



DOLE Good News

A MONTHLY NEWSLETTER OF THE DEPARTMENT OF LABOR AND EMPLOYMENT

The Civil Service Commission has chosen the Single Entry Approach (SEnA) Team of the Department of Labor and Employment as a Presidential Lingkod Bayan Awardee for the CSC's 2013 Search for Outstanding Public Officials and Employees.

The DOLE's SEnA team won the Lingkod Bayan Award for its exceptional performance in delivering speedy, impartial, inexpensive and accessible settlement of labor issues through conciliation and mediation.

"It is with great honor and pride for the DOLE to be recognized for its dedication in providing affordable and easily-accessible means of settling labor-related issues," Labor and Employment Secretary Rosalinda Dimapilis-Baldoz said, adding:

"I am very happy and proud that the DOLE's SEnA team is a winner in the CSC's 2013 Search for Outstanding Public Officials and Employees. I congratulate the members of the DOLE SEnA team for this rare feat. This achievement is really an honor for all of us at the DOLE."

The SEnA team is headed by National Conciliation and Mediation Board Executive Director Reynaldo R. Ubaldo, with Conciliator-Mediator Edgar G. Aquino, Conciliator-Mediator Angelita S. Narvaez, Conciliator-Mediator Jay Jasper B. Javines, Director Gil G. Caragayan, Senior Labor and Employment Officer Vivencio E. Lagahid, Supervising Labor and Employment Officer Reynante N. Lugtu, Senior Labor and Employment Officer Aurita L. Limpin, and Labor and Employment Officer III Joselito V. Diego.

DOLE's SEnA team wins 2013 Presidential Lingkod Bayan Award

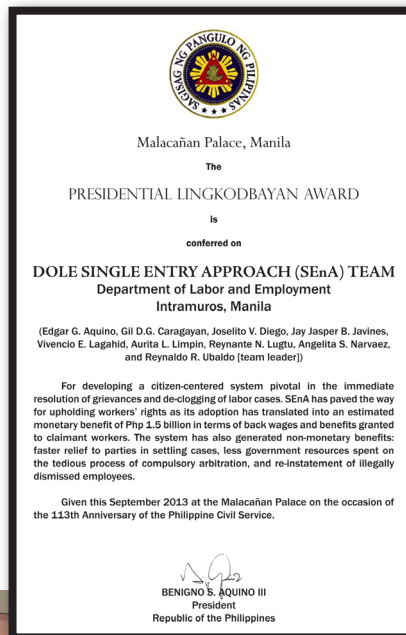
The SEnA is a reform measure enacted by Secretary Baldoz in 2010 under Department Order No. 107 pursuant to the 22-point Labor and Employment Agenda of President Benigno S. Aquino III, particularly on seeking to avoid litigious and expensive proceedings, while promoting integrity, efficacy, and fairness in the delivery of labor justice in the country. Under this reform, the DOLE and its attached agencies are mandated to strictly follow a 30-day mandatory conciliation-mediation process for all cases so that these will not mature into full-blown, legal proceedings.

It is an administrative approach that provides speedy, impartial, inexpensive, and accessible settlement of all labor issues. The SEnA has a rallying cry of "*Problema sa Trabaho, I-SEnA mo!*". Under the SEnA, conciliation-mediation is done by Single Entry Approach Desk Officers (SEADOs) who are trained to fast-track settlement of all labor and employment cases, also called requests for assistance, brought before them.

In just two years of implementation, because of its efficacy in settling requests for assistance (RFAs), the Congress has enacted R.A. 10396 institutionalizing conciliation-mediation as a mandatory mode of dispute settlement for all labor cases. President Aquino III signed it into law on 14 March 2013.

The NCMB SEnA team was selected by the CSC through its Honor and Awards Program from hundreds of nominations nationwide. The Presidential Lingkod Bayan Award is an award for outstanding work performance conferred on an individual or group of individuals for exceptional or extraordinary contributions

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The DOLE SEnA team headed by NCMB Executive Director Reynaldo R. Ubaldo (3rd from left).



Baldoz hails new Saudi government regulations for HSWs; says Saudi-PH agreement on HSWs now bearing positive results

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz expressed elation over the fast move of the Kingdom of Saudi Arabia to give more teeth to the Philippines-Saudi Arabia agreement on the employment of Filipino household service workers (HSWs), as the Kingdom's Council of Ministers last week approved Resolution No. 310, or the Household Regulation on Service Workers and Similar Categories, the new regulations that outline the rights and obligations of migrant HSWs and their Saudi employers.

