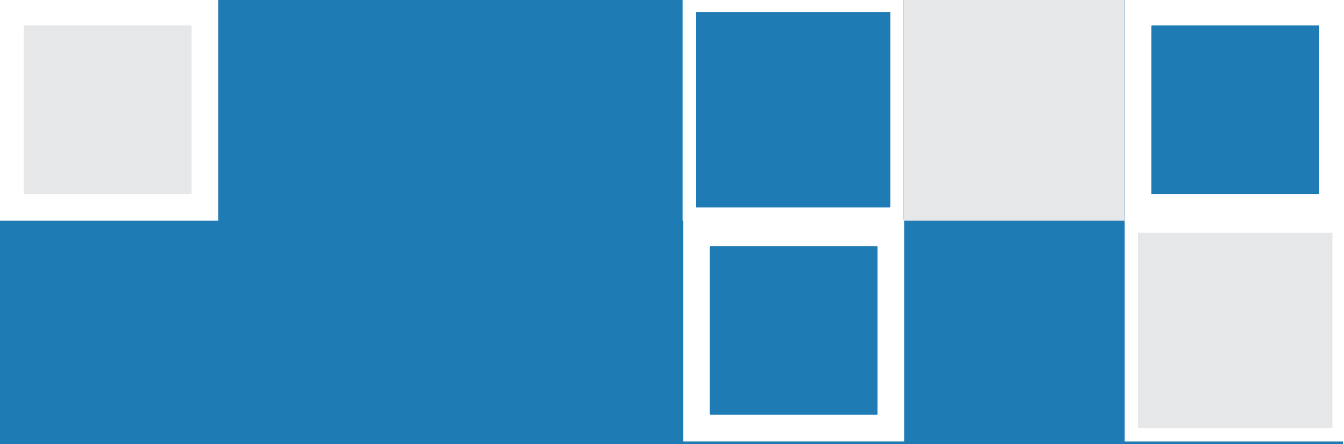




PHILIPPINE LABOR & EMPLOYMENT PLAN 2011-2016

2011 Progress Report



About the progress report

The Philippine Labor and Employment Plan (LEP) 2011-2016, a “tripartite-plus” plan aligned with the Philippine Development Plan 2011-2016, provides the consolidated strategic direction for labor and employment in the medium-term.

Launched on April 28, 2011, with the full support of the Tripartite Industrial Peace Council, the LEP represents the shared vision of hundreds of stakeholders who provided inputs as to priorities and signified commitment to work collectively to bring about positive results.

This Progress Report seeks to review the first year results of the LEP implementation. All entries in this Report are based on official submissions of all parties and representations who endeavor to make the goal of inclusive growth through decent and productive work certain and possible.

From the official submissions of LEP 2011 accomplishments and LEP 2012 priorities, this report was consolidated and prepared by the Technical Working Group of the **National Tripartite Advisory Committee (NTAC) on Decent Work** and adopted by the **National Tripartite Industrial Peace Council** on 29 April 2012. Inquiries on this Report may be addressed to: the NTAC Secretariat, 5th Floor DOLE Building, Intramuros Manila, Tel Nos: 5273456/ 5273490/ 5273447

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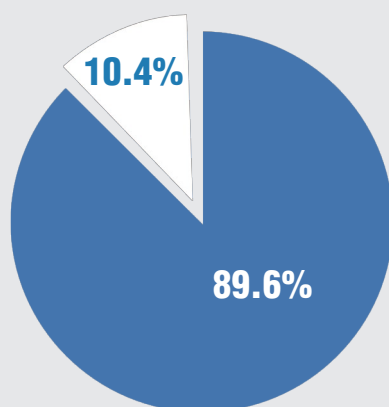
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1. Summary of progress in initiation

Progress in initiation, as used in this Report, refers to initial tangible achievements in the two hundred and eleven (211) LEP commitments. These achievements come in three forms: policy, program and policy and/or program support. For its first year implementation, the LEP reports decent work total progress to be 89.6% (189/211).

LEGEND:

Reported
Not reported

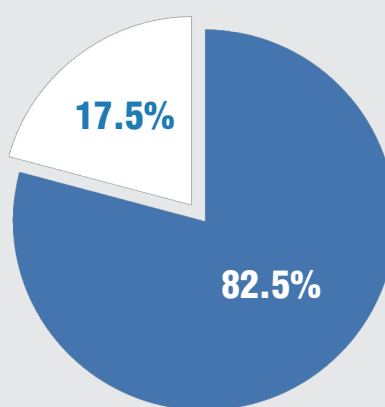


Decent Work

Inclusive growth through decent & productive work

Decent work is a concept whose primary goal is “to promote opportunities for all women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.”

