   |
|            |            |                                    | Total   | .6970                                    |
| 90         | 183        | Polymaids Employment Agency        | Top Maid Employment Agency                            | -.6564                                   |
|            |            |                                    | Total   | -.6564                                   |
| 90         | 32         | Prima                              | Good Hands Employment Agency                          | .4857                                    |
|            |            |                                    | Total   | .4857                                    |
| 90         | 161        | Primary Agency                     | Ansin Employment                                      | -.3246                                   |
|            |            |                                    | Total   | -.3246                                   |
| 90         | 120        | Reliable Recruitment Agency        | H&C Employment  | -.0564                                   |
|            |            |                                    | Total   | -.0564                                   |
| 90         | 108        | Right Man                          |   | -.0172                                   |
|            |            |                                    | Total   | -.0172                                   |
| 90         | 103        | RMES-Welcome                       | Golden Peak Employment Agency                         | .0132                                    |
|            |            |                                    | Total   | .0132                                    |
| 90         | 157        | Royal Agency                       | McLin Agency  | -.2846                                   |
|            |            |                                    | Total   | -.2846                                   |
| 50         | 146        | RV Tria Agency                     | Ivy's Agency  | -.3818                                   |
|            |            |                                    | Mrs. Lim  | -.5419                                   |

| A          | B          | C                                   | D   | E  |
|------------|------------|-------------------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines           | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                                     | RV Tria Agency  | .2595                                    |
|            |            |                                     | Total   | -.2214                                   |
| 90         | 38         | RYT Agency                          | Ivy's Agency  | .4447                                    |
|            |            |                                     | Total   | .4447                                    |
| 90         | 13         | S Line                              | CNC   | .8705                                    |
|            |            |                                     | Total   | .8705                                    |
| 90         | 138        | SA Employment Agency                | Further Creation Employment Agency                    | -.1828                                   |
|            |            |                                     | Total   | -.1828                                   |
| 50         | 115        | Sacred Heart International Services |   | -.1690                                   |
|            |            |                                     | Pacific Jet Consultants                               | .0264                                    |
|            |            |                                     | Total   | -.0387                                   |
| 50         | 27         | SBEE International                  | T.C. Company International                            | .0399                                    |
|            |            |                                     | Your Maid   | .7791                                    |
|            |            |                                     | Total   | .5327                                    |
| 90         | 7          | September Star Agency               |   | 1.0755                                   |
|            |            |                                     | Total   | 1.0755                                   |
| 90         | 138        | SIA Employment Agency               | Further Creation Employment Agency                    | -.1828                                   |
|            |            |                                     | Total   | -.1828                                   |
| 90         | 141        | Silktop                             | Golden Peak Employment Agency                         | -.1897                                   |
|            |            |                                     | Total   | -.1897                                   |
| 66         | 52         | Sincere Agency                      |   | .5102                                    |
|            |            |                                     | Hi-Cedar Agency                                       | .1080                                    |
|            |            |                                     | Total   | .3091                                    |
| 90         | 106        | Singkong Int'l.                     | City Employment                                       | .0012                                    |
|            |            |                                     | Total   | .0012                                    |
| 34         | 131        | SK Manpower Services                |   | -.1457                                   |
|            |            |                                     | HKI Agency  | -.1514                                   |
|            |            |                                     | Total   | -.1503                                   |
| 3          | 46         | Skytop Services Contractors Inc.    |   | .5173                                    |
|            |            |                                     | Bestnel Employment Agency                             | -.2433                                   |
|            |            |                                     | Bestwell Agency                                       | .3549                                    |
|            |            |                                     | C&C Emp.  | 1.2163                                   |
|            |            |                                     | Golden Peak Employment Agency                         | -.0368                                   |
|            |            |                                     | Total   | .3744                                    |
| 18         | 74         | Speed Employment Agency             |   | .5698                                    |
|            |            |                                     | J&A Employment  | .4689                                    |
|            |            |                                     | JC Casa Employment Agency                             | -.1905                                   |
|            |            |                                     | JN Employment   | .7452                                    |
|            |            |                                     | Lekson Agency   | .3919                                    |
|            |            |                                     | Total   | .1767                                    |
| 50         | 18         | Staffline Agency                    | CNC   | .9647                                    |
|            |            |                                     | Top Services  | .2821                                    |
|            |            |                                     | Total   | .7371                                    |
| 90         | 33         | Starborne International             | Shun Yuet Service Centre                              | .4693                                    |
|            |            |                                     | Total   | .4693                                    |
| 90         | 170        | Stars                               | Top Maid Employment Agency                            | -.4432                                   |
|            |            |                                     | Total   | -.4432                                   |
| 5          | 119        | STD Manpower Services               |   | -.0102                                   |
|            |            |                                     | Mrs. Chaw Agency                                      | .0081                                    |

