

Republic of the Philippines  
**DEPARTMENT OF LABOR AND EMPLOYMENT**  
Regional Office No. IV-A

## 2011 NARRATIVE PERFORMANCE ASSESSMENT REPORT

**PROGRAM DESCRIPTION:**

Job Search Assistance Services for Wage Employment through:

1. Employment Facilitation Program
2. Labor Market Information Program
3. Capability-Building Program for Partners on Employment Facilitation
4. Career and Employment Coaching

**PROGRAM OBJECTIVES:**

Improve access to employment opportunities by addressing the job and skills mismatch through better coordination between employers, academe and the government and by strengthening both public and private labor market information and exchange institutions especially in the local level; and improve the employability of graduates through enhanced career advocacy, coaching and counseling.

Specific Objectives:

- Provide a venue where people could explore simultaneously various employment options and actually seek assistance they prefer;
- Serve as referral and information center for the various services and programs of DOLE and other government agencies present in the area;
- Provide clients with adequate information on employment and labor market situation in the area; and
- Network with other PESOs within the region on employment for job exchange purposes.

2011 TARGETS	ACCOMPLISHMENTS	BUDGET ALLOTTED ('000)	% UTILIZATION
<p>On Employment Facilitation Program, targets on placement for jobseekers through PESOs/PRPAs is 56.97% with a total of 328,726 job applicants referred. To facilitate employment, 157 jobs fair with 110,193 registered applicants were targeted.</p> <p>Implementation of SPES is 100% or a total of 9,266 tertiary students placed based on budget allocation.</p> <p>For Labor Market Information (LMI) Program, target individuals/students provided with LMI reports is 190,210 with 1,783 institutions reached. A total of 100% or 15 establishments registered vacancies under the Enhanced Phil-Jobnet System.</p> <p>On Capacity-Building Program for Partners on Employment Facilitation where a total of 147 PESOs and their staff trained.</p> <p>Conducted Career and Employment Coaching/Guidance Advocacy to 179 schools/areas reaching 26,411 students by end of December 2011 in coordination with network of Career Guidance Counselors (CGC).</p>	<p>A total of 66% of jobseekers were placed through the PESOs/PRPAs with a total of 269,584 job applicants referred. This year's Jobs fair in the region posted at 87% (138) with HOTS recorded at 2,240 against 74,504 job applicants registered.</p> <p>Students placed under the SPES Program benefitted some 8,837 or 95% of the target for 2011.</p> <p>Labor Market Information Program accomplishments posted 172,044 (90%) individuals and 1,977 (1.1F) institutions were provided with, skills profiles, employment situationers, industry profiles and other LMI reports. The enhanced PJN System reported 376 establishments registered posting a total of 30,052 job vacancies.</p> <p>A total of 341 PESOs and their staff or an accomplishment of 2.3F have undergone various trainings under the capacity-building program for partners on employment facilitation.</p> <p>A total of 179 career and employment coaching/guidance advocacy or 100% of the target was conducted benefitting 39,539 students.</p>	<p><b>27,483,000.00*</b></p>	<p><b>100%</b></p>

**ASSESSMENT OF PERFORMANCE:**

1. PESO are provided with incentives and rewards, hence, a marked improvement in their accomplishments/performance.
2. Linkage with CHED, DepEd and other stakeholders in the education sector on CECs.
3. PESOs are actively supporting and complementing each other in advocacies and other employment programs.
4. Career and Employment Coaching manual has provided PESOs and CGN a standardized presentation materials.