Citing a report of Officer-in-Charge and Welfare Officer Romeo C. Pablo who is based at the Philippine Overseas Labor Office in Riyadh, Saudi Arabia, Baldoz said the new regulations will take effect 60 days after its official publication.

"I am very much pleased that Saudi Arabia has issued its new regulations on the employment of foreign HSWs pursuant to the Agreement that Saudi Arabia Labor Minister Engineer Adel Bin Mohammed Fakeih and I signed on 19 May this year in Jeddah, Saudi Arabia. This Agreement, which followed after Saudi Arabia and the Philippines agreed on a Standard Employment Contract which shall govern the employment in Saudi Arabia of HSWs, will certainly boost the protection for our HSWs and enhance their welfare," said Baldoz.

The new regulations, all of 23 articles, lay down the specifics on the employment of HSWs by Saudi employers, detailing their employers and their employees' rights and obligations. The regulations highlight the rights and obligations of HSWs as follows: (1) render the work agreed upon and do her best in the performance of her work; (2) follow orders of the employer and family members relating to the performance of her work; (3) take care of the employer's property; (4) not harm the family members, children, and the elderly; (5) keep secrets of the employers, family members, and people living in or visiting the employer's house; (6) not refuse work or leave the service without legitimate reason; (7) not affect the dignity of the employer and family members and not

interfere in their affairs; and (8) respect the Islamic religion and observe Saudi regulations applied in Saudi Arabia; customs and traditions of the Saudi society; and not engage in any activity disadvantageous to the family.

On the other hand, the employer should (1) not impose work on the household service worker unless the work has been agreed upon, and provided the work does not substantially differ from the original work; (2) not impose any dangerous work that threatens the health and safety and the human dignity of the HSW; (3) pay the agreed salary at the end of every month; (4) pay wage and benefits in cash or cheque to be documented in writing; if HSW does not want the wage or benefit deposited in a bank account; (5) provide appropriate accommodation to the HSW; (6) provide HSW opportunity to enjoy a daily rest of at least nine hours a day; (7) personally attend or send a representative to answer complaint, if any, of the HSW; and (8) not 'rent out' the HSW.

Other benefits of the HSW under the regulations are a weekly rest day; one month leave after two years of service; paid sick leave of not more than 30 days; health care according to the rules and regulations of Saudi Arabia; and end-of-service benefits equivalent to one-month salary after four years.

Baldoz said the regulations also carry stiff penalties for both employers and HSWs who violate them.

Employers shall be fined 2,000 Saudi riyals and prevented from recruiting HSWs, while HSWs shall be fined 2,000 Saudi riyals and prevented from working in the Kingdom.

Baldoz orders the Philippine Overseas Employment Administration to disseminate correct and relevant information about the new regulations to all HSWs applicants, in coordination with all licensed recruitment agencies, to raise their knowledge, awareness, and understanding on the same. She also directed the Overseas Workers Welfare Administration to include in the PDOS for HSWs information about the new regulations.

In Bohol, DOLE releases P1.098-M for 360 quake victims

Tagbilaran City—The government, through the Department of Labor and Employment, released an initial P1.098 million to eight workers' associations in Bohol to implement a serious livelihood restoration program for workers displaced by the 7.2 magnitude earthquake that devastated the province on 15 October 2013.

In a somber meeting at the People's Mansion in the Provincial Capitol attended by Bohol Governor Edgar Chatto, ILO Manila Office Director Jeff Lawrence Johnson, DOLE Regional Office No. 7 Director Chona Mantilla, Bohol provincial officials, and the beneficiaries themselves, Labor and Employment Secretary Rosalinda Dimapilis-Baldoz turned over eight checks of varying amounts that will finance the livelihood projects of 360 beneficiaries.

"This is a modest start. We are going to give more in livelihood grants to informal sector entrepreneurs in the province so they can begin to pick up from where they were before and eventually recover from the calamity," she said.

