

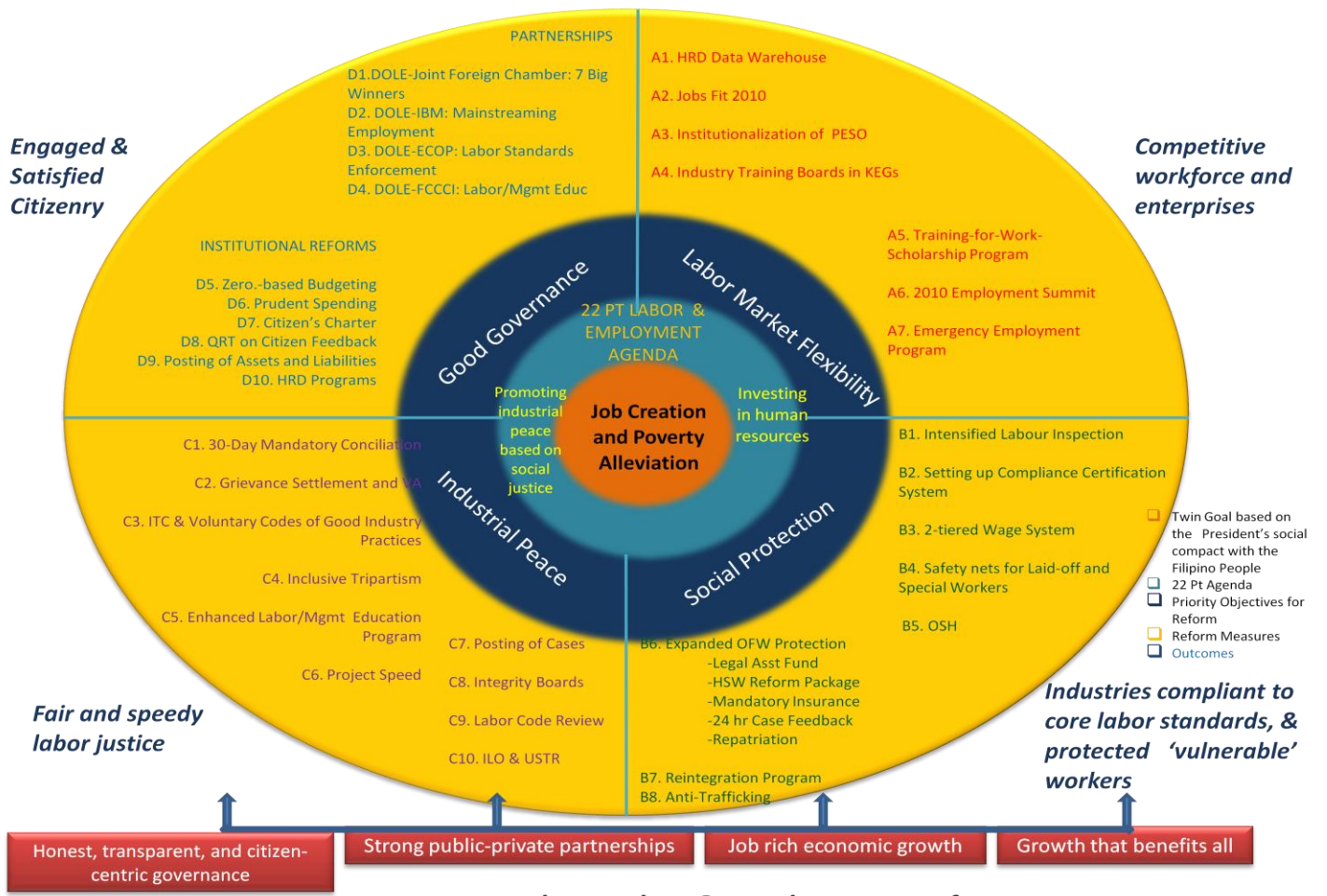


**LABOR AND EMPLOYMENT POLICY
REFORMS AND PROGRAM
IMPLEMENTATION
FOR THE FIRST 100 DAYS OF
PRESIDENT BENIGNO S. AQUINO III
ADMINISTRATION
30 June - 08 October 2010**

DEPARTMENT OF LABOR AND EMPLOYMENT

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Framework on Labor & Employment Reforms

**LABOR AND EMPLOYMENT POLICY REFORMS AND PROGRAM
IMPLEMENTATION
FOR THE FIRST 100 DAYS**
30 June - 08 October 2010

The 22-point labor and employment policy agenda of President Benigno S. Aquino III has the overarching goal of investing in our human resource to make us more competitive and employable while promoting industrial peace based on social justice.

The Department of Labor and Employment's "Package of Reforms" has been crafted to give meaning and substance to the President's policy agenda. It is anchored on the President's social contract with the Filipino people and inspired by his vision of a transformed, just, and righteous Philippines.

In crafting the reforms, the DOLE recognizes that economic growth should be job-rich and the benefits of growth are spread more widely. It takes into account public-private partnerships and the strong link among government, the academe and the industries in the development of human resources. It also recognizes that labor market flexibility for competitiveness of enterprises should be balanced with the promotion and protection of the basic rights of workers and with provision of adequate social safety nets to protect the vulnerable workers. It considers that fair and speedy labor justice is indispensable to sound industrial peace and favorable climate for investments. It gives value to social dialogue in the formulation of sound and responsive policies to attain inclusive growth. Most importantly, competence, integrity, transparency and accountability remain to be the hallmarks of good labor market governance and the key to the successful implementation of the reform package.

The reforms cover the three major policy and program areas under the mandate of DOLE: employment facilitation, workers' welfare and protection, and labor relations. They also include preparatory steps and action plan for the proposed labor law review that will modernize the Labor Code and re-align its provisions to labor market realities of the 21st century globalized economy. A package of anti-

corruption measures, which promotes transparency and accountability and puts high premium to excellence in service and integrity, is also included. The reforms are aligned with the 22-Point Labor and Employment Agenda of President Benigno S. Aquino III and provide a comprehensive and integrated policy and program response. It is also consistent with the Millenium Development Goals and the Decent Work Framework and Common Agenda.

The 22-Point Labor and Employment Agenda and the DOLE-initiated reforms were the subject of a series of inclusive social dialogue from July to August separately done with 32 workers' and employers' and civil society groups involved in local and overseas employment¹, and received broad commitment and support for successful implementation.

The reforms on labor standards compliance certification, the two-tiered wage fixing system, industry self regulation, fair and expeditious labor justice, tripartite efficiency and integrity boards, and anti-corruption measures were submitted to the National Tripartite Industrial Peace Council (NTIPC), a policy consultative and advisory body within DOLE, and earned tripartite indorsement of support through NTIPC Resolution Nos. 3, 3-A, and 3-B dated September 2, 2010.

¹ **Workers' groups:** National Association of Trade Unions, Metal Workers' Alliance of the Philippines, Alliance of Progressive Labor, Workers' Advocates for Reforms Coalition, Trade Union of the Philippines and Allied Services, Philippine Transport Group Workers' Organization, Philippine Metal Alliance, Bukluran ng Manggagawang Pilipino, All Filipino Workers' Confederation, National Union of Bank Employees, Kilusang Mayo Uno, Trade Union Congress of the Philippines, Federation of Free Workers, Lakas Manggagawa Labor Center. **Employers/business groups:** Employers Confederation of the Philippines, Joint Foreign Chambers of Commerce in the Philippines, American Chamber of Commerce in the Philippines-Industrial Relations Committee, Chinese Filipino Business Club, Federation of Filipino-Chinese Chambers of Commerce and Industry, Inc., Rotary Club of Makati, Rotary Club of Manila, Laguna Technopark, Inc. People Management Association of the Philippines. **Other social partners:** Philippine Association of Labor Management Councils, Inc., Philippine Employer-Labor Social Partners, Inc., Philippine Association of Exporters, Inc., Joint Manning Group, Initiatives for Dialogue and Empowerment Through Alternative Legal Services, Inc., Philippine Migrants Rights Watch, Visayan Forum Foundation, Inc., ABK2 Initiative Implementers from the World Vision, Child Fund Philippines and the Educational Research and Development Foundation, Safety Organization of the Philippines, Inc., Philippine Foreign Service officials, and local government officials.

A. EMPLOYMENT FACILITATION²

Reforms on employment facilitation seek to support a policy environment that will increase labor demand and improve labor supply using pro-employment labor market policies that foster flexibility, efficiency and equity supported by a strong system of public employment service. A more active labor market information system is required to provide timely and accurate signals on jobs and skills in demand and shortages and is readily accessible to workers and employers. Specifically, the reforms include:

- A.1. Integrated Human Resources Data Warehouse.** The DOLE started in July 2010 to re-engineer the existing PhilJobnet, the on-line government portal for jobs and skills matching being used by employers and jobseekers nationwide. It will be transformed into an Integrated Human Resource Data Warehouse of labor supply information from the Bureau of Local Employment (BLE), the Philippine Overseas Employment Administration (POEA), the Technical Education and Skills Development Authority (TESDA), the Professional Regulation Commission (PRC), the Maritime Training Councils (MTC), and the National Maritime Polytechnic (NMP). The Data Warehouse as the repository of information on skills certification and accreditation, licensure, and local and overseas employment data, will be enhanced by the **National Skills Registry System** to be launched at the 10th **National PESO Congress** on 5 October 2010 and pilot tested in 39 LGUS this October 2010.
- A.2. JobsFit 2020.** The DOLE posted the results of the JobsFit 2020 in the DOLE Website on 3 August 2010 to disseminate information on new and emerging industries and preferred skills that must be generated per region in the next ten years. Information identified key employment generators (KEGs) for the next ten years as agribusiness, cyber services, health and wellness, hotel, restaurant and tourism, mining, construction, banking and finance, manufacturing, ownership dwellings and real estate, and transport and logistics, including in demand jobs. The information can now be accessed online by workers and employers and the public at large. Hard copies in print and in CDs were given to Cabinet Secretaries, Congress, relevant government agencies, employers and workers' groups and network of guidance counselors of schools, colleges and universities. Multimedia is also tapped to broaden the information campaign on the in demand jobs and skills. The list of KEGs includes the industries identified as Seven Big Winners by the Joint Foreign Chambers of Commerce of the Philippines (JFCC) in their Roadmap to Business 2010. During the Aquino Administration, the JobsFit 2020 will be reviewed biennially to periodically analyze labor market trends and to

² Reforms under employment facilitation respond to 22-point agenda item nos. **2** (*addressing jobs-skills mismatch*), **5** (*work with the private sector and labor sector to strengthen cooperation and promote industrial peace*), **8** (*strengthening the Emergency Community Employment Program*), and **13** (*investing in skills training and upgrading of workers*).

make the data and information current for timely and accurate dissemination to the public.