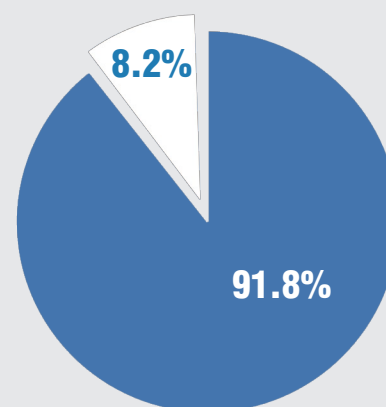
The logic and outcome of decent work are articulated in its four strategic objectives in the area of employment, worker’s rights, social protection, and social dialogue, the smooth progress made possible by mechanisms that facilitate and sustain outcomes.



Pillar 1: Employment

Increased levels of, opportunities for, and access to, decent and productive employment

The Employment pillar promotes the creation of sustainable enterprises and of increased efficiencies in the economy, two requisites for a country to move out of poverty. It also puts forward strategies for increased investments in human resource development and in improved working conditions toward the achievement of full and productive employment.

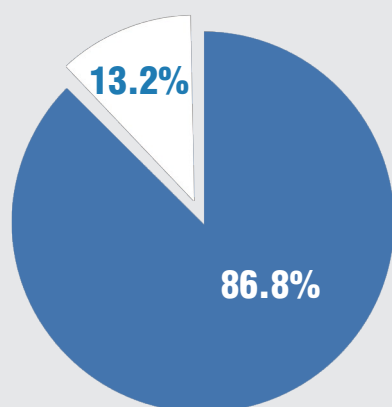


Pillar 2: Rights at Work

Strengthened compliance with the Constitutionally-protected rights of workers

The Worker’s Rights pillar aims to strengthen observance of the constitutionally-protected rights of workers. It seeks to ensure the ratification of core and governance conventions and respect for fundamental principles and rights at work.

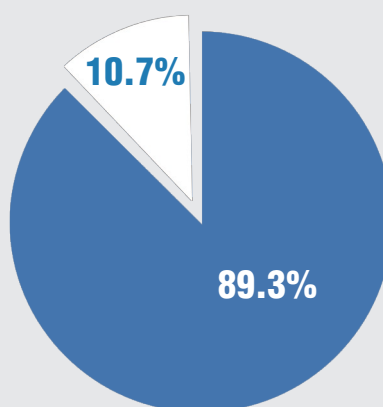
More specifically, progress in initiation in the four pillars of decent work are reported as follows : 82.5% for employment (33/40), 91.8% for rights at work (56/61), 86.8% for social protection (46/53) and 89.3% for social dialogue (25/28). Additionally, progress for the sustaining outcomes support pillar is reported at 100% (29/29).



Pillar 3: Social Protection

Universal coverage, expanded benefits, accessibility of social protection and safe work for all

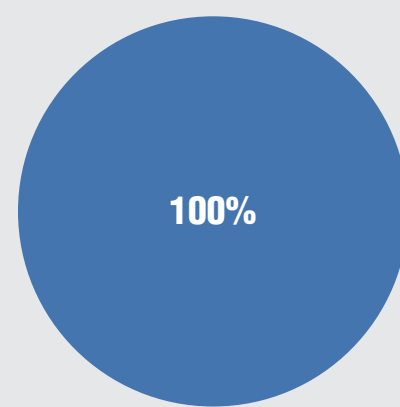
The Social Protection pillar seeks to improve access to social protection mechanisms, improved wages, better working conditions, and expanded employment opportunities for all.



Pillar 4: Social Dialogue

Strengthened tripartism and broadened representation of workers as a tool for attaining employment goals and toward productivity gain-sharing and competitiveness

The Social Dialogue pillar seeks to strengthen tripartism and broaden representation of workers as a tool for attaining employment goals.



Support Pillar

Strengthened mechanisms that promote better labor governance institutions as well as partnerships that shall ensure the realization and sustainability of outcomes

The sustaining outcomes pillar seeks to broaden public-private sector partnership to maximize limited resources, establish reforms to ensure prudent spending, eliminate red tape, accelerate frontline service delivery, widen clientele reach and fortify the character, integrity and accountability of all officials and personnel.

2. Key results for 2011

Pillar 1 | Employment

On generating an average one (1) million local employment per year

1. Total of **1.4 million job applicants placed: 1,113,350** job applicants placed through Public Employment Service Offices (PESOs); **330,709** job applicants placed through private recruitment and placement agencies (PRPAs) and manpower agencies¹.