**RECOMMENDED POLICY/PROGRAM INTERVENTIONS:**

1. Job Solicitation and Placement
  - a. Provide linkage/networking with other PESOs outside the region primarily on access to employment providers.
2. Capability-Building Program for Partners on Employment Facilitation
  - a. Intensify advocacy for PESO Institutionalization and giving additional incentives for most supportive LGUs/ LCEs during the DILG search for top-performing LGUs/LCEs.
  - b. Support to the proposed LCE orientation and proposed amendment to Local Government Code on the creation of mandatory position for PESO Managers.
  - c. Targeted the inclusion of parents as participants during the conduct of CECs.
3. On Phil-Jobnet
  - a. Intensify information campaign to enlist/enroll companies to Phil-Jobnet.
5. Employment
  - b. Reconcile the operational definition of indicators especially in the SPRS.
  - c. Important indicators in the on-line sprs such as career employment coaching conducted, LRA, SRA, Job applicants placed or HOTS under the Jobs Fair program are not reflected in the report, which are significant accomplishments of the PESO.
5. Intervention of DOLE through BLE in lobbying/dialogue to LCEs on the PESO institutionalization.

*Note: \*Budget allocation for Job Search Assistance Services for Wage Employment includes budget allocated for SPES*

**PROGRAM DESCRIPTION:**

DOLE Integrated Livelihood Program:

1. Capability-Building Program for Livelihood Enhancement;
2. Capability-Building Program for Livelihood Formation; and
3. Capability-Building Program for Livelihood Enhancement/ Formation of Income-Augmenting Livelihood

**PROGRAM OBJECTIVES:**

Prioritized placement of informal, disadvantaged/vulnerable groups of workers and their families (e.g. youth, women) for available employment opportunities and sustainable livelihood and entrepreneurship opportunities.

2011 TARGETS	ACCOMPLISHMENTS	BUDGET ALLOTTED ('000)	% UTILIZATION
Created 29 jobs benefitting 8,213 direct and 41,065 indirect beneficiaries by end of December 2011.	Created 33 jobs benefitting 10,639 direct, 53,195 indirect beneficiaries. Individual livelihood packages such as K-Ito, Nego-Kart and Starter Kits benefitted 125, 225, 100 beneficiaries respectively.	<b>26,469,000.00</b>	<b>99% (26,291,000.00)</b>
<b>ASSESSMENT OF PERFORMANCE:</b> <ol style="list-style-type: none"> <li>1. Beneficiaries of the program were mostly displaced workers affected by the japan crisis.</li> <li>2. Active involvement and support of LGUs as accredited co-partners and other regional line agencies.</li> </ol>			
<b>RECOMMENDED POLICY/PROGRAM INTERVENTIONS:</b>			

**PROGRAM DESCRIPTION:**

Social Partnership Promotion and Dispute Resolution Services through:

1. Dispute Prevention and Settlement Program;
2. Workers Organization Program;
3. Continuing Labor and Employment Education Program; and
4. Three Plus (3+) Program

**PROGRAM OBJECTIVES:**

Enhancing the alternative dispute resolution (ADR) mechanisms using mandatory conciliation-mediation of all labor cases and industry-based conciliation-mediation by the ITC members, promoting the primacy of pre-judicial systems in the settlement of disputes through grievance machineries in organized and unorganized establishments and through voluntary arbitration and providing venue for social dialogue particularly at the plant/firm, industry and local government level.			
<b>2011 TARGETS</b>	<b>ACCOMPLISHMENTS</b>	<b>BUDGET ALLOTTED ('000)</b>	<b>% UTILIZATION</b>
<p>Settled 70% of the total requests handled within the prescribed period based on the Rule of Procedures Implementing Department Order No. 107, Series of 2010.</p> <p>Disposed 100% of enrolled cases under SPEED4.</p> <p>On Continuing Labor and Employment Education Program, 344 advocacies, seminars and orientations were targeted to be conducted with a total of 21,790 workers, employers and students to benefit.</p> <p>Under the Tripartism, a total of four (4) ITCs established.</p> <p>Adoption and operationalization of Voluntary</p>	<p>SENA registered an average monthly settlement rate of 44.46% where a total of 1,032 workers benefitted with monetary awards amounting to P13,834,593.93.</p> <p>Cases disposed under SPEED 4 is 100% wherein a total of 1,884 cases were enrolled under the program.</p> <p>42 Collective Bargaining Agreements (CBA) were registered this year covering 12,192 workers.</p> <p>On the Continuing Labor and Employment Education Program, a total of 334 seminars and orientations were conducted which benefitted of 28,988 workers, employers and students have participated. Seventy-five (75) seminars for Labor Relations, Human Relations and Productivity (LHP) were conducted in 75 companies with 2,626 participants while 182 Continuing Labor and Employment Seminar (CLES) were also conducted to 182 establishments with a total of 8,937 worker/participants. A total of 77 Labor Education for Graduating Students (LEGS) seminars were also conducted in 77 and participated by 17,435 students.</p> <p>For 2011, 4 ITCs in the Transport, Electronics, Tourism Resort as well reactivated/re-operationalized ITC in the Maritime Sector were established.</p> <p>The four (4) ITCs have also formulated this year (2011) their Voluntary Code of</p>	<b>3,744,000.00</b>	<b>100%</b>