The recipients of the livelihood grants under the DOLE Integrated Livelihood Program-Community Enterprise Development were the following:

(1) Dagohoy Cagawasan CARP Farmers Beneficiaries Multi Purpose Cooperative, in Dagohoy, Bohol, which received P126,000 for its community rice mill project. The organization has 63 members, 30 of whom are female;

(2) Del Carmen Sur Association of Individuals Moving for Progress, in Del Carmen, Bohol, which received P226,200 for its cassava chips production business. The association has 35 members, 20 of whom are female;

(3) Sierra Bullones KaumayFarmers Association, in Sierra Bullones, Bohol, which received P122,820 for its organic free-range native chicken production. The association has 46 members, 16 of whom are female;

(4) Duero Guinsularan Women Association, in Duero, Bohol. The association, with 43 women members, received P100,500, for its native chicken-raising business;

(5) Pang Pang Farmers' and Fishermen's Association received P126,000 for the



EMERGENCY EMPLOYMENT FOR OIL SPILL VICTIMS. Labor and Employment Secretary Rosalinda Dimapilis-Baldoz awards a check amounting to P735,000 to Cordova, Cebu Mayor Arleigh Sitoy as emergency employment grant for workers affected by the oil spill in the locality. The awarding is part of the Secretary's activities during her recent regional visit to Cebu City and Bohol. Joining the Secretary is DOLE Regional Office No. 7 Director Chona Mantilla (right) and DOLE Cebu Provincial Head Grace Diaz.

purchase of fishing equipment for its 28 members, five of whom are female;

(6) San Miguel Multipurpose Cooperative, Inc. of San Miguel, Bohol, which received P95,000 for its milk-based bread production. The cooperative has 50 members--37 male and 13 female;

(7) Alejawan Naatang Fishers' Association of Jagna, Bohol, which has 25 members--14 male and 11 female. The association received P200,000 for its acquisition of a bottom-set fish gill and fishing equipment; and

(8) Cagting SmallFarmers and Fisherfolks Association, in Ubay, Bohol, which received P102,000 for the acquisition of fishing equipment for its 70 members, 40 of whom are female.

The release of the livelihood grants is part of the DOLE's strategic interventions for workers displaced by the earthquake. Another assistance the DOLE is implementing is an emergency employment program for which Baldoz has already allocated P14 million.

In Cebu City, Baldoz also released P1.4 million, or P700,000 each to the local governments of Cordova, Cebu and Talisay City for the rehabilitation of communities affected by the oil spill in July.

Baldoz has also ordered the POEA and the Bureau of Local Employment to conduct a series of job fairs for displaced workers, and directed the Overseas Workers Welfare Administration to care for and assist overseas Filipino workers in 28 Bohol towns affected by the earthquake.

As a follow through, the DOLE Regional Office in Cebu will also release P1.5 million for the emergency employment of 1,010 affected workers in Antequera, Catigbian, Loon, Maribojoc, Tubigon, and Tagbilaran City in Bohol.

Baldoz urges workers displaced by Bohol quake to apply to 9,000 local and overseas job vacancies in PhilJobnet

Workers in Cebu and Bohol who may have been displaced by the recent earthquake may apply for any of the 5,193 local and 3,365 overseas job vacancies posted by employers in the PhilJobNet, the government's job search and job-skill matching online facility.

"All of the local vacant jobs are in Cebu and Bohol, while the overseas jobs are offered by Cebu-based recruitment agencies licensed by the Philippine Overseas Employment Administration," said Baldoz.

Baldoz had ordered the POEA, Bureau of Local Employment, and the DOLE Regional Office No. 7 to mobilize resources, partners, and allies and conduct overseas job fairs for workers in earthquake-stricken Bohol and Cebu. She also ordered the POEA to mobilize licensed recruitment agencies, and the BLE to enlist the participation of local employers, particularly those in the Visayas, for the job fairs.

She said the job fairs should be held simultaneous with government's rehabilitation efforts in Cebu and Bohol, particularly in areas where workplaces were hit the hardest and where there could be large concentration of displaced workers.

Baldoz urged displaced workers in Bohol and Cebu to visit the nearest Public Employment Service Offices in their municipal hall and find out more information on the vacancies, particularly the companies that offer them.

They can also go to an internet café and browse the site www.dole.gov.ph, or www.poea.gov.ph, or www.ble.dole.gov.ph for more information on these job opportunities. They can also visit the PhilJobNet website at www.phil-job.net.

"If they want to avail of the job opportunities, they should upload their personal data sheet or bio-data by registering to the PhilJobNet website because employers are visiting the site everyday to find qualified applicants for their vacancies," said Baldoz.