- A.3. Public Employment Service Offices.** The PESOs at the Local Government Units are the partners of the DOLE in the delivery of employment facilitation services. At present, only 2.88 percent or 49 out of 1,700 PESOs nationwide are institutionalized, or with permanent human, technology and physical resources. The 10th **National PESO Congress** on 5-7 October in Tagaytay, will serve as a venue for the campaign and advocacy for high and medium income-earning LGUs to institutionalize their PESOs while budgetary allocation is yet to be provided in the GAA.

The DOLE will work out with the Department of Budget and Management (DBM) starting 2012 up to 2016 the necessary allocation to subsidize the low-income earning LGUs for the institutionalization of their PESOs. The Congress will be a platform for the launching of DOLE program innovations in the area of employment facilitation including the Government's Emergency Employment Program and the National Skills Registry System. The Congress will also be an opportunity for the DOLE, Technical Education and Skills Development Authority (TESDA), Commission on Higher Education (CHED), Department of Interior and Local Government (DILG) and BLE to share with PESO Managers and LGU officials supply-side responses in addressing job-skills mismatch such as skills training and retooling, curriculum innovations and labor market intermediation through innovative local governance, responsive standards and regulation, and efficient public employment services through PESOs.

- A.4. Job Fairs.** A total of 188 job fairs were conducted between July to September with 105,642 job applicants who registered. NCR had the highest number of job fairs with 118 or 63% of total job fairs conducted, followed by Region IVA (24), and Region VII (12). The number of registered job applicants was likewise highest in NCR with 44,476, followed by Region VII with 17,330, and Region IVA with 16,138
- A.5. Industry Training Boards.** TESDA has set up industry training boards for 22 priority industries identified in the DOLE JobsFit 2020 and the Seven Winners of the Joint Foreign Chambers of Commerce and Industry in the Philippines (JFCC) to forge strong public-private partnership among government, the academe, and the industries in the development of training regulations and curricula including industry-based on-the-job trainings to ensure that the quantity and quality of tech-voc graduates meet the requirements of the industries for high employment absorptive capacity.
- A.6. Government Scholarship Program.** TESDA has a budget allocation for skills training of P700M under the Training for Work Scholarship Program (TWSP) and P200M for Private Education Scholarship Fund Allocation (PESFA). It redesigned the program to prioritize the grants to meet the skills-in-demand in the key

employment generators identified in the DOLE JobsFit 2020 and the Seven Winners of the JFCC. The new guidelines raised the qualifications of participating tech-voc institutions and the target beneficiaries including a system of tracking and monitoring of graduates.

A.7. The National Summit on Labor and Employment. Pre-Summit activities started on 27 September 2010 for the conduct of the National Summit on Labor and Employment on 1 December. The Summit seeks to elicit multipartite participation in the formulation of the MTPDP 2011-2016 Labor and Employment Agenda toward inclusive growth and concretize multipartite commitments to integrating and mainstreaming labor and employment concerns and outcomes. Two supplementary documents to the Agenda that will be produced are the Human Resource Development (HRD) Plan and the Philippine Jobs Pact.

A.8. Government’s Emergency Employment Program (EEP). The program dates back to Republic Act 6685 signed by President Corazon C. Aquino and revived by the President as an income augmentation scheme for the working poor in the communities. Three (3) inter-agency technical meetings convened by DOLE in September 2010, resulted in the signing of a Memorandum to Cabinet Secretaries on the Institutional Framework for Coordinating and Monitoring Government’s Emergency Employment Program signed by Executive Secretary Paquito N. Ochoa, Jr. on 29 September 2010. An inter-agency committee has been created under the Memo with DOLE as chair, NEDA as co-chair, DPWH as lead steward for infrastructure projects, NAPC for non-infrastructure projects, and other government agencies as members. A Joint Implementing Guidelines among the agencies involved is in the final draft for approval and signing. P207B infrastructure projects have been allocated from the 2011 General Appropriations Act and at P80K per job (per Senator Edgardo Angara’s “rule of the thumb”). 1.035M jobs are expected to be generated and monitored from the projects. On the part of DOLE, an estimated 172,000 jobs will be generated from its 2011 livelihood and capacity building programs amounting to P650M.

2011 INFRASTRUCTURE EXPENDITURE PROGRAM

NAME OF PROJECT	IMPLEMENTING AGENCY	AMOUNT OF BUDGET ALLOCATED (under GAA) ('000)
1. Rehabilitations/construction of some 2,346 km. of roads	DPWH	P 148,200,000
2. Construction of Laguindingan Airport	DOTC	2,000,000
3. Implementation of LRT Lines North and South Extension Projects MRT	DOTC	4,200,000 8,300,000
4. Construction/rehabilitation and restoration of irrigation systems covering 183,124 hectares of agricultural land	DENR	13,300,000

5. Maintenance of roads in tourism-declared areas	DPWH	1,800,000
6. Construction's of school buildings	DepEd	12,400,000
7. Reforestation of 52,039 hectares of denuded forests	DENR	1,300,000
8. Bantay Gubat Program	DENR	80,000
9. Flood Control Projects	DENR	15,500,000
TOTAL		P 207,000,080

DOLE 2011 LIVELIHOOD AND CAPACITY BUILDING PROGRAMS

NAME OF PROJECT	IMPLEMENTING AGENCY	AMOUNT OF BUDGET ALLOCATED (under GAA) ('000)	PROJECTED JOBS
Capacity –Building Service for Livelihood		457,000	
• Livelihood enhancement for workers in micro-enterprises	BWSC, DOLE ROs		32,000
• Workers Income Augmentation Program (WIN-AP)	BWSC, DOLE ROs		41,000
• Livelihood assistance for disadvantaged unemployed workers	BWSC, DOLE ROs		16,000
Job Search Assistances for Wage Employment			
• Special Program for Employment of Students (SPES)	BLE, DOLE ROs	193,073	83,850
Total:		650,073	172,850

A.9. Joint Programme on Youth, Employment and Migration. The joint United Nations programme with different agencies is implemented in partnership with national government agencies with the Department of Labor and Employment (DOLE) as one of the lead partners. It has selected the following provinces with high incidences of poverty, unemployment, out-of-school and disadvantaged youth: Masbate (Region V), Antique (Region VI), Maguindanao (ARMM), and Agusan del Sur (CARAGA Region).). It will create opportunities for sustainable livelihood, improve access to and retention in basic education, and explore means for remittances to be used to develop employment alternatives for youth. The program targets disadvantaged youth in poor provinces with low school cohort survival rates and high rural to urban migration outflows.

During the first year of programme implementation, series of consultations, inception workshops, and program management committee meetings were conducted at the national and provincial levels involving relevant stakeholders. Policy review on youth employment and migration in order to formulate the National action agenda was initiated. Strategizing sessions and province-level

planning workshops were conducted in the four pilot areas from 2 September to 28 September to localize the implementation of the MDG F Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth. The first YouTHink Session, a consultation and dialogue with the youth to arrive at a blueprint for a decent and productive employment for young Filipinos, was held on 23 June.

A.10. Expansion of the Walk-in Examination System (WES) for Maritime Professionals.

The WES is now being expanded and upgraded to enable more maritime professionals to avail of through setting up of state-of-the-art examination facilities and ensure “zero anomaly” licensure examinations. Starting December, 2010, additional test centers will be set-up in regional offices of the Professional Regulation Commission (PRC) to accommodate more examinees. An additional 100 seats will be provided at the NCR office on the same month. The PRC will also establish three additional testing sites for WES in Cagayan de Oro, Lucena, and Baguio City within the year.

A.11. Accelerated Registration of Nurses. Fast-tracked registration of the 37,679 new nurses of the July 2010 Nursing Licensure Examinations by one month through an additional venue located in Quezon City (V-Tech Tower).

A.12. Online Renewal of Professional Identification Cards. Successful examinees and registered professionals (local and overseas) may now renew their professional identification cards anytime, anywhere in PRC regional offices and malls. This will enable them to acquire or renew their professional licenses through the regional offices, and a public kiosk or computer with online access to a payment facility. Aside from this express ID, the PRC will also activate a Fast Lane System for Professional Identification Card for Maritime Professionals starting November 15, 2010 at the PRC-Marine Deck Office.

A.13. Strong Involvement in Trade-Related Matters. Relative to its tasks for trade negotiations, implementation and review, DOLE provides inputs on the employment impact of tariff adjustments to the 2010 Comprehensive Tariff Structure Review undertaken by the inter-agency Technical Committee on Tariff and Related Matters. It is also preparing for an information campaign toward the full and optimal implementation of the ASEAN-Australia New Zealand Free Trade Agreement, which entered into force 01 January 2010.

TESDA, POEA and the Office of the Secretary jointly facilitated the 300-hour Basic Japanese Language Proficiency and Culture Training of Filipino Nurses from 12 May to 06 September 2010, benefiting Filipino Registered Nurses bound for Japan under the Japan-Philippines Economic Partnership Agreement.

As the main proponent of human resource development in the APEC Region, DOLE represented the Philippines in the 5th Human Resource Development Ministerial Meeting held on 16-17 in Beijing China. DOLE also sits in the NEDA

Board Committee on Tariff and Related Matters, the Technical Committee on WTO Matters and the Inter-Agency Committee on Trade in Services.

B. WORKERS WELFARE AND PROTECTION³

Under this policy and program area, reforms for local workers include an effective and efficient labor standards enforcement system that provides minimum protection to workers, especially the new entrants and the low-skilled, and promotes, at the same time, a culture of voluntary compliance among employers through an incentive and reward system. The reforms should also minimize rigidity in minimum wage fixing and afford flexibility to industries and enterprises to remain competitive. Flexibility should be balanced with the basic rights of workers and with adequate social protection that includes skills retraining, entrepreneurship and livelihood assistance for the vulnerable in the workforce, especially those temporarily laid-off workers or displaced during financial crisis and emergency situations like natural calamities.

For migrant workers, the policy and program thrust is to assess overseas labor markets in terms of the risks involved to the workers and craft the appropriate deployment policy taking into account the social cost to the workers and their families. Welfare and protection of Overseas Filipino Workers (OFWs) will remain a government priority that require comprehensive program and budget support during the entire migration cycle from pre-employment, on-site employment and post deployment which includes reintegration. Pre-employment requirements for employers, their local and foreign agents and the workers should be strictly followed. Education programs for workers should be country- and skill-specific with strong Filipino values and culture components. Modules should be packaged in simple Q & A format, translated in major Filipino dialects and foreign languages, and conveniently presented in pocket-size pamphlets. Q & A for OFWs shall be posted in DOLE Website and can also come in print or CD format to be used in pre-departure and post-arrival seminars in Embassies and Consulates and distributed even to the employers and the Filipino communities. Repatriation assistance must be fast and easy for victims of exploitation and recruitment malpractices and unscrupulous recruiters must be punished to the fullest. Reintegration program must be comprehensive for smooth and effective transition into the family and the community by the returning OFWs.

