

## [ EXECUTIVE ORDER NO. 523, February 11, 1979 ]

### **RESTRUCTURING THE FOREIGN SERVICE OF THE PHILIPPINES**

WHEREAS, the emerging trend in world diplomacy is the accreditation of men and women who are not only well-trained in the art and amenities of the foreign service but who also possess a development orientation that is essential in today's international relationships;

WHEREAS, the Philippine foreign service cannot afford to ignore this trend considering the critical need to establish strong and effective linkages throughout the world, whether economically, politically, socially or culturally;

WHEREAS, in keeping with such trend, changes have been made in the selection of men for the foreign service such that younger and more dynamic personnel are being recruited to complement the existing core of career diplomats, thus, providing a desirable balance between innovative dynamism and responsible mature judgment; and

WHEREAS, because of the new developments in world diplomacy and the demands of our own efforts to develop our country, there is a need for more drastic measures to revamp our foreign service to encompass a comprehensive assessment of its human resource capabilities to make it more sensitive to the national interest, particularly the need to promote and expand foreign trade, to attract foreign tourists and investments, and to protect and advance the interests of Filipino migrant workers, among others;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby order and direct that:

SECTION 1. Restructuring of Foreign Service; Definition of Goals and Objectives of Diplomatic Posts. – The Minister of Foreign Affairs shall immediately undertake a restructuring of the Ministry and the Foreign Service to provide a more effective support to the goals and programs for national development of the President.

The Minister of Foreign Affairs shall further provide each diplomatic mission in the Philippine Foreign Service with a set of clearly defined goals and objectives, particularly, the promotion and expansion of Philippine exports, the attraction of foreign tourists to visit the Philippines, the protection and advancement of the interests of Filipino migrant workers within the jurisdiction of the mission. He shall review said goals and objectives annually and make such adjustments as may be necessary, based on the performance of each diplomatic mission for the past year and the recommendation of the Chief of Mission, within the framework of the national economic and development plans as drawn up by the National Economic and Development Authority and approved by the President. The diplomatic missions shall be furnished copies of the revised goals and objectives for implementation.

A copy of the approved goals and programs shall be submitted to me for my information.

SEC. 2. Recruitment, Selection, Promotion, Assignment and Reassignment of Foreign Service Personnel. – To insure effective and efficient attainment of these goals and objectives, the Minister of Foreign Affairs shall immediately promulgate clearly defined rules and regulations on personnel management in the Foreign Service, including recruitment, selection, promotion, assignment and reassignment of personnel. He shall see to it that only personnel who meet the standards of education, experience, aptitude and potential, previously determined to be indispensable for the achievement of such goals and objectives, are recruited into the foreign service and properly assigned to the Home Office and the different foreign service establishments. Only those officers whose training and experience are relevant to a particular post shall be assigned to such post. Conscious and concerted efforts must be exerted to integrate into the service those persons who are trained in diplomacy, international law, foreign trade, tourism, investments, cultural exchanges, foreign languages, negotiations, and international relations.

SEC. 3. Lateral Integration of Personnel. – Whenever necessary and to achieve a balanced growth of specialists and generalists in the career foreign service, personnel from other ministries and agencies of the government who are highly trained and professionally experienced or who have had previous experience in the foreign service shall be recruited to appropriate ranks of Foreign Service Officer and Counselor.

SEC. 4. Classification of Diplomatic Establishments. – The Diplomatic establishments shall be classified into Class I Missions (or areas of greater importance), and Class II Missions (or areas of lesser importance) on the basis of the following criteria; (1) economic trade interests; (2) number of Filipino resident nationals; (3) geopolitical and military significance of the post; (4) historical-cultural considerations; and (5) prestige factors, such as the existence of international or regional organizations in the post.

SEC. 5. Classification of Consular Establishments. – Consular establishments shall likewise be classified into Class I Consulates General and Class II Consulates General on the basis of volume of trade and trade potential and the number of Filipino resident nationals in the post.

SEC. 6. Flexibility in Staffing. – Flexibility shall be observed in the staffing of Foreign Missions and Consulates General. The actual number of personnel shall be arrived at considering the extent or volume of work needed in the post in relation to the criteria used as basis for the classification of diplomatic missions and consulates.

SEC. 7. Appointment of Attaches. – Except in extraordinary cases, each foreign service established shall have only military, labor, revenue, tourism, information and commercial attaches. The authority to appoint attaches shall be vested in the head of the agency maintaining the attache service. However, such head shall consult with the Minister of Foreign Affairs as to the actual need for opening particular types of attache services and as to the places where these services shall be made available.