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DOLE fetes best MSMEs as 'productivity champions' in the 2013 Productivity Olympics

KEEPING THE PRODUCTIVITY SPIRIT ALIVE. Labor and Employment Secretary Rosalinda Dimapilis-Baldoz (left) emphasizes the significance of national consciousness and commitment in implementing productivity improvement programs in micro, small, and medium enterprises in her keynote message delivered during the awarding ceremonies of the 2013 Productivity Olympics held at the Century Park Hotel, Malate, Manila.

The “best and the brightest” stars in the firmament of micro, small, and medium enterprises (MSMEs) in the country were honored and recognized at the 2013 Productivity Olympics of the Department of Labor and Employment (DOLE) through the National Wages and Productivity Commission (NWPC).

“The outstanding productivity champions who emerged amongst the 21 national finalists take center stage as the DOLE and NWPC honor them with recognition and awards in their respective categories,” says Labor and Employment Secretary Rosalinda Dimapilis-Baldoz as she led the awarding of the national winners at the Century Park Hotel, Malate, Manila last 24 October 2013.

The Productivity Olympics is a biennial competition and a recognition strategy giving cognizance to MSMEs which are able to adopt best productivity improvement programs and used it as a catalyst to improve their business performance and optimize use of resources.

“Companies which have successfully embarked on a productivity journey are better off in terms of overcoming the challenges posed by globalization and stiff market competition,” Baldoz said while describing the search as an exciting race, making heads turn as the Philippine economy bounces and productivity is starting to become a byword among business enterprises.

“The Olympics provides a venue for our MSMEs to realize that one must incorporate--breath and live--competitiveness and productivity as strategies to achieve a win-win situation for both business survival and resource

management, especially their workforce,” she added.

Earlier, the tripartite panel of jurors already selected this year’s 21 national finalists during the national judging panel held at the Bayview Park Hotel, Malate Manila.

The agribusiness and industry national judging panel is composed of DOLE Undersecretary Rebecca C. Chato as the Vice Chairperson; Florencia P. Cabatingan of the Trade Union Congress of the Philippines-International Trade Union Confederation (TUCP-ITUC); Anton Ll. Sayo of the Employers’ Confederation of the Philippines (ECOP); Angelito Sarmiento of the Philippine Quality Awards; and Dr. Agnes T. Banzon of the University of the Philippines-Los Banos (UPLB).

“More than recognizing your ingenuity in improving productivity in your own fields, your best practices should be emulated and serve as an inspiration to other enterprises towards increased productivity and global competitiveness of the country’s labor market.”

— Labor and Employment Secretary Rosalinda Dimapilis-Baldoz

For the services sector, the national judging panel is headed by Secretary Baldoz as chairperson and DOLE Undersecretary Ciriaco A. Lagunzad III as the Vice Chairperson. Its members are Gerard R. Seno of the Associated Labor Unions-Trade Union Congress of the Philippines (ALU-TUCP); Nora L. Lacuna of the Philippine Chamber of Commerce and Industries (PCCI); and Dr. Manuel Villegas of the Manila Doctors Hospital.

Amongst the national finalists, 10 enterprises were chosen as victors in each of the micro, small, and medium enterprise categories under three major sectors namely: agribusiness, services, and industry. The winners in each sector are as follows:

- Agribusiness Sector - Honey Bee Producers Multi-Purpose Cooperative in CALABARZON (micro-enterprise); San Rafael Agrarian Reform Beneficiaries Multi-Purpose Cooperative in Western Visayas (small firms); and Elim Agricultural Supply-Poultry Dressing Plant in Northern Mindanao (medium enterprise);

- Industry Sector - Daet Food Association in Bicol (micro-enterprise); Goldwin Manufacturing Laboratories Corporation; and Sunlight Foods Corporation, both from the National Capital Region (small firms); and Marcia’s Delicacies in Ilocos Region (medium enterprise); and

- Service Sector - Big Norman’s Garden Supplies and Services in Bicol (micro-enterprise); Almora General Hospital in Cordillera Administrative Region (small firms); and Davao Adventist Hospital in Davao Region (medium enterprise).

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DOLE’s productivity strategy focuses on people

The efforts of the Department of Labor and Employment, through its attached agency, the National Wages and Productivity Commission, to encourage micro, small, and medium enterprises (MSMEs) embrace productivity are anchored on a strategy focused on people, or human resource.