³ Reforms under workers welfare and protection responds to 22-point agenda item nos. **3** (*promoting rights of workers including their right to participate in the policy-making process*), **4** (*addressing issues on outsourcing*), **5** (*work with the private sector and labor sector to strengthen cooperation and promote industrial peace*), **7** (*aligning labor policies with international treaties*), **8** (*enhancing social protection programs for laid-off workers*), **9-19** (*stronger protection for OFWs*).

Specifically, the reforms include:

For Local Workers

B.1. Intensified Labor Inspection Program. The DOLE expanded its labor standards enforcement to include not only payment of minimum wage, overtime pay, night shift differential pay, service incentive pay, holiday pay but other labor standards like payment of SSS and Philhealth premiums, incidence of child labor and labor-only contracting arrangements, and issuance of alien employment permit. The Labor Enforcement Action Program, or LEAP, was launched in August 2010 and will continue until November 2010 to cover 30,000 establishments for a target increased compliance rate from 50% last year to 70% this year. After one month, **5,697 establishments** were already inspected, covering 240,648 workers or 19.0% accomplishments. Inspection results yielded 53.68% compliance rate on minimum wage and 59.79% on other labor standards.

B.2. Compliance Certification System / Tripartite Assessment. The National Tripartite Industrial Peace Council (NTIPC) has issued Resolution No. 3-B “Recommending Pro-Active Involvement in the Implementation of Tripartite Certificate of Labor Standards Compliance under the Labor Standards Enforcement Framework” on 02 September 2010. The tripartite certification system is pioneering as it will be introduced for the first time as a component of the labor standard enforcement program. It has been considered by the International Labor Organization (ILO) as an innovative and creative approach and unique to the Philippines. The tripartite body is now discussing the mechanics of implementing the issuance of certificates of labor standards compliance after the applicant companies submitted themselves to tripartite assessment procedures. The certificate will exempt the companies from the regular or routine inspection by the Labor Inspectors for the duration of its validity and may be revoked only in cases of complaint inspection found to be meritorious and in the absence of voluntary restitution. The new system will start on a six-month pilot implementation starting January 2011.

Labor Laws-Compliant Zone. The DOLE and Mega Malls and their tenants that include concessionaires, sub-contractors and manpower agencies have indicated interest to pilot-test the system as Mall management have committed to practice self-policing among its consignees or lessees in compliance with labor standards laws. The program will be cascaded nationwide in major shopping centers.

Labor Law Compliant Federation of Companies. The DOLE and the Federation of Filipino Chinese Chambers of Commerce and Industries, Inc. (FFCCCII) met last 22 September 2010 and agreed to forge a Memorandum of Cooperation to achieve the goal of 100% compliance with labor standards among its member companies. As an initial activity, it will jointly develop a Q & A on all labor laws to be translated into Chinese and to be used during a series of seminars for all its member companies, under the DOLE Enhanced Labor Law Education Program for Employers and Workers. The program is intended to educate small and medium

enterprises and their workers on all labor standard laws and productivity improvements through simple and easy to understand Q and A with Filipino-Chinese values and culture component.

- B.3. “Two-Tiered Wage System”.** The reform seeks to correct the exclusion of millions of workers in more than 700,000 small enterprises from the protection of minimum wage that contradicts and violates the intent of RA 6727 or the Wage Rationalization Act. It seeks to address unintended outcomes such as inflation, unemployment, informality, weak collective bargaining, distortions in pay systems, widespread atypical employment arrangements, involuntary non-compliance, and reduced incentive to adopt pay-for-performance schemes.

The reform consists of a fixed “floor wage” or entry level wage for new entrants and the low-skilled and a flexible wage above the floor based on productivity and performance of the industry and enterprises and may be negotiated between the employer and the workers in their unions/organizations. It has been accepted in principle by the social partners and the manner of implementing the two-tiered wage system has been the subject of technical studies and multi-sectoral consultations by the NWPC prior to adoption by the National Wages and Productivity Commission and the National Tripartite Industrial Peace Council (NTIPC). On 1 October 2010, a technical workshop was completed to process the results of the consultations and to finalize the framework of the two-tiered wage system. A tripartite technical mission is also being arranged by the ILO to study the experience and good practices on productivity-based industry wage guidelines of Singapore in November 2010 to enrich the formulation of the two-tiered wage system which is expected to be adopted by December 2010 and pilot tested for six months starting 2011.

- B.4. Expanded Social Protection System for Laid-off Workers and Workers with Special Concerns.** The concept of the system is still the subject of discussion between DOLE and social security agencies like SSS, PhilHealth and PAG-IBIG. Meanwhile, the Integrated Services for Migrant Sugar Workers (I-SERVE) for *Sacadas* has been implemented in five pilot provinces since September 2010 – Camarines Sur, Negros Occidental and Oriental, Antique and Aklan. The project aims to improve the socio-economic conditions of migrant sugar workers and their families. This project targets is 2,000 families and 30,000 migrant *sacadas* to be provided with capability building interventions, livelihood assistance, protection and welfare, and opportunity to participate in decision-making process.

DOLE has, at present, a total of nine livelihood assistance programs that specifically targets vulnerable sectors. These are: 1) the Youth Entrepreneurship Support Project (YES) intended for graduates and graduating students of college or technical-vocational courses; 2) Women Workers Empowerment through Entrepreneurship Development (WEED); 3) *Kabuhayan para sa Magulang ng Batang Mangagawa (KaSaMa)*; 4) *Negosyo sa Kariton (Nego-Kart)* for ambulant

vendors in major cities of the country; 5) DOLE Kabuhayan (DK) Starter Kit for groups with special concerns and displaced wage workers (local and overseas) and their families; 6) Integrated Services for Livelihood Advancement of the Fisher Folks (ISLA) for the marginalized fisherfolks in coastal municipalities; 7) Kabataan Information Technology Opportunities (*Kabataan Ito*) for IT-literate unemployed youth; and 8) *Tulong Alalay Para sa Taong May Kapansanan* (TULAY); and 9) the Emergency Employment Program which consists of *Tulong Panghanapbuhay sa Ating Disadvantaged Workers* (TUPAD).

B.5. Increased Occupational Safety and Health Awareness. The Occupational Safety and Health Center (OSHC) is presently preparing for the 12th National Occupational Safety and Health (NOSH) Congress to be held on 14-15 October 2010 as part of its *Zero-Accident Program*. The 12th NOSH Congress will provide the venue for exchange of the latest researches, best practices, emerging OSH concerns and other information on OSH. It will also be the venue for the awarding of the winners of the 7th *Gawad Kaligtasan at Kalusugan*. As part of the advocacy, orientations on the DOLE Department Circular 1, s. 2008 on OSH for BPO and Call Centers were scheduled through the facilitation of the DOLE NCR.

For Migrant Workers

B.6. Expanded Protection for Migrant Workers. The Implementing Rules of RA 10022 that amended the Migrant Workers Act of 1995, was finalized and signed on 8 July 2010 by DOLE, DFA, DOH, NLRC and IC. The Rules took effect of 13 August 2010. The DOLE coordinated the preparation of agency-specific circulars implementing the Rules. RA 10022 emphasizes stronger bilateral and multilateral relations with receiving countries for better protection of OFWs. The law requires the DFA to assess all labor markets in terms of protection to migrant workers in their national laws, bilateral agreements, ratified international conventions and ‘positive, concrete measure’ to protect the rights of OFWs. DFA Assessment and Certifications will be done within 90 days from 13 August 2010 for countries where we have Embassies and Consulates and 120 days for other areas where we do not have diplomatic posts or presence. The DFA Certification will be the basis for POEA Governing Board to determine the appropriate deployment policy to be adopted in each market, eliminating in the process the vulnerability of exploitation in terms of geographical areas and the skills and jobs identified to be high risks.

OFW Legal Assistance. OWWA Legal Assistance Fund (LAF) of P100M for OFWs required by the Migrant Workers and Overseas Filipinos Act, as amended by RA 10022, is set aside to pay the services of a legal counsel and other litigation expenses on-site. The OWWA Board initially allocated P10M for ready utilization. The Repatriation Program is being redesigned to make it more responsive to the requirements of OFWs and their families and on-site assistance will be expanded and institutionalized to include psycho-social counseling for repatriated workers housed in OWWA halfway house.

Review of the Household Service Workers Reform Package. A consultative meeting among Labor Attaches and DOLE officials was held in July 2010 to strengthen the protection of household service workers (HSWs) who are working or about to work abroad attended by labor attaches. Initial protection measures identified include improvement in the quality of TESDA skills assessment and certification system, strict enforcement by POEA of “no reprocessing” policy, “no-nonsense” accreditation of employers, quick blacklisting of exploitative employers, immediate preventive suspension of erring licensed recruitment agencies; faster case build up on welfare cases, fast and efficient system of work exit issuance arrangement with host countries, and transparent and effective immigration departure procedures.

Additional Mandatory Insurance. On top of the OWWA life insurance of P100K for natural death, P200k for accidental death, P100K for total permanent disability and P50K burial benefits, Republic Act 10022 requires recruitment agencies to pay the premium of the following insurance coverage for OFWs: \$15,000 in case of accidental death; \$10,000 in case of natural death, and \$7,500 in case of permanent disablement, including repatriation costs, subsistence allowance benefit, money claims, compassionate visit, medical evacuation, and medical repatriation. The Insurance Coverage Guidelines was signed and published on 08 and 17 September 2010, respectively. It will be effective fifteen (15) days from publication in a newspaper of general circulation of the POEA Governing Board Resolution which will be issued 4 October 2010 requiring the insurance policy as a mandatory requirement for processing of the OFW Contract of Employment and Overseas Employment Certificates.

Feedback 24/7 (F-24) Case Monitoring System. F-24 is now operational 24/7. The system monitors all cases registered at Post or in the Regions in order to provide timely interventions/assistance to clients. As of 06 September 2010, 857 cases were registered in the system. Status of the cases will be posted in the DOLE Website.

Repatriation Assistance. Under RA 10022, repatriation is the primary responsibility of the employer and licensed agency, after a 48-hour notice and repatriation in 15 days for countries with exit visa requirements. The inclusion of repatriation cost in the mandatory insurance under RA 10022 places DOLE and OWWA repatriation fund on standby or reserved status. As of 30 July 2010, there were 1,204 wards in the Filipino Workers Resource Centers (FWRCs); 561 were repatriated using DOLE and OWWA funds, in July and August 2010. All repat-ready OFWS are to be home within one month from the issuance of exit clearance by the host government. DOLE/OWWA also provided repatriation funds for Filipinos threatened to be expelled from Kandara bridge. POLO Jeddah funded the temporary accommodation at Hajj terminal, filing of deportation documents, and eventual repatriation of overstaying Filipino nationals. 734 OFWs from Jeddah were repatriated from 01 July to 26 September 2010.