Code of Good Practices in 4 industry ITCs.	Good Practices.		
<p><b>ASSESSMENT OF PERFORMANCE:</b></p> <p>1. Convergence with RCCs and other government agencies and the active participation/support of the RTPIC IV-A.</p>			
<p><b>RECOMMENDED POLICY/PROGRAM INTERVENTIONS:</b></p> <ol style="list-style-type: none"> <li>1. On the proposed institutionalization of the Scorecard, BWC must have a standard criteria for the scorecard.</li> <li>2. Clarify the applicability of AO 105 s. 1992 on compromise settlement in the light of SENA.</li> <li>3. Effects of the BWCIS on centralized monitoring system of inspection of the regional offices.</li> <li>4. Too many databases of CO covering similar information generated from the field.</li> </ol>			

<p><b>PROGRAM DESCRIPTION:</b></p> <p>Services to Safeguard and Just Terms and Conditions of Employment through:</p> <ol style="list-style-type: none"> <li>1. Employment Regulation Program; and</li> <li>2. Labor Standard Enforcement Program</li> </ol>
<p><b>PROGRAM OBJECTIVES:</b></p> <p>Promotes better observance of labor standards toward protection of workers through intensified labor standard enforcement and limit the unintended outcomes of the current wage system through enhancement of monitoring of compliance with minimum wage and intensify strict compliance to criteria of exemptions or exclusions.</p>

2011 TARGETS	ACCOMPLISHMENTS	BUDGET ALLOTTED ('000)	% UTILIZATION
<p>Implemented the program in 100% of 201 unionized establishments with registered CBAs.</p> <p>Implemented the program in five (5) companies identified as Big Brothers based on MOU forged with them under the Kapatiran-WISE TAV Program, pursuant to Dept. Advisory No. 6, Series of 2011.</p> <p>Conduct of LEAP inspection covering 2,307 establishments</p>	<p>Implemented SA to 233 unionized establishments with registered CBAs.</p> <p>Implemented the program to seven (7) companies identified as Big Brothers namely: SMB Canlubang, GSMI Cabuyao, Laguna, SMYPC RightPAC Canlubang, SMYPC PETS and CAPS Canlubang, Laguna; SMYPC Main and SMYPC Fuso Molds in General Trias, Cavite.</p> <p>A total of 2,665 establishments were inspected under the Project LEAP covering 65,898 workers.</p> <p>For Training and Advisory Visits (TAV), a total of 413 orientation/Kapatiran Courses out of 510 or 81% of the targeted advocacies/orientation seminar for TAV were conducted with 4,291 workers. One hundred one (101) establishments were with deficiencies/violations mainly on General Labor Standard and 859 workers affected. Compliance rate marked at 75% for establishments subjected to follow-up visits.</p>	6,614,000.00	100%
<p><b>ASSESSMENT OF PERFORMANCE:</b></p> <p>1. Multi-tasking of labor inspectors and other personnel to facilitate disposition of cases.</p>			
<p><b>RECOMMENDED POLICY/PROGRAM INTERVENTIONS:</b></p> <p>1. The use of one or unified reporting system and to codify required if not all frequently needed indicators, this will minimize or eliminate double posting of data.</p>			