In her keynote address at the awarding ceremonies of the 2013 Productivity Olympics held at the grand ballroom of the Century Park Hotel, DOLE Secretary Rosalinda Dimapilis-Baldoz said the DOLE sees the Productivity Olympics as an affirmative action to productivity, not just in the course of business but as a way of life.

She said the Productivity Olympics is also aimed at improving efficiency in work systems and processes and at promoting green, safe, and healthy work environment to minimize work accidents, production losses and wastages.

“It teaches joint problem-solving skills, and recognizes good performance through a reward and incentive system that enables the companies to share their gains in productivity with its workers,” Baldoz explained.

“But, what brand of productivity technology unique to DOLE does it offer to its clients compared to those offered by other organizations, public or private?” she asked.

The answer, the labor and employment chief, is the DOLE’s package of intervention focusing on human

resource as the best asset of companies.

“This intervention uses capacity building programs designed primarily to change the mind set of people towards positive work attitudes and values and help address problems of work ethics and discipline, like insubordination, absenteeism, tardiness, dishonesty, and similar attitudinal problems,” she said.

The Productivity Olympics is a biennial national competition of best MSME productivity programs.

Launched in 2008 by the NWPC, the Productivity Olympics is an advocacy strategy to raise the level of awareness of Filipinos and their commitment to quality and productivity.

The productivity awards are categorized by sector--agribusiness,

industry, and services--across establishment size--micro, small, and medium-sized. For each sector and size category, the NWPC evaluates the entrants’, nominees’, and winners’ productivity programs and their impact on business performance and resource management.

As chairman of the National Judging Panel of the Olympics, Baldoz congratulated the national and regional winners, including the members of the national panel of judges.

“I am privileged and honored to celebrate with you the outstanding quality and productivity practices of our entrepreneurs and workers of micro, small and medium enterprises,” she said.



2013 NATIONAL PRODUCTIVITY CHAMPIONS. Labor and Employment Secretary Rosalinda Dimapilis-Baldoz; House Committee on Labor and Employment Chairman 1st District of Davao Congressman Karlo Alexei Nograles; DOLE Undersecretary Danilo Cruz; and National Wages and Productivity Commission Executive Director Ma. Criselda Sy join the national winners of the 2013 Productivity Olympics in a photo op during the awarding ceremony for the 2013 Productivity Olympics held at the Century Park Hotel, Malate, Manila.

Aside from the awarding ceremony, the event also showcased the best products from the previous winners of the productivity olympics and other outstanding enterprises in the country through a mini trade exhibit. Participating local enterprises and cooperatives include Kilus Foundation Environmental Multi-Purpose Cooperative; Goldwin Manufacturing Laboratory Corporation; Masville Scrap to Richness; Leather Crafts; Manith Footwear; One Circle Consumers Cooperative; Ginga Agri-foot Manufacturing Enterprise; Chica-Carabao; Honeybee Producers Multi-Purpose Cooperative; John Carlo Creations; Vedasto Leather Goods; Markenburg Intl Foods Corp; Majorian Fashion Design; and Dalisay Sweets.

Meanwhile, the second part of the whole-day program highlighted the

project launch of the “Let’s Talk Productivity,” the newest advocacy platform on the rewards of embarking on a productivity journey, led by invited experts from NWPC, Regional Boards, and the management sector.

The program ended with a gathering of minds and expertise of productivity practitioners in a thorough discussion on the implications of the 2015 ASEAN Economic Community to come up with strategies and interventions in the conduct of work improvement and measurement studies on production management, which are geared towards industry productivity and development.

Now on its 4th run since its inception in 2008, the NWPC spearheaded the DOLE’s search for the enterprises with the best productivity improvement practices nationwide.

The event has already awarded a total of 26 exemplary MSMEs belonging to the agri-business, industry, and service categories that exuded ‘best practices’ in productivity improvement which made them ‘productivity champions’ in their respective fields.

“For our national winners who emerged as productivity champions this year, I encourage you and the growing tribe of productivity winners, practitioners, and advocates to spread the good news that adopting productivity as a business strategy is a meaningful tool to be competitive. More than recognizing your ingenuity in improving productivity in your own fields, your best practices should be emulated and serve as an inspiration to other enterprises towards increased productivity and global competitiveness of the country’s labor market.” Baldoz said.