B.7. Reintegration Services for Returning OFWs. The Philippines is adopting a full cycle reintegration program which means that reintegration initiatives start from pre-departure of an OFW, reinforced on-site, and maximized upon return to the country. The reintegration program aims to mitigate the social costs of migration and ensure that the gains of migration benefits the OFWs.

Reintegration planning will now be part of Pre-Departure Orientation Seminars (PDOS) and Post-Arrival Seminars (PAOS) with OFWs preparing their re-entry and exit plans. Upon return, they will be provided assistance with local or overseas job search; self-employment or entrepreneurship; access to credit/micro-finance; assessment of need for additional techno-skills training; counseling on business or savings mobilization schemes; and psycho-social counseling for those with personal or family issues and challenges, preferably with support and cooperation of Family Circles (families of migrant workers organized by the Overseas Workers Welfare Administration).

B.8. Anti-Trafficking Programs. For the last two years, the Philippines is in the Tier 2 - Watchlist of the US State Department Report on Trafficking, indicating that the Philippines is not showing progress in prosecuting and convicting perpetrators of labor trafficking. The DOLE, as a member of the Inter-Agency Council Against Trafficking in Persons, is actively involved in the prevention and prosecution of traffickers and rescue and rehabilitation of victims of trafficking. It drafted a Manual of Operations on Addressing Child Labor, Illegal Recruitment and Trafficking in Persons for Overseas and Local Employment for approval by the Secretary of Labor on 7 October 2010. Trafficking and illegal recruitment have “hairline” distinction in terms of the acts constituting the two offenses. Under RA 10022, reprocessing of OFWs for non-existent jobs and allowing a foreigner to head or manage a licensed agency, collection of OFW placement fee loans with over 8% interest rate, and compulsory and exclusive medical examination, loan and training arrangements, are included as prohibited acts of illegal recruitment with increased penalties for large scale illegal recruitment from 6-12 to 12-20 years imprisonment and increased fines from P200K – P500K to P1M – P2M.

Task forces on illegal recruitment and trafficking in Cebu, Clark, and Zamboanga. The Tacloban City Council has passed a Resolution on 11 August 2010, expressing its gratitude to the DOLE Regional Office No. 9 for the dispatch in rescuing 64 illegally recruited workers, 16 of which are from Tacloban City. The DOLE Regional Office was cited for its speedy rescue of the workers together with CIDG of PNP, DSWD, DOJ and the Visayan Forum. The rescue was the result of the inspection blitz under the Project LEAP. The Regional Inter-Agency Coalition for Anti-Trafficking (RIACAT) in Region 9 (Zamboanga) was expanded to include the Silliman University Alumni Association. The Task Force Against Trafficking in Cebu and Negros Oriental are already in place. *Bahay Silongan* is provided for victims of trafficking.

Alliances with Local Governments and Private Sector Organizations in Anti-Illegal Recruitment (AIR). POEA has intensified its AIR campaign through cooperative

alliances with LGUs and private organizations and has signed close to 300 Memoranda of Understanding (MOU) with local governments by providing them with orientation seminar and capacity building programs, including regular and timely update on licensed recruitment agencies, and establishment of help desks in local government units. Under the new Administration, POEA will work under the Regional Coordinating Council headed by the DOLE Regional Director for convergence and effective implementation.

Neutralization of Human Trafficking Activity in the US. The DOLE is readying the filing of appropriate legal and criminal cases in coordination with DOJ against ZDrive Inc, the licensed Philippine agency whose license has already been placed under preventive suspension, and the US Opportunities for the 18 illegally-trafficked victims in Mississippi who were forced to endure sub-human and sub-standard conditions of work. DOLE is also pursuing efforts to provide legal and other appropriate assistance to the victims while working to prevent the occurrence of similar human trafficking activities by fully implementing the country's Anti-Trafficking in Persons' Act of 2003. The DOLE, POEA, and OWWA, in coordination with the Philippine Labor Attache in Washington D.C and US-based Elaine Carr Law Offices are assisting the victims to bring the prosecution of the criminal case in the USA to a successful conviction of the perpetrators.

B.9. Implementation of the Decent Work Common Agenda, 2008-2010. The third cycle of the Decent Work Common Agenda, 2008-2010, embodies the tripartite and other stakeholders' aspiration to address and reduce decent work gaps toward enhancing workforce productivity and competitiveness. The National Tripartite Advisory Council (NTAC) on Decent Work, a high-level committee that oversees implementation of the Agenda, has identified "localization of Decent Work" as a strategic thrust under the third cycle. With the support from the ILO, a Speakers Bureau Workshop was conducted to raise awareness among tripartite partners on how to promote decent work initiatives. This activity will be followed by a Training for Trainers to develop advocates at local and regional levels. NTAC is also preparing for the assessment of the third cycle and the planning for the fourth cycle of the Decent Work Common Agenda.

B.10. Ratification of ILO Conventions

ILO Convention for Domestic Workers. In June 2010, the Philippine Government, represented by the Department of Labor and Employment, acted as Chairperson of the Committee on Domestic Work during the 99th Session of the International Labor Conference. Member-countries voted to adopt an international instrument for domestic workers in the form of a Convention supplemented by a Recommendation.

Preparations are now on-going for a series of consultations to come up with a comprehensive and multi-sectoral position on the draft Convention and Recommendation to be presented in next year's 100th Session of the International

Labor Conference. The first consultation will be a High-Level Multi-partite Meeting with Ms. Manuela Tomei, ILO Geneva Expert on Domestic Work, to be held this October. Member-organizations of the Philippine Campaign on Decent Work for Domestic Workers, a multi-sectoral group formed to generate massive support for the advocacy towards decent work for Filipino domestic workers (in both the local and overseas market), will be invited to participate in the High-Level Meeting.

Maritime Labor Convention. On February 23, 2006, the Maritime Labor Convention (MLC) was adopted by the International Labor Organization, a comprehensive code regarding seafarers' rights and the obligations of States with respect to these rights. It sets minimum standards on working conditions of seafarers such as the minimum age for work onboard ships, hours of work, occupational safety and health protection, accommodation and catering, access to medical care, repatriation, labor inspections, and social security.

At present, discussions are on-going in the country for the possible ratification of the MLC. With the Philippines being the largest supplier of seafarers in the global labor industry, the Convention is seen to benefit our workers aboard foreign vessels, as well as raise labor standards for workers in domestic vessels. The DOLE conducted a study to determine the working conditions of domestic seafarers presented last October 6 to DOLE's social partners. The study will serve as baseline information on the draft guidelines on labor standards for domestic seafarers which is now being reviewed and will soon be presented to the National Tripartite Industrial Peace Council. The institutionalization of a Maritime Industry Tripartite Council is also being discussed by industry labor and management leaders which will serve as a mechanism to thresh-out MLC-related issues and firm up tripartite position on the MLC.

ILO Convention 187 or the Promotional Framework for Occupational Safety and Health (OSH) Convention. The DOLE is working towards the ratification of ILO Convention 187 which endorses the establishment of a national policy, national system and a national program on OSH while fostering decisive commitments with tripartite partners for the improvement of conditions and environment that will ensure the safety and health of Filipino workers in about 800,000 establishments nationwide.

At its meeting in January 2009, the tripartite Governing Board of the Occupational Safety and Health Center instructed its secretariat to explore, in consultations with all concerned parties, the scope for attuning Philippine OSH policies and practices to internationally accepted principles, especially those embodied in ILO Convention 187. This was followed by a series of nationwide consultations with the tripartite and stakeholders from 2009 until the 1st quarter of 2010. In April 2010, during the World Day for Safety and Health, the social partners endorsed the ratification of ILO Convention 187.

B.11. Expanded Protection for Migrant Workers

Revised POEA Standard Employment Contract. In view of the developments in the international maritime industry and the requirements of international maritime agencies such as the International Labor Organization (ILO) and the International Maritime Organization (IMO) which affect the recruitment and employment of Filipino seafarers, POEA called for the review of the Standard Employment Contract (SEC) for Seafarers in 2008.

After a series of tripartite consultations, the proposed SEC for seafarers has been approved by the POEA Governing Board on 4 October 2010. The highlights of the amended SEC are the following: 1) Increase of leave pay from 2 ½ days to 4 ½ days; 2) Incorporation of mandatory social security coverage for seafarers; 3) Includes the provisions of Republic Act 10022, relating to compulsory insurance and payment of death benefits, subsistence allowance, and compassionate visit; 4) mandatory insurance coverage for seafarers which includes recognition of insurance provided by foreign insurance companies providing indemnity cover to the vessel; 5) clarified the provision on the payment of sickness allowance and the mode of its payment while the seafarer is under medical attention.

The SEC will become effective after publication of the Guidelines for its implementation.

C. LABOR RELATIONS⁴

Sound labor relations and industrial peace based on social justice is a necessary condition for sustainable growth and development. With this goal, the DOLE implements a package of reforms in labor arbitration and adjudication system pursuant to the 22-point labor and employment agenda of the President. The approach is two-pronged. The first focuses on reforms in the existing system by ensuring transparency, efficiency and integrity in the labor dispute settlement system, and the second include reforms intended to transform the traditional American-based conflictual and litigious labor relations system towards one that is reflective of Asian and Philippine culture of consensus building. Under the second approach, the major reform is the de-judicialization of the labor dispute settlement system through Alternative Dispute Resolution (ADR) mechanisms using mandatory conciliation-mediation of all labor cases in the DOLE and industry-based conciliation-mediation by the Industry Tripartite Councils' members. At the heart of the de-judicialization reforms is the promotion of inclusive tripartism and social dialogue through the reconstitution of the Tripartite Industrial

⁴ Reforms under labor relations respond to 22-point agenda item nos. **3** (*promote rights of workers including their right to participate in the policy-making process*), **4** (*addressing issues on outsourcing*), **5** (*work with the private sector and labor sector to strengthen cooperation and promote industrial peace*), **6**, (*reform labor arbitration and adjudication systems and ensure that 98% of labor cases are disposed with quality decisions by April 2010*), and, **7** (*align labor policies with international treaties*).