| A          | B          | C                           | D   | E  |
|------------|------------|-----------------------------|---|--|
| Usage Rank | Index rank | Agency in the Philippines   | Corresponding agency in Hong Kong used by respondents | Final z-scores (bad practice/violations) |
|            |            |                             | STD Agency  | .3424                                    |
|            |            |                             | Top Maid Employment Agency                            | -.1278                                   |
|            |            |                             | Total   | -.0541                                   |
| 90         | 78         | Steady Agency               |   | .1702                                    |
|            |            |                             | Total   | .1702                                    |
| 90         | 81         | Sunlight Manpower           | Suntec Agency   | .1451                                    |
|            |            |                             | Total   | .1451                                    |
| 90         | 118        | Suntec                      |   | -.0500                                   |
|            |            |                             | Total   | -.0500                                   |
| 90         | 21         | TC Nediro                   | Northern Left Care                                    | .6415                                    |
|            |            |                             | Total   | .6415                                    |
| 66         | 162        | TD Agency                   | Emry's Employment Agency                              | -.3320                                   |
|            |            |                             | Total   | -.3320                                   |
| 90         | 152        | TDH Manpower                | Emry's Employment Agency                              | -.2490                                   |
|            |            |                             | Total   | -.2490                                   |
| 90         | 8          | Technic                     |   | .9618                                    |
|            |            |                             | Total   | .9618                                    |
| 90         | 136        | THD Employment              |   | -.1804                                   |
|            |            |                             | Total   | -.1804                                   |
| 26         | 76         | Top Maids Agency            |   | .9829                                    |
|            |            |                             | [not specified / can't remember]                      | -.0434                                   |
|            |            |                             | Rejoice Employment Agency                             | -.3259                                   |
|            |            |                             | Suntec Agency   | -.0146                                   |
|            |            |                             | Technic Agency  | -.2169                                   |
|            |            |                             | Top Maid Employment Agency                            | 1.0413                                   |
|            |            |                             | Total   | .1723                                    |
| 90         | 189        | Transkills Agency           | Hongkong Fil Agency                                   | -.8547                                   |
|            |            |                             | Total   | -.8547                                   |
| 50         | 104        | Trends International        | Get Maid Employment Agency                            | .1091                                    |
|            |            |                             | Trends International                                  | -.1811                                   |
|            |            |                             | Total   | .0124                                    |
| 90         | 116        | United Talents Employment   | MY International Manpower                             | -.0404                                   |
|            |            |                             | Total   | -.0404                                   |
| 10         | 95         | Visayan Consolidated Agency |   | .1349                                    |
|            |            |                             | Finest Agency   | -.5658                                   |
|            |            |                             | Further Creation Employment Agency                    | -.0175                                   |
|            |            |                             | Gracious  | -.1804                                   |
|            |            |                             | Precious Agency                                       | .7752                                    |
|            |            |                             | Total   | .0516                                    |
| 90         | 174        | Well Skilled Agency         |   | -.5325                                   |
|            |            |                             | Total   | -.5325                                   |
| 18         | 112        | Wellcome Employment         |   | .0112                                    |
|            |            |                             | Wellcome Employment Centre Ltd                        | -.0471                                   |
|            |            |                             | Total   | -.0252                                   |
| 90         | 174        | Welmark Agency              |   | -.5325                                   |
|            |            |                             | Total   | -.5325                                   |
| 90         | 15         | Winsky                      | Prosperous Agency                                     | .8606                                    |
|            |            |                             | Total   | .8606                                    |
| 90         | 35         | World view                  | A&E Employment Agency                                 | .4590                                    |



| <b>A</b>          | <b>B</b>          | <b>C</b>                         | <b>D</b>   | <b>E</b>  |
|-------------------|-------------------|----------------------------------|--|---|
| <b>Usage Rank</b> | <b>Index rank</b> | <b>Agency in the Philippines</b> | <b>Corresponding agency in Hong Kong used by respondents</b> | <b>Final z-scores (bad practice/violations)</b> |
|                   |                   |                                  | Total  | .4590   |
| 90                | 174               | Yatka                            |  | -.5325  |
|                   |                   |                                  | Total  | -.5325  |
| 66                | 79                | Zemar Agency                     | Everlasting  | .4894   |
|                   |                   |                                  | Happy Maid   | -.1676  |
|                   |                   |                                  | Total  | .1609   |
| 50                | 57                | Zontar Agency                    |  | .2343   |
|                   |                   |                                  | Island West Agency   | .3618   |
|                   |                   |                                  | Total  | .2768   |

*/apl/plu/rv*