The Department of Labor and Employment, in partnership with the Asian Development Bank (ADB) and the Canadian International Development Agency (CIDA), has jump-started implementation of the JobStart Philippines Program in San Fernando, Pampanga to empower more young entrants as they enter the world of work and to bring the national agenda of inclusive growth through employment-led and labor market information strategies down to the grassroots.

The JobStart Program is part of the Technical Assistance Program on Employment Facilitation for Inclusive Growth (EFIG), a synergy between the DOLE, ADB, and CIDA that seeks to pave the way for necessary reforms needed to make the country's labor market more pragmatic, responsive, and attuned to the demands of the global economy.

"The project aims to increase the employability of the youth by providing them access to life technical skills training demanded by employers and by mentoring and tooling them to improve their job searches and outcomes. The project will also finance vouchers that will enable selected youth-beneficiaries to gain work experience in companies through on-the-job training," Labor and Employment Secretary Rosalinda Dimapilis-Baldoz said of the JobStart Program.

The JobStart program is designed to enhance the employability of "at-risk youths" and to improve their integration into productive employment.

"At-risk youths" are those 18-24 years of age who are either currently not working or has less than a year of work experience; not enrolled in an educational or training program; or at least completed a high school education or more.

"Of the targeted 1,600 at-risk youth randomly selected to benefit from the

program, 360 will be allotted for Central Luzon (City PESO of San Fernando), while the remaining will be allotted for other pilot areas in the PESOs of Quezon City; Taguig City; and General Trias, Cavite," DOLE Regional Office No. 3 Director Raymundo Agravante said in a report to Baldoz.

Under the agreement, the DOLE, through the BLE, shall create and manage the JobStart Project Implementation Unit (PIU) consisting of ADB international and national consultants and training officers, four of whom shall be deployed to the four pilot areas as implementers.

The PIU shall select 360 qualified applicants or students from the PESO registry to receive technical and life skills training and work experience.

Part of the role of the DOLE is to provide technical assistance for the massive dissemination of LMI tools and information, alongside with extensive capacity-building for the PESO staff. Local chief executives and PESO managers and staff shall be immersed in various workshops and study visits to make them adept with the use of labor market information, to improve their abilities to plan their careers and search for jobs, and to enable them to make the right career choices.

The DOLE shall provide PESO offices with computer units and vouchers for selected young adults in the pilot areas. On the other hand, the LGUs shall be in-charge of providing the PESOs with additional, full-time manpower for the JobStart program, and an office.

Director Agravante led DOLE officials from the national office and regional partners and DOLE employees in the launching of the program at the Heroes Hall of San Fernando City Hall.

"The JumpStart Program is a pivotal step in improving the youth employment situation in the country through the effective delivery of current labor market information,

employment services, skills-jobs matching mechanisms, and other job search reforms," he said during the launching.

Baldoz said the Philippines needs not just the support of its international agency-partners, but also of the local government units, especially the Public Employment Service Office, or PESOs, to make the JobStart program an effective delivery venue of the government's array of employment services.

"It will make accessible labor market information to more students--our future workers--especially in the regions," Baldoz said.

The signing of the Memorandum of Undertaking (MOU) between Regional Director Agravante of the DOLE Regional Office No. 3, Director Dominique Tutay of the Bureau of Local Employment (BLE) and Mayor Edwin Santiago of the local government of Pampanga was one of the highlights of the launch. Acting City Vice Mayor Angelica Hizon, CIDA Country Program Manager Luke Myers, ADB Director Shigeko Hattori, DOLE Pampanga Field Office Head Arlene Tolentino, and Pampanga PESO Manager Donnie Sayre also graced the event and acted as witnesses.

Both ADB and CIDA heads expressed their full support and high hopes that the JobStart program can help more young Fernandinos in achieving decent jobs.

"The motivation behind this project is that ADB shares with the Philippine Government's priority of achieving inclusive growth through jobs creation of almost a million jobseekers each year," Hattori said.

"We are pleased to join the DOLE, ADB, and the City Government of San Fernando in this program. We are confident that we'll be able to assist the youth in gaining productive employment not only in this city but also in nearby towns and other cities as well," Myers added.

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz shared the same outlook as she accentuated the convergence needed to make the pilot test of the JobStart program in the regions a success.

"Convergence is what we need to strengthen our efforts to contribute greatly to the realization of the Aquino government's agenda of strengthening local employment services, of solving the jobs-skills mismatch, and of pushing back unemployment. Sustained commitment of our partners, both international and local, is needed so that more students and jobseekers will be educated towards making wise and excellent career decisions," Baldoz said.