Peace Councils at the national and regional levels and the strengthening/reactivation or creation of Industry Tripartite Councils nationwide towards industry self-regulation governed by industry voluntary codes of good labor-management practices. The package of reforms has the support of the sectors as expressed in National Tripartite Industrial Peace Council Resolution No.3, Series of 2010, endorsing and extending tripartite support to the DOLE-initiated reforms in labor arbitration and adjudication system and in strengthening tripartism and social dialogue, and the succeeding resolutions supporting specific area for reforms. In addition, the DOLE is pursuing the Government commitments to the International Labor Organization and the US Trade Representatives on labor rights issues. Specifically, the reforms include:

- C.1. 30-day Mandatory Conciliation-Mediation of All Labor Cases.** Following a series of inclusive social dialogue with the social partners, the reform got the indorsement of support from the NTIPC which adopted Resolution No. 3 on 2 September 2010. The DOLE will be pilot-testing the institutionalization of a 30-day mandatory conciliation-mediation of labor cases under the Regional Coordinating Council (RCC) single-approach for six months starting November 2010 and to be fully implemented in 2011. The 30-day mandatory conciliation will be for all labor cases at the DOLE regional and provincial offices. The reform initiative seeks to provide a speedy, impartial, inexpensive, and accessible settlement services for unresolved grievances and complaints arising from employer-employee relations. The DOLE Department Order on the 30-day mandatory conciliation-mediation signed by the Secretary of Labor on 7 October 2010 will be effective 15 days from publication in newspaper of general circulation.
- C.2. Grievance Settlement and Voluntary Arbitration.** Upon the effectivity of the reforms, the NLRC will no longer entertain unresolved grievances and the same will be decided by voluntary arbitrators named or designated in the parties' CBAs. The reform will strengthen collective bargaining and will help minimize and unplug the case dockets of the NLRC.
- C.3. Industry Tripartite Councils and Voluntary Codes of Good Industry Practices.** A similar tripartite support for the reform from the NTIPC was approved on 2 September 2010. The reform will move away from over dependence on government to address industry specific issues towards industry self governance. DOLE Regional Offices, acting upon the instruction of the Secretary of Labor in a Memorandum issued in August, have started the creation, strengthening, or reactivation of industry tripartite councils (ITCs) in key employment generators including the seven big winners in their respective regions. ITCs and voluntary codes of good industry practices are expected to minimize disputes, lessen too much government intervention, and enhance competitiveness of companies in the industry towards the creation of decent and productive jobs. Starting September 2010, ten ITCs in five regions started identifying issues peculiar to the industries and possible responses towards developing voluntary codes of good industry practices on labor and employment and use of industry conciliation-mediation as the primary approach to industry labor and employment issues: 1)

NCR - Broadcast, Education and Hospital industries; 2) Region 4A – Transport and Electronics industries; 3) Region 11 – ICT and Banana industries; 4) Region 12 – Agriculture and Fishing industries; and, 5) CARAGA – Mining industry.

- C.4. Inclusive Tripartism and Social Dialogue.** To pursue the policy of pro-active engagement of the social partners in tripartite policy-making bodies, the DOLE is expanding the membership in the NTIPC through a Resolution issued by the Council in September 2010, to make it more representative and participatory. It has gathered new nominees from mainstream and militant labor organizations/employer member-organizations, and other new invitees. Sectoral meetings will be held in the distribution of nominees among the allotted 20 seats in the council. The social partners approved TIPC Resolution No. 3-C, Series of 2010, providing criteria for nomination and selection of sectoral representatives and procedure for nomination to government tripartite bodies.
- C.5. Enhanced Labor Education Program for Workers and Employers.** The DOLE is jointly formulating with the Federation of Filipino-Chinese Chambers of Commerce and Industries (FFCCI), the Model Q & A module on labor laws for easy compliance, with Chinese translation and to be used in the series of seminars of its member companies. It will pilot test the module within the year, to be replicated in other major local dialects and foreign languages. Modules will include laws for domestic and overseas employment and with values and culture component of the Filipinos and the foreign employers. The modules will be posted in the DOLE Web site and packaged in pocket- size pamphlet and brochures and in printed and CD format for wider dissemination.
- C.6. Simplifying PRC Case Adjudication Proceedings.** Reforms to simplify case adjudication proceedings have been initiated which includes the following: 1) PRC Resolution on expediting resolution of case by adopting the use of position paper in lieu of trial type hearing has been drafted and is currently under review; 2) A summary of docketed cases was prepared; 3) A committee was constituted to study and draft Revised Rules of Procedures in the investigation of cases.
- C.7. Project Speedy and Efficient Disposition (SpeED) 2⁵ of Labor Cases.** Project SpeED was designed to achieve a 98% disposition rate of all cases in DOLE by April 2011 as directed by President Aquino III. As of 31 August 2010, 45% (7,306 cases) of total pending cases have been disposed, leaving 8,812 cases pending as of September 30, 2010.

Summary of Cases enrolled under SpeED 2:

OFFICE/ AGENCY (1)	Cases Carried over from	NEW Enrolments (Cases pending as	Total Cases Enrolled in SpeED II	CASES DISPOSED			Overall disposition rate (8)	PENDING (as of 08/31/10) (9)
				SpeED I cases (5)	New enrolments (6)	Total cases disposed		

⁵ SpeED 2 covers cases filed before the DOLE offices and its attached agencies (National Labor Relations Commission, National Conciliation and Mediation Board, Philippine Overseas Employment Administration, Employees Compensation Commission, Bureau of Labor Relations, Legal Service) for the period 01 May 2009 to 30 June 2010; and from 01 May 2009 to 31 March 2010 for cases filed at the NLRC. Enrolled cases are 16,118, of which 1,417 cases are carried over under SpeED 1.

	SpeED 1 (2)	of March 31, 2010 excluding SpeED 1 Cases) (3)	(4) (2+3)			(7) (5+6)	(7/4)	(4-7)
ECC	0	1	1	0	1	1	100%	0
BLR (As of Sept. 29, 2010)		114	114	0	105	105	92%	9
NLRC (As of Aug. 31, 2010)	480	9,885	10,365	262	5,677	5,939	57%	4,426
NCMB (As of Sept. 29, 2010)	9	69	78	4	40	44	56%	34
BWC (As of Aug. 31, 2010)	69	1,111	1,179	0	578	606	51%	573
POEA (As of Aug. 31, 2010)	567	3,217	3,784		409	409	11%	3,375
LS (As of Sept. 29, 2010)	292	305	597	177	25	202	34%	395
TOTAL	1,417	14,702	16,118	443	6,835	7,306	45%	8,812

C.8. Posting of Status of Labor Cases in the DOLE website. The posting of status of labor cases in the DOLE website www.dole.gov.ph, of NLRC, NCMB, ECC, BLR, BWC, and ROs has started effective 01 September 2010. The case status is accessible to the public effective 15 September 2010. Parties involved can immediately view the status of cases filed at any DOLE quasi-judicial offices, inaugurating a policy of “no personal follow-up or transaction contact”.

For internal tracking of the cases at the DOLE, the Case Docketing and Monitoring System (CDMS) has expanded to Phase 2 featuring e-raffling in addition to the electronic tracking system on monitoring of cases. The system allows the Secretary, Senior Officials and Heads of Agencies/Offices real-time tracking and monitoring of cases from the Field Offices to the Central Office. Under Phase I, CDMS covered BLR cases. The system was deployed in the DOLE Regional Offices since June 2010. The Phase 2 started in July 2010 and would cover the other quasi-judicial bodies of DOLE. Pilot-testing is scheduled before end of 2010 and full implementation in 2011.

C.9. National and Agency-Level Tripartite Efficiency and Integrity Boards. The NTIPC approved on 02 September 2010 Resolution No. 3-A supporting the creation of a National Tripartite Efficiency and Integrity Board (EIB) under the NTIPC as monitoring and oversight body over the Agency-Tripartite Efficiency and Integrity Boards to be Established in all offices and attached agencies DOLE-wide. The

Department Order for the creation of the EIBs with tripartite representatives will be issued in October 2010.

- C.10. Labor Code Review.** From an outdated 1974 Labor Code, the DOLE is initiating labor law reforms that will be aligned to the realities of labor market brought about by globalization without sacrificing the basic rights of workers. The sectors in the TIPC have agreed to come out with a Joint Labor-Employer Legislative Agenda and identified Employment (to cover local and overseas) and Social Protection as the main areas to start with. Sectoral meetings to review the Labor Code and come up with specific legislative proposals for submission to Congress towards end of November are ongoing. On the part of the DOLE, the areas earlier submitted for amendments are being revisited and will be discussed at the TIPC prior to the presentation to the House and Senate Committees on Labor and Employment. The two draft bills that form part of the Government commitment to the International Labor Organization (ILO) and the USTR on legislative reforms to further strengthen trade unionism and remove obstacles to the effective exercise of labor rights will again be subjected to discussion in the TIPC prior to filing with the appropriate Committees of both Houses of the 15th Congress before end of this year. The first bill seeks to amend Art. 263 (g) of the Labor Code which authorizes the Secretary of Labor (and the President) to assume jurisdiction over labor disputes imbued with national interest. It limits the assumption of jurisdiction to the ILO's concept of "essential services". The second bill, on the other hand, incorporates the amendments that further liberalize the exercise of trade union rights, repeal the requirement of prior authorization for receipt of foreign assistance and remove the criminal sanction on union members for mere participation in illegal strike on ground of non-compliance with the administrative requirements.
- C.11. ILO and USTR on Labor Rights Issues.** Alleged climate of impunity has been raised in ILO Case No. 2528, which contains allegations of thirty-nine (39) cases of killings (47 victims killed, 3 wounded); eleven (11) cases of abductions (30 victims); and sixteen (16) cases of harassments (105 victims), or a total of sixty-six (66) cases affecting Kilusang Mayo Uno leaders and/or members, is one of the nine (9) cases pending before the ILO Committee on Freedom of Association on violation of ILO Convention 87 against the Government, Three (3) cases, namely: ILO Case Nos. 2652-Toyota; 2669-International Wiring System and 2745, involve allegation of militarization in the workplaces and police interference that impinge on the freedom of association by the workers. The remaining cases (Case Nos. 1914, 2252, 2488, and 2716), are on gaps in the application of Convention 87 specifically in the exercise of the right to strike by the workers and the assumption power of the Secretary of Labor on national interest disputes pursuant to Article 263(g) of the Labor Code, as amended. ILO Case No. 2546 is a union-busting case filed by PSLINK union arising from a graft and corruption charges it leveled against the TESDA head. The KMU cases with the ILO were also raised by the International Labor Rights Fund (ILRF) before the Office of the US Trade Representative (USTR) to suspend the country's duty-free treatment under the US Generalized

System of Preferences (GSP). In the USTR, the Government has manifested to stand by its commitments and translate these into actionable measures within the specified timeframes.

The DOLE, through the TIPC which was constituted as the High Level Tripartite Case Monitoring Body, is coordinating the expeditious investigation, prosecution, and resolution of pending cases concerning alleged harassment and assassination of labor leaders and trade union activists. Under the Aquino Administration, a DOJ Panel of Prosecutors will handle the cases. Simultaneously, the DOLE is exploring “out of the box” solutions to cases identified in the ILO recommendation and conducting follow-up activities with the ILO for capability building for PEZA, AFP, PNP and DOLE personnel. The Technical Cooperation Program with the ILO that will raise the awareness and strengthen the capacity of all relevant government institutions including the social partners in the promotion and protection of labor rights has already been finalized. While the proposed legislative reforms to further strengthen trade unionism and remove obstacles to the effective exercise of labor rights, are being pursued through intermediate administrative issuances and the two draft bills that will be resubmitted for discussion by the TIPC.