**PROGRAM DESCRIPTION:**

Social Protection and Welfare Services through:

1. Social Protection Program for Workers in the Informal Economy (WIE);
2. Family Welfare Program;
3. Child Labor Prevention and Elimination Program;
4. Reintegration Program for OFWs/Returning OFWs and their families; and
5. Anti-Illegal Recruitment and Trafficking in Person (AIR-TIP) Campaign Program

<b>PROGRAM OBJECTIVES:</b>			
<p>To develop enhanced social protection programs such as social security through dialogue with concerned agencies and social partners on the proposed establishment of an unemployment insurance scheme; intensify advocacy on family welfare program and DO 102-10 on HIV and AIDS; strengthen measures to prevent and eliminate the worst forms of child labor by improving access of child laborers and their families to quality integrated services (e.g. livelihood, education and training programs; facilitate the reintegration of OFWs and assistance in achieving financial stability through training investments and entrepreneurship; and intensifying Anti-Illegal Recruitment and Trafficking in Person programs.</p>			
<b>2011 TARGETS</b>	<b>ACCOMPLISHMENTS</b>	<b>BUDGET ALLOTTED ('000)</b>	<b>% UTILIZATION</b>
<p>Family Welfare Program is targeted to be implemented in 57 establishments covering 11,200 workers.</p> <p>Acted upon 100% of complaints/reports within the prescribed process cycle time.</p> <p>Seventy five (75) child laborer is targeted to be beneficiaries of various assistance to prevent or removed them from child labor.</p>	<p>Under the Family Welfare Program, 256 establishments were covered benefitting 23,662 workers.</p> <p>Towards child labor prevention and elimination, 9 children were rescued/prevented from child labor through the Sagip Batang Manggagawa, Provided livelihood assistance or alternative jobs to 117 families of child laborers and Educational assistance were also provided to 238 families.</p>	<b>3,744,000.00</b>	<b>100%</b>
<b>ASSESSMENT OF PERFORMANCE:</b>			
<p>1. On child labor prevention, advocacy efforts were made through the active support and participation of DSWD and NGOs.</p>			
<b>RECOMMENDED POLICY/PROGRAM INTERVENTIONS:</b>			

<b>PROGRAM DESCRIPTION:</b> Work Accidents/Illness Prevention and Work Rehabilitation Services			
<b>PROGRAM OBJECTIVES:</b> Intensify workforce-focused occupational safety and health programs by sustained dialogues between labor and management on compliance to OSH standards and promotion of OSH Programs at the enterprise level; intensified campaign on the integration of OSH in local development plans for workers in the informal economy and ensured implementation of enhanced workplace emergency plans and disaster risk reduction program under the OSH program			
<b>2011 TARGETS</b>	<b>ACCOMPLISHMENTS</b>	<b>BUDGET ALLOTTED ('000)</b>	<b>% UTILIZATION</b>
A 100% accreditation rate of all qualified	To ensure safety and health in the workplace, 41 Construction Safety and Health		

<p>applicants for the Safety Officers/OSH Practitioners accreditation is targeted for 2011.</p> <p>Inspection of construction works/projects and sites is also targeted at 100%</p>	<p>Program application were received/processed and 6 were approved.</p> <p>On the inspection of construction works/projects/sites, 25 construction sites were inspected with 1,300 covered workers. Two (2) of these construction sites are with trained Safety Officer or accredited OSH Practitioner.</p> <p>Six (6) OSH practitioner were accredited this year.</p>		
<p><b>ASSESSMENT OF PERFORMANCE:</b></p> <ol style="list-style-type: none"> <li>1. Linkages with OSHNET, ASPI and other stakeholders.</li> </ol>			
<p><b>RECOMMENDED POLICY/PROGRAM INTERVENTIONS:</b></p>			