Department of Labor and Employment Regional Office No. 10 expressed gratitude to the region's Local Government Units (LGUs) for their support to the institutionalization of their respective Public Employment Service Offices (PESO).

The PESO is linked with DOLE for coordination and technical supervision, to ensure prompt, timely, and efficient delivery of employment facilitation services and provision of information on other DOLE programs.

In Mambajao Camiguin, a PESO Institutionalization Ordinance was enacted last 3 June 2013. Authored by Councilors Jaime M. Baclayo and Argenito C. Sabacajan, Mayor Ma. Luisa D. Romualdo and its Sangguniang Bayan approved Municipal Ordinance No. 2013-28 for SB Term 2010-2013.

Adopting the DOLE's employment facilitation mechanism, the

In MIMAROPA, DOLE adds 3 more institutionalized PESOs

With its strong advocacy on the institutionalization of the Public Employment Service Offices (PESO) in the region, the Department of Labor and Employment (DOLE) MIMAROPA has added the local government units (LGU) of Busuanga and Roxas in Palawan and the municipalities of Calintaan in Occidental Mindoro and Looc in Romblon in the list of LGUs with institutionalized PESOs.

Towards the end of the 2013, the region already achieved seven institutionalized PESOs. The provincial PESOs of Oriental Mindoro and Sta. Cruz and Buenavista in Marinduque already institutionalized their PESOs earlier this year.

Regional Office No. 4-B Director Teodoro Delson stressed on the importance of PESOs as valuable allies and partners of DOLE in delivering employment facilitation services, saying that "more employment facilitators are needed in the regions to strengthen and sustain the country's employment gains."

DOLE Good News

More PESOs institutionalized in Northern Mindanao



NEWLY ELECTED NATIONAL PESO OFFICERS TAKE OATH. DOLE Undersecretary for Employment and Manpower Development Danilo P. Cruz (*left*) administers the oath of office to newly-elected officers of the National Public Employment Service Office (PESO) headed by Vissia Marie Aldon, President (NCR); Norman Victor Ordiz, Executive Vice President (Region 8); Ariel Mugol, Vice President for Luzon (Region 4A); Bonifacio Mercado Jr., VP for Visayas (Region 7); Reynaldo Venezuela, VP for Mindanao (Region 9); Lara Zaphire Kristy Bermejo, Secretary, (Region XI); Divina Lagumbay, Treasurer (CARAGA), Alex Ferrer, Auditor (Region 1); Alicia Fetalvero, (Region 4B) and Board of Trustees headed by Former PESO President Elizabeth Alonzo, during the 13th National PESO Congress held at The Oriental Leyte and Resorts Hotel in Palo, Leyte.

municipalities of Gitagum; Naawan; Libertad; and Laguindingan in Western Misamis Oriental, through their respective city mayors, have approved the creation of their own local PESOs and the provision of necessary manpower to run the office as stated in their Sangguniang Bayan ordinances.

DOLE Regional Office No. 10 Director Alan Macaraya said that this move is in support of the DOLE's aim to institutionalize more PESOs to strengthen the employment facilitation services and frontliners of the government and to be able to reach more jobseekers and workers in communities.

DOLE's SenA team . . . from page 1

resulting from an idea or performance that had nationwide impact on public interest, security, and patrimony. The contribution may be a suggestion, innovation, invention, or superior performance.

For the DOLE's SenA team, its concerted effort enabled the Department to achieve a reduction in the compulsory handling of cases in DOLE regional offices by 99 percent by the end of 2012. With the SenA, RFAs took an average of only 17 days to settle, a dramatic change from the longer litigation process under the compulsory mode of dispute resolution, including appeal processes which take an average of one year, with some cases taking too long that workers tend not to pursue them, thus preventing the administration of labor justice guaranteed by the Constitution.

The SenA program--because of settlement--had also prevented 31,592 labor disputes, or 75 percent of RFAs, from maturing into regular compulsory arbitration cases either at the DOLE or at the NLRC. Monetary settlement facilitated through the SenA reached more than P1.5 billion, benefitting more than 45,000 workers.

The awardees will be fitted in an appropriate ceremony in Malacanang Palace in line with the celebration of the 113th Philippine Civil Service Anniversary on 24 October. The team will receive a Presidential plaque with citation and signature of President Aquino III, while each team member will be handed a gold-gilded medallion. The team will also receive a cash reward of P200,000.