D. GOVERNANCE⁶

Governance reforms focus on two areas: broadening public-private sector partnership to maximize limited resources and introducing institutional reforms to ensure prudent spending, eliminate red tape, strengthen integrity and accountability of all officials and personnel, reduce processing time of key frontline services, and use technology to quicken the pace of service delivery. Capacity-building for DOLE personnel is also a priority through a human resource development program that rewards competence and builds character and ethical standards for excellence public service. Specifically, the reforms include:

⁶ Reforms under governance respond to 22-point agenda item nos. **1** (*apply zero-based budgeting in plans and programs*), **20** (*disseminate information on budget, bidding, and SALNs of officials to ensure transparency and accountability*), **21** (*ensure that qualification standards are strictly followed*), **22** (*link PMS-OPES with DBM's OPIF*).

Partnerships in Governance

D.1. DOLE-Joint Foreign Chambers of Commerce Partnership in the Seven Big Winners.

The first project enrolled under the DOLE's Partnership in Governance Forum (PGF) forged through a Memorandum of Cooperation between DOLE and the JFCC on 6 September, consisting of a dialogue series on good industry practices in the Seven Big Winners.

D.2. DOLE-IBM Partnership in Mainstreaming Employment. The 2nd project under the PGF, the DOLE-IBM partnership will mainstream employment indicators in government job-generating projects. A series of meetings have been completed and the signing of a Memorandum of Understanding will soon take place.

D.3 DOLE-ECOP Partnership in Labor Standards Enforcement. ECOP's big brother-small brother program will be part of the DOLE intervention in assisting micro enterprises. Big companies will "adopt" micro or small enterprises and will be provided technical assistance to be able to gradually comply with labor standards and implement productivity improvements.

D.4. DOLE-Federation of Filipino-Chinese Chamber of Commerce and Industries (FFCCI) Partnership in Labor Education. The DOLE and the FFCCI will jointly develop a Q & A on all labor laws to be translated into Chinese and to be used during a series of seminars for all its member companies to educate them towards compliance with labor standards, including adoption of productivity improvement program.

Institutional Reforms

D.5. Zero-based Budgeting. In accordance with the principles of zero-based budgeting, DOLE plans and programs were aligned with the 22-point labor and employment agenda. For FY 2011, the proposed DOLE budget submitted to Congress was in accordance with the zero-and performance-based budgeting system to ensure responsible allocation and use of government resources. Existing plans and programs were reviewed and shaped based on intended results and in compliance with COA reports. Starting this October, the DOLE management's compliances with 2009 audit recommendations will be posted in the DOLE website.

D.6. Prudent Spending. The DOLE has instituted new economy measures to eliminate wasteful spending. It is strictly enforcing the refund of excess/unauthorized incentives given in 2008 and the liquidation of cash advances of disbursement officers. This is being complemented by an on-going appraisal of internal control systems used in the grant of cash advances and in the implementation of DOLE livelihood projects. The DOLE is monitoring its fund utilization on a monthly basis and regularly uploads the status of fund use in the DOLE website.

An inventory of potential sources of funds was also conducted including assets, bank accounts, user fees, and other sources of DOLE funds. A consolidated report has been submitted to the Office of the President and the Department of Finance in August 2010.

The DOLE supports the move of the Department of Budget and Management to redesign the Verification Fee Program particularly on the remittance of excess collections at posts. For October 2010, POLOs with excess verification fee collections have been ordered to remit about US\$6.95 Million or P312.75 Million to the Bureau of the Treasury. The remittance of verification fee collections in excess of the three months buffer requirement as provided in the DOLE/DFA/DBM/DOF/COA Joint Circular 3-99 will be institutionalized starting this year. The funds will add to the government coffers and pump prime the economy.

A 6-Year Building Acquisition Plan is being worked out to buy/construct One-DOLE Offices at the Central Office and Regional Offices, using rentals to pay the amortization and save millions of pesos once the acquisition cost is paid.

D.7. Strict Implementation of the Citizens' Charter. The Charter which the DOLE developed to comply with the Anti-Red Tape Act, spells out the accountability of each DOLE official and personnel in providing public services with utmost integrity and efficiency. It provides the transacting public with complete information about dealing with the DOLE, including schedule of fees, timelines, and step-by-step procedures in availing the DOLE's frontline services. The Citizens' Charter is now posted in the DOLE website and displayed in electronic billboards in all DOLE offices. The DOLE is also conducting a thorough inventory of its work processes to identify and effect more improvements.

D.8. Quick Response Mechanism to Citizen's Feedback. A Quick Response Mechanism has been developed to immediately respond to citizens' feedback on labor and employment concerns culled from the OP website. This is in addition to existing feedback response mechanisms in all DOLE offices, attached agencies, and Philippine Overseas Labor Offices (POLOs).

D.9. Posting of Statements of Assets and Liabilities. The net worth of DOLE senior officials has been posted in the DOLE website in September 2010. Officials from attached agencies will also do similar posting.

D.10. Human Resource Development Program

Performance Management System-Office Performance Evaluation System (PMS-OPES). The DOLE has already completed the orientation on the system for all chief administrative officers and human resource management officers.

Moral Renewal Seminar. 398 DOLE employees from the Central Office attended Levels 1-3 of the Moral Renewal Seminars (MRS); 232 Regional Office staff

participated in the MRS and/or Values Enhancement Seminar; and 60 Officers and staff from OSHC finished the MRS Level 1.

Code of Conduct for DOLE Officials and Employees. Guided by the Code of Professional and Ethical Conduct for Government Officials, the DOLE is adopting the DOLE Code of Conduct which is in its final draft.

One-DOLE System For Overseas Labor Operations. The Guidelines will introduce for the first time One-DOLE System on the qualifications, selection, appointment and deployment of Labor Attaches, Welfare Officers, Administrative Staff and Local Hires. The Guidelines prescribe stricter criteria and training/immersion requirements for deployment. Beginning July 2010, the DOLE and OWWA assessed areas with high concentration of OFWs to be used in the formulation of a 5-year deployment plan of POLO and a professional development program that rewards competence and integrity and includes adjustment in rank/professional level.

CES Eligibility Compliance of DOLE Officials. The President already reappointed 67 DOLE Officials in July-September 2010 consisting of non-CESO in CES positions and those affected by midnight appointments. The DOLE Search Committee conducted screening/ deliberation on 8 September 2010 for the existing 19 3rd level vacant positions and for positions currently occupied by Non-CESOs. It conducted Management Aptitude Test Battery (MATB) review for 41 non-CESO Officials in compliance with CES eligibility requirements. It completed the profiling of non-CESO officials occupying CES positions including those with salary grades 24-26.

- D.11. Ensuring Integrity of PRC Documents and Anti-fixing Measures.** Effective October, 5, 2010, sidewalk vendors selling review materials in front of the PRC have been stopped. The vendors, involved in petty crimes and fixing, have been the subject of complaints by professionals and examinees. To provide order and security to the transacting public, the jeepney terminal has been relocated in coordination with the Manila Police District and Manila Traffic and Parking Bureau.
- D.12 Strong Advocacy Against Fake Professionals.** To protect legitimate professionals and the public against people with fake licenses or PRC ID, a nationwide professional identification card renewal campaign was launched by way of mobile services to government offices, hospitals, and PRC regional offices.
- D.13 Replicating e-services at the PRC-NCR office.** Before the end of 2010, the following e-services will be pilot tested and/or replicated at the NCR office to provide faster, secure, and more cost-efficient transactions for professionals and examinees: 1) online verification of room assignments; 2) professional identification card availability verification; 3) online verification of eligibility

system; 4) online verification of academic records; 5) online board examination application system; 6) online renewal application system; 7) online verification of registered professionals; and 8) regional ID printing.

**GROUPS IN DOLE SECRETARY ROSALINDA DIMAPILIS BALDOZ'
INCLUSIVE SOCIAL DIALOGUE
(July 1 to September 30, 2010)**

WORKERS GROUP

	GROUPS	BRIEF DESCRIPTION
1.	National Association of Trades Union (NATU)- Mr. Reginald Ricohermoso with 3 to 4 companions	Organized in 1963, NATU caters primarily to bank employees but with affiliates or chapters in other industries. It is active on different initiatives and cooperation for the cause of the working class. NATU is affiliated to AROBIFU, WFTU, and founding member of Association of Foreign Bank Unions, Banking Industry Tripartite Council, among others.
2.	Metal Workers' Alliance of the Philippines (MWAP) – Dexter Datu of IWS, Ed Cubelo with other officers from Toyota Motors Phils. Corp. Workers' Association (TMPCWA), NHP Semiconductors (formerly Philips), TAKATA Philippines, and Daiho.	The Metal Workers Alliance of the Philippines or MWAP is a broad alliance of workers in the metal, machine, and related industries in the Philippines. It was launched on May 13, 2006. MWAP covers workers in the automotive industry, electronics, shipbuilding, mining (metallurgy), smelting, electrical and related industries. Presently, the alliance has around 25 member-unions all over the country. Most are located in the National Capital Region, Southern Tagalog Region, and Central Luzon. MWAP seeks to promote and advance the issues and struggles of metal workers in the country for decent wage, job security, health and safety, good working conditions and union rights.
3.	Alliance of Progressive Labor (APL) – Mr. Danny Edralin with Mr. Ray Rasing (Dusit case), National Association of Broadcast Industry Unions (NABU), League of Independent Bank Organizations-BPI, Caucus of Independent Unions (CIU-Public sector), NUWHRAIN, Workers' Solidarity for Nationalism (WSN) LEARN, Wild Orchids Union, Alliance of Coca-cola Unions, Hotel Sofitel Union	The Alliance of Progressive Labor is a national labor center founded in November 1996 when various forms of workers' organizations that are committed to advancing social transformation through social movement unionism banded together. APL has a mass membership of 50,000 workers in the formal and informal sectors nationwide as well as among OFWs, including seafarers and domestic workers in Hong Kong. It represents workers in the Tripartite Industrial Peace Council and its regional as well as industry counterparts, in the Regional Tripartite Wages and Productivity Boards, National Tripartite Advisory Council on Decent Work, among others. APL is a leading member of the several labor coalitions such as Kowalisyon Kontra Kontraktwalisasyon (Kontra) and the Coalition for Labor Agenda (CLA), which grouped together 31 labor organizations. APL cooperates with the Akbayan Party.
4.	Workers' Advocates for Reforms Coalition (Butch Pena, Atty Miralles of AGLO, NAFLU, NLU & Mr. Boy Desierto of AIHRS)	<p>WAR Coalition, initially started as Workers for Aquino-Roxas, has evolved into Workers' Advocates for Reforms Coalition after the national election. Its founding labor organizations are: AGLO, NAFLU, NLU, AFWC, NFL, AIRHS, MEWA, CLASS, PAGLU, PS-LINK, KKKP and MWSU.</p> <p>WAR Coalition's constituency covers: formal and informal labor, rural workers women workers, service workers, public sector employees, young workers, migrants and overseas Filipino workers (OFW) as well as professionals.</p> <p>It stands against graft and corruption and smuggling; it advocate for efficient facilities and delivery of basic services; assured employment opportunities; capability training and entrepreneurial skills enhancement for livelihood programs; just, efficient and independent justice system; sustainable programs for the protection of the environment that include sound land use and utilization of marine life; protection of the rights and</p>

		culture of the “cultural minorities”; and inculcate a “sense of history, arts and culture”.
5.	Trades Union of the Philippines and Allied Services (TUPAS) - Mr. Vlad Tupaz with companions	Founded on April 23, 1972, TUPAS’ current membership is 34,000 nationwide and it continues to organize, educate, unite, internationalise workers and trade unionists.
6.	Philippine Transport Group Workers’ Organization (PTGWO) - Mr. Vic Balais with companions	PTGWOs an active member of the Tripartite Industrial Peace Council and counts more than 100 unions and associations in the formal, informal and migrant workers. It claimed a total of 60,000 individual members and presence in 12 industries.
7.	Philippine Metal Alliance - Mr. Frank Mero Automotive Industry Workers’ Association (AIWA) - Mr. Angel Dimalanta with companions	The Philippine Metalworkers Alliance (PMA) is a Metal Industry line National Union and broad alliance of workers from the field of Automotive, Electronics, Electrical, Fabrication, Iron and Steel, Mining, Heavy Equipment, Ship Building and Aerospace Industry with 28 active local union members and 14 auxiliary local union members, comprising more or less 500, 000 workers with their families in the direct and indirect beneficiaries of the industries where it belongs Our advocacy, among others are: 1) Promote secure and quality job (Security of employment of the workers simultaneous with the stability of the Company and promotion of Tripartite Peace Council in the municipality, Provincial, Regional and National Level), 2) Improve labor justice (Responsible union leaders and responsible management), 3) Advancing economic and social justice (Help economic growth and continuous improvement of the same by advocating measures for lowering of electricity cost and intensifies anti-smuggling programs and activities), 3) Strengthen protection of labor and trade union rights (Study the establishment of an unemployment insurance), 4) Protect the civil and political rights of the workers (representation of PMA in government agencies and influence authority in policy making and speedy resolution of pending labor cases), and 5) Consolidate the fragmented labor movement to be the instrument of our society for peace and prosperity of our Nation.
8.	Bukluran ng Manggagawang Pilipino (BMP) – President Leody de Guzman, Vice President Romy Luna, Secretary Teody Navea and officers of Metro East Labor Federation and Medical City	BMP is a national trade union center. It aims to free the workers from capitalist exploitation and at the outset, it calls for the scrapping of laws and administrative issuances that trampled upon the rights of the workers such as the department orders that legitimize contractualization and Assumption of Jurisdiction on strikes. It also calls for: (1) the creation of a Mandatory Trust Fund to be collected from the companies to answer for workers separation pay at retirement benefits during company closures; (2) review of the implementation of the Constitutional provision on living wage; (3) establishment of Unemployment Insurance; and, (3) a mechanism that would obliged capitalists to observe and comply with the minimum ILO International Labor Standards. BMP has 150,000 individual members who are mostly from the Kongreso ng Pagkakaisa ng Maralitang Taga Lunsod (KPML); Pagkakaisa ng Manggagawa sa Transportasyon (PMT); Samahan ng mga

		<p>Manggagawang Bukid; SUPER Federation (with membership in Ilo-ilo, Negros, Cebu, Mindanao, Central Luzon and Metro Manila); Metro East Labor Federation (focused in the areas of Marikina, Mandaluyong and Pasig); and BMP Calabarzon Chapter. In addition, it also has independent union members such as the unions in Medical City, Goldilocks, Fortune Tobacco, Temic, Maybank and 13 other unions. It also organizes displaced workers under the Association of Displaced Filipino Workers (ADFW), which now has 3,000 members from closed garments and textile companies.</p>
9.	All Filipino Workers' Confederation (AFWC) – Toby Tano with 4 officers	<p>AFWC is part of the WAR Coalition. Its organizing thrust focuses mainly in the education and service sectors.</p> <p>AFWC embodies the eagerness to be united with a common cause, a common goal to safeguard, advance and remain vibrant calayst and vigilant to stand against any scheming move of undermining the general interest of its constituents. It shall remain in the forefront of organizing Filipino workers into one solid and united Confederation. It claims a membership of about 10,000.</p>
10.	National Union of Bank Employees (NUBE) – Mr. Jun Umali with 4 companions	<p>NUBE or the National Union of Bank Employees is the leading labor federation of bank and insurance employees in the Philippines. It was founded in December 27, 1978. NUBE is the premier bank union in the country. It has organized chartered unions at the following banks: Banco de Oro, allied Bank, Savings Bank of Manila (defunct), Producers Bank (merged), City Savings Bank, Philippine National Bank, Development Bank of Singapore, Asia Trust, Premier Bank, PCI Capital, PCI Insurance, PCI Travel, Sterling Insurance, Mizuho Bank, Banco Silangan/Orient Bank, and HSBC. Some of these banks have either merged or folded up.</p> <p>The current membership of NUBE is about 30,000 coming from BDO, PNB, Standard Chartered Bank, Philippine Savings Bank, Security Bank, City Savings Bank, Grepalife Financial, PDIC, Land Bank, GSIS, Pag-ibig, DBP through KAMAGFI. It also services Metro Bank due to ALU's membership with the Union Network International (UNI).</p> <p>NUBE continues to promote better living and working conditions for bank workers and all workers in general. It will continue to pioneer innovative industrial relations practices. It will continue to organize. It will continue its training programs and quality services to its members. NUBE will continue to be the leading federation for bank workers for the years to come.</p>
11.	Kilusang Mayo Uno (KMU) – VP Joselito Ustarez with other officials	<p>KMU is an independent labor center promoting genuine, militant and patriotic trade unionism. It is genuine because it recognizes the struggle between labor and capital and upholds the legitimate interest of the working class; militant because it relies on the workers collective struggle in defending trade union and democratic rights; and patriotic because it seeks to end imperialist domination and control over the</p>

		Philippines.
12.	Trade Union Congress of the Philippines (TUCP) – All TUCP Council Members headed by Atty. Democrito T. Mendoza and Sen. Ernesto F. Herrera.	The largest trade union center in the country with 29 national labor federations, representing some 2,571 local unions nationwide, and 800 associations, cooperatives and informal sector members, representing some 750,000 individual members. It has established organizational capability to take leadership position in public and private interest coalitions and network bodies. TUCP is consistently a prime partner in almost all areas to ensure better impact and results, including in policy and legislative advocacy, economic and labor market governance, organizing and collective bargaining, skills training for employment and development, government efficiency and transparency, decent work promotion, and international solidarity among other. TUCP is affiliated to International Trade Union Confederation (ITUC).
13.	Federation of Free Workers (FFW)	FFW is a national trade union center of social movement unions, composed of traditional trade unions, workers' associations, workers' cooperatives and worker-owned-and-run enterprises, community based organizations, neighbourhood associations, association of informal economy workers such market vendors, tricycle drivers and operators, jeepney drivers, migrant domestic workers, across industry, agriculture and services. It has a membership base of 155,00 workers in the formal and informal economy in 27 provinces in 9 regions. In the formal sector, subscribed members are 70,000 individuals, 40,000 of which are dues paying spread over 150 companies. FFW is an active member of the TIPC, NTAC and the TWG of the Decent Work Action Program of the Philippines. Some of its officers are appointed labor sector representatives in tripartite bodies, notably the SSS and TESDA and the Regional Boards of the NWPC. It is has also Social Dialogue partners of, and networked with, some 120 international and domestic governmental organizations and civil society groups of various advocacies including with the academic communities, employers' organizations, trade unions, workers' associations, farmers associations, non-governmental organizations, private social development agencies, and political formations. It is also a Philippine affiliate of ITUC.
14.	Lakas Manggagawa Labor Center (LMLC)- Dave Diwa and 9 other officers	

EMPLOYERS GROUP

	GROUPS	BRIEF DESCRIPTION
15.	Employers' Confederation of the Philippines (ECOP) full Board	ECOP is a non-stock, non-profit private corporation. Its members include about 500 individual companies and about 50 business organizations or associations. It has 3 chapters and about 10 affiliates. It represents employers on labor and social policy issues, and committed to promote the interest of employers in achieving labor market reforms, industrial peace and harmony through direct advocacy and social dialogue.
16.	Joint Foreign Chambers of the Philippines (JFC)	JFC is composed of seven Chambers of Commerce in the Philippines, namely: American Chamber of Commerce, Australian-New-Zealand Chamber of Commerce, Canadian Chamber of Commerce, European Chamber of Commerce, Japanese Chamber of Commerce, Korean Chamber of Commerce, and the Philippine Association of Multi-National Companies Regional Headquarters, Inc.
17.	American Chamber of Commerce in the Philippines – Industrial Relations Committee	AmCham Philippines is the oldest American Chamber abroad –and the first in Asia. It has been a premier business organization for over 100 years; initiated in 1902 and incorporated in 1920 under the then American regime in the Philippines. It is committed to the promotion of US-RP relations at all levels and boasts 23 standing committees and two Foundations that cover all aspects of business and industry in the country.
18.	Filipino Chinese Business Club Mr. Tomas Ang and 5 others	The Chinese Filipino Business Club, Inc. (CFBCI) was organized in 1998 as a socio-civic, non-profit organization whose members are composed of Chinese Filipino businessperson from the different sector of the industry and from all over the archipelago. The primary goal of CFBCI's is to support the government in its goal of creating an environment conducive to job creation and economic advancement.
19.	Federation of Filipino-Chinese Chambers of Commerce and Industry, Inc. Dr. Alfonso A. Uy and 8 others	This federation is the largest organization of Chinese-Filipino businessmen with membership of 170 member chambers and business organizations nationwide. Since 1954, they have undertaken various projects to contribute to the economic growth and social development of the country.
20.	Rotary Club of Makati	The Rotary Club of Makati, founded in the mid-60's is the first rotary club in Makati, among 35 other Rotary clubs in the city. It has 193 members and is the largest among the 76 clubs in Rotary District 3830 and the second largest in the country. The club is composed of businessmen and professionals representing a wide range of fields.
21.	Laguna Technopark, Inc.	Laguna Technopark, Inc. was formed in 1989 in response to government's call for private sector participation in countryside development. At present, it consists of more than a hundred locator companies engaged in automotive, electronics, food, and pharmaceuticals, among others

22.	People Management Association of the Philippines (PMAP)	PMAP is professional, non-stock, non-profit organization with 1,800 member companies and individual management executives engaged in human resource management (HRM) and industrial relations (IR) work. The organization is founded 50 years ago with 19 local chapters all over the Philippines.
23.	Rotary Club of Manila	The Rotary Club of Manila, a group of professionals, businessmen, employers, and diplomats, among others, has a 79-year long history of serving the country through its various projects on corporate social responsibility. It is considered as a premier club of its kind in Asia.