Baldoz said this latest achievement of the DOLE is a challenge to all officials and employees to work harder in serving the Filipino workers.

"Our work as public servants is noble and we must continue to pursue this nobility with vigor and excellence," she said.

DOLE scores a goal in Red Card to Child Labor campaign launch

The government, through the Department of Labor and Employment (DOLE), has scored a goal at the Emperor Stadium in Taguig City during the launching of the global campaign, Red Card to Child Labour, in the Philippines.

“This football kick is symbolic of our intent and desire to get rid of the child labor menace in our country,” said Labor and Employment Secretary Rosalinda Dimapilis-Baldoz, who joined Lawrence Jeff Johnson, Director, International Labor Organization Country Office for the Philippines, and the famous football-playing brothers, James and Phil Younghusband, in the launching.

Baldoz, Johnson, and the Younghusband brothers awarded medals to some 200 former child laborers who participated in the *Batang Malaya* Football Tournament, which the National Child Labor Committee (NCLC), in partnership with the ILO and the Younghusband Football Academy, organized. A press conference kicked off the Red Card to Child Labour launching.

A red card is used in several sports, including football, to indicate a serious offense. When one gets a red card, that means he or she is out of the game.

Representatives of member-agencies and organizations of the National Child Labor Committee (NCLC), led by Atty. Sonny Matula of the Federation of Free Workers and other union leaders, DOLE officials, officials of international-partner organizations, and members of the media, attended the event.

During the launch, Baldoz cited the gains achieved by the Philippines in its fight against child labor, particularly its worst forms.

“I am happy to note that the Philippines is one of 10 countries, out of 144, which has made significant advancement in efforts to eliminate the worst forms of child labor as shown by the United States Department of Labor’s “2012 Findings on the Worst Forms of Child Labor”, Baldoz said.

She said the report particularly cited the Philippines’s new national convergence Plan, H.E.L.P. M. E., which seeks to remove 893,000 children from hazardous child labor across 15,568 target barangays by 2016 through a convergence strategy that brings down the government’s child labor programs and services down the barangay level, the lowest echelon of governance in the country.

H.E.L.P. stands for health, education, livelihood, and prevention, protection, and prosecution, while M.E. stands for monitoring and evaluation. convergence program, Baldoz explained, is funded by P9 billion (US\$220 million) spread over four years.



THE RED CARD TO CHILD LABOUR. (From L-R) Philippine Azkals’ James Younghusband, Labor and Employment Secretary Rosalinda Dimapilis-Baldoz, International Labor Organization Country Director Lawrence Jeff Johnson, and Phil Younghusband hold up the Red Card To Child Labour during the press briefing for *Batang Malaya* held at the Jade Pavillion, Mckinley Hill Village, Fort Bonifacio, Taguig City.

“H.E.L.P. M.E., which President Aquino III tasked the Human Development and Poverty Reduction Cabinet Cluster to formulate, will contribute to the realization of the country’s ultimate Millennium Development Goal of eradicating poverty through decent work,” she said.

“By 2016 we aim to have freed at least 75 percent of the 2.9 million child laborers in the country. We intend to vigorously implement H.E.L.P. M.E. through stronger cooperation among partners to ensure that this target is achieved,” she added.

Baldoz also said that the US DOL report noted the expansion of the Conditional Cash Transfer program, also known as Pantawid Pamilyang Pilipino Program, or 4Ps, to include child laborers and its re-design to include child labor as a conditionality.

Last January, the government modified the 4Ps through the Conditional Cash Transfer Program for Families in Need of Special Protection to specifically target households of child laborers, with child eligibility raised from age 14 to age 17. It also added a conditionality prohibiting hazardous child labor as a requirement for continued eligibility to the program.

The labor and employment chief expressed appreciation to all government partners under the NCLC for organizing the *Batang Malaya* Football Tournament, saying that keeping children in schools and allowing them to play or be engaged in sports is the best way of keeping them away from child labor.



A KICK AGAINST CHILD LABOR. DOLE Secretary Rosalinda Dimapilis-Baldoz (left) makes a ceremonial kick as representatives from the labor sector, together with the football teams composed of former child laborers, watch during the Kick-out Child Labor! *Lakas Sipa Para sa Batang Malaya* Football Tournament held at the Jade Pavillion, Mckinley Hill Village, Fort Bonifacio, Taguig City.