SOCIAL PARTNERSHIP OF WORKERS AND EMPLOYERS

	GROUPS	BRIEF DESCRIPTION
24.	Philippine Association of Labor Management Councils, Inc. (PALMCO)	A non-stock, non-profit national organization of about 200 labor-management councils, practitioners, and promoters. Its vision is to act as catalyst in providing a dynamic labor-management cooperation that would propel the country towards a lasting industrial peace and unlimited economic growth, thus improving the quality of life of every Filipino.
25.	Philippine Employer Labor Social Partners, Inc.	Organized in year 2007 with the vision of promoting decent work and productivity for competitiveness. It is a social partnership of the two sectors of employer and labor with the judicious facilitation by concerned members of the Academe.

OTHER GROUPS

	GROUPS	BRIEF DESCRIPTION
	Land-based Associations	
26.	Philippine Association of Service Exporters, Inc. (PASEI) -Mr. Vic Fernandez, Jesus Niel Litan and Ramon Estrella	Organized in May 9, 1980, PASEI aims to advance and develop the Philippine overseas employment sector. It seeks to promote the growth of its member-agencies by professionalizing the industry and in protecting the welfare of its stakeholders. In furtherance of these goals, PASEI functions as industry representative in government institutions as well as the foreign governments through the diplomatic community in the Philippines. It assists the Philippine government in its sourcing, training and monitoring of its deployed workers, including the maintenance of a domestic skills proficiency profile that conforms to international trade and skills standards. Internally, PASEI, with its over 750 members and affiliates, maintains very close coordination and working relationship between and among its members, encouraging friendly competition within the framework of the common goal of advancing the objectives of the industry and contributing to the economic well-being of the nation. PASEI members deploy more than seventy percent (70%) of the total manpower placements by the Philippines to over 100 countries worldwide.

	Sea-based Sector	
27.	Joint Manning Group (JMG)	The JMG is an umbrella organization of manning agencies composed of the Philippine Maritime Industry's five leading manning agencies namely Filipino Association for Mariners' Employment, Inc. (FAME), Filipino Shipowners' Association (FSA), International Maritime Association of the Philippines (INTERMAP), Philippine Association of Manning Agencies and Ship Managers Inc. (PAMAS) and Philippine-Japan Manning Consultative Council (PJMCC).
	NGOs	
28.	Initiatives for Dialogue and Empowerment Through Alternative Legal Services, Inc. (IDEALS) Ms. Julyn Ambito and 4 others	IDEALS is a non-stock, non-profit organization supported by Inter Church Organization for Development Cooperation (ICCO). Its mission is to empower the marginalized sectors by working with them for a policy and legal environment oriented towards the realization of their rights and participation in governance in the fields of Resource Tenure, Trade and Migration.
29.	Philippine Migrants Rights Watch (PMRW) Ms. Carmelita Nuqui and 4 others	PMRW is a registered civil society network that was established in 1995 to encourage the recognition, protection and fulfillment of Filipino migrants' rights - both in the Philippines and abroad during the entire migration process. The objectives of PMRW are the following: 1) to carry out education, lobbying, and monitoring activities toward the recognition, protection, and fulfillment of the rights of all Filipino migrants and members of their families before departure, during migration, and upon return; 2) to monitor respect for and expose abuses of Filipino migrants' rights toward the pursuit of justice; and 3) to disseminate information among migrant workers and their associations, and in dialogue with them.
30.	Visayan Forum Foundation, Inc. Ms. Cecille Oebanda and Mr. Roland Pacis	VFFI is a non-profit, non-stock and tax-exempt non-government organization in the Philippines established in 1991, licensed and accredited by the Department of Social Welfare and Development (DSWD) to provide "residential care and community-based programs and services for women and children in especially difficult circumstances." VFFI works for the protection and justice of marginalized migrants, specifically the trafficked women and children and the domestic workers or <i>kasambahays</i> . The organization operates nine offices covering 14 projects areas. It provides assistance to trafficking victims by providing them shelter in seven halfway houses in sea ports (Manila, Batangas, Iloilo, Matnog, Surigao, Davao and Zamboanga) and in the Manila International Airport. Trafficking victims are given legal assistance and psychosocial aid through counselling and life skills training to name a few.
31.	ABK2 Initiative Implementors Ms. Daphne Culanag and 6 others	Implementing agencies consist of ChildFund Philippines, Educational Research and Development (ERDA) Foundation, Inc., World Vision Development Foundation, Inc. The ABK2 Initiative is the second phase of the ABK Initiative and a special project, funded by the US Department of Labor, for combating exploitative child labor in the Philippines through education, awareness-raising, and capacity building.

32.	Safety Organization of the Philippines, Inc. Mr. Edward Parocha and 11 others	The Safety Organization of the Philippines (SOPI) is a non-profit, non-governmental, national public service organization dedicated to protecting life and promoting health. Members of SOPI include businesses, schools, public agencies, private groups, labor organizations and individuals. Founded in 1959, the primary focus of SOPI is preventing deaths and injuries that occur in workplace, homes, communities and roads.
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Philippine Foreign Service Officials

OFFICIAL		POST
1.	Hon. Minda Calaguian-Cruz	Philippine Ambassador to Singapore
2.	Hon. Grace M. Princesa	Philippine Ambassador to United Arab Emirates
3.	Hon. Corazon Yap-Bahjin	Philippine Ambassador to Bahrain
4.	Hon. Victoriano Lecaros	Philippine Ambassador to Malaysia
5.	Hon. Elizabeth Buensuceso	Philippine Ambassador to Norway

Member of the Foreign Diplomatic Corps/International Organizations/Foreign Governments

OFFICIAL		POST
1.	H.E. Wadee Batti Hanna Albatti	Ambassador of Iraq to the Philippines
2.	H.E. Roderick Richard Campbell Smith	Ambassador of Australia to the Philippines
3.	H.E. Makoto Katsura	Ambassador of Japan to the Philippines
4.	Hon. Donald C.T. Lee	TECO Representative to the Philippines
5.	H.E. Luca Fornari	Ambassador of Italy to the Philippines
6.	H.E. Alcides G.R. Prates	Ambassador of Brazil to the Philippines
7.	H.E. A. Selverajah	Ambassador of Singapore to the Philippines
8.	Deputy Minister Clare Isman	Ministry of Advanced Education, employment and Immigration, Province of Saskatchewan, Canada
9.	Atty. Elaine Carr	US based lawyer
10.	Ms. Barbara Weisel, Asst. Trade Representative Mr. Karl Ehlers, Director (Asia Pacific) Ms. Jennifer Neithart	USTR
11.	Regional Director Bruce Reed (out-going); and Regional Director Sarmad Ovais (incoming)	International Organization for Migration

Platform and Policy Pronouncements On Labor and Employment

OVER-ARCHING GOAL: Invest in our country's top resource, our human resource, to make us more competitive and employable while promoting industrial peace based on social justice.

1. Review existing plans and programs in accordance with the principles of a “zero-based” budgeting system where budget allocations are shaped by their performance and their compliance with COA reports.
2. Address the labor-mismatch problem by promoting better coordination between employers, academia and government through strengthening both public (e.g. Public Employment Service Offices – PESO) and private sector labor market information and exchange institutions, especially at the local levels.
3. Promote not only the constitutionally protected rights of workers but also their right to participate in the policymaking process.
4. Review and evaluate the Department of Labor and Employment (DoLE) ruling allowing the Philippine Airlines Management to outsource its critical operations, resulting in the possible mass layoff of some 3,000 employees.
5. Work with the private and labor sector to strengthen tripartite cooperation and promote industrial peace.
6. Reform labor arbitration and adjudication systems by streamlining procedures, removing red tape, and at the same time, restore integrity and fairness in the system. Ensure that 98% of all pending labor cases are disposed of with quality decisions by April of 2011.
7. Align our country's labor policies with international treaties and ILO conventions in a sound and realistic manner.

8. Work with relevant government agencies in enhancing social protection programs such as social security, workmen's compensation, health insurance and housing for laid off workers while strengthening the Emergency Community Employment Program (ECEP) to create jobs immediately so people can still have income to spend for their basic needs.
9. Review the continued deployment of workers to countries, which are high-and medium-risk areas, as well the continued deployment of workers in high-risk occupations.
10. Create an efficient "one-stop shop" for processing applications for overseas work and seeking redress for grievances.
11. Audit the Overseas Workers Welfare Administration to rationalize the management of its funds, in terms of the benefits provided as well as how the funds are invested.
12. Work with the DFA to transform Philippine embassies, consular offices and Philippine Overseas Labor Offices (POLOs) into centers of care and service for overseas workers by assigning more foreign service officers to post where there are many OFWs and train them in the needs of the communities they serve.
13. Invest in the formal and regular skills training and upgrading of our services workers with TESDA and utilize returning OFWs to conduct training so that they may transfer skills learned abroad.
14. Fully implement the Anti-Trafficking in Persons Act of 2003. Pursue and prosecute those engaging in illegal and predatory activities, including fixers, scammers and especially traffickers that target women and children.
15. Assist OFWs in achieving financial stability through training, investment and savings programs.
16. Address the social costs of migration by working closely with communities and families of OFWs to provide effective social welfare services such as counseling and pre-departure orientation seminars. Support the creation or strengthening of community-based support groups for families of OFWs.

17. Improve the seafarer's upgrading program, credit/loaning program, self-insurance coverage program, which includes life insurance, burial, disability and dismemberment benefits, and reintegration program.
18. Complete a global trading master plan than aims to establish worldwide trading posts that rely on the labor, knowledge and entrepreneurial spirit of Overseas Filipino Workers (OFWs).
19. Facilitate the re-integration of returning OFWs by favorable terms of investment, tax incentives, access to government financial institutions and other benefits that are offered to foreign investors.
20. Regularly package and disseminate information on agency budgets, bidding and procurement documents and SALNs of senior government officials, to ensure transparency and accountability.
21. Ensure that the DOLE and its attached agencies are streamlined and rationalized to have clear-cut and distinct mandates and that qualification standards, especially on eligibility, will be strictly followed.
22. Work with the CSC to ensure that performances of government agencies and civil servants will be evaluated rationally and systematically through an effective and measurable performance management system to be approved by the CSC such as directly linking the CSC Performance Management System-Office Performance Evaluation System (PMS-OPES) with the DBM Organizational Performance Indicator Framework (OPIF) to ensure the accountability of government agencies and officials.