On formulating, through social dialogue, sectoral, trade, and investment policies that promote employment-rich growth

2. Mainstreaming of employment in trade and investment through the following undertakings:

- a. DOLE / ILS research partnership with the National Economic Development Authority (NEDA), Department of Trade and Industry (DTI) and the International Labour Organization (ILO) on mainstreaming decent work in industrial strategy / policy;
- b. Research forum on developing consultative mechanism in trade negotiations;
- c. Research paper on Developing a Consultative Framework on Trade and Employment;
- d. DOLE-ILO Employment Projections Project;
- e. DOLE Employment First Project (launched through a seminar on principles on, and strategies for, employment growth in the Philippine context).

On promoting better business environment

3. **Productivity orientation-seminars or trainings were conducted**, covering 8,538 small and medium enterprises (SMEs) and

benefiting 27,764 participants. Likewise, 1,760 productivity improvement programs were installed and documented.

4. The Federation of Free Workers (FFW), as member of the Fair Trade Alliance, supported advocacy for stricter enforcement and amendment of custom laws in response to the problem of goods smuggling.

On promoting employment-intensive undertakings through infrastructure

5. The inter-agency **Community Based Employment Program** (CBEP) became fully operational, with public infrastructure projects benefiting 515,682 jobs, thereby improving the employment intensity of these projects.

On promoting productive investment and entrepreneurship among overseas Filipinos and their families

6. DOLE, through the Overseas Workers Welfare Administration (OWWA) and the National Reintegration Center for OFWs (NRCO), **intensified reintegration services**. A total of 2,760 OFW returnees/families were provided P10,000 worth of livelihood assistance and 1,090 women OFW returnees benefited from skills training with starter kits.

7. The **Entrepreneurial Development Training program**, in partnership with the Department of Trade and Industry (DTI) and the Department of Agriculture (DA), was also enhanced, benefiting 25,103 OFW returnees/families.

¹ The figures reflect administrative data and are not comparable to survey-based employment statistics resulting from the quarterly Labor Force Survey. The placement of 1.4 million job applicants through PESOs, PRPAs, and manpower agencies is deemed contributory to the new employment generated in 2011 at 1.157 million as reflected in the LFS.

On developing and harmonizing green programs

8. The National Wages and Productivity Commission (NWPC) executed a Pledge of Support agreement with the Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), Department of Tourism (DOT), Metropolitan Manila Development Authority (MMDA), Department of Energy (DOE), Department of Health (DOH), Department of Science and Technology (DOST), Department of Trade and Industry (DTI) and the Development Academy of the Philippines (DAP) to **mainstream green productivity principles in government programs**.

9. FFW launched **an internal program for the procurement** of, and preferential treatment for, **eco-friendly materials**.

10. FFW supported the initiative of a civil society organization-partner (Center for Agrarian Reform and Rural Development) in setting up a General Manufacturing Practice-certified Muscovado Plant toward sustaining and improving the livelihood and incomes of organized sugar farmers and tenants in Batangas.

11. The **First Philippine Green Jobs Conference**, a partnership of DOLE and the Climate Change Commission (CCC), was held in August 2011, drawing the participation of tripartite partners and environmental advocates in sharing insights on, and practices in, the greening of businesses and jobs.

On adopting reforms in employment facilitation

12. **Capacity building activities were held**, benefiting 435 PESOs and 35,042 local implementers; and 213 Private Recruitment/Placement Agencies (PRPAs)

and Job/Service Contractors and 1,424 participants.

13. Other **reforms on employment facilitation** were also initiated, including institutionalization of PESOs, reengineering of the Phil-Jobnet, establishment of the Human Resource Data Warehouse and the development of a Skills Registry System (SRS) in partnership with LGUs. During the second wave of the SRS implementation, 212,544 persons in 4,976 barangays and 108 local government units (LGUs) registered their skills.

On addressing job and skill mismatch

14. **Career advocacy activities** were intensified, through 2,188 advocacy sessions benefiting 372,659 participants. The Career Guidance Counselors Network was strengthened through capacity building activities involving 18,114 guidance counselors in 183 local chapters. Seven (7) Industry Career Guides on Key Employment Generators (KEGs) were also developed.

15. **Young persons** numbering 1,187 **received funding support** worth P7,883,785.57 through the Youth Entrepreneurship Support Project (YES). Further, 24 young entrepreneurs received training under the Start and Improve Your Business Project of the Youth Employment and Migration Program (YEM).

On enhancing human capital through education and training

16. The Technical Education and Skills Development Authority (TESDA), Bureau of Local Employment (BLE), with the Department of Education (DepEd) and the Commission on Higher Education (CHED), launched the **Convergence Program** to undertake

education, training and curriculum review, in consultation with industry associations, toward the development and adoption of a harmonized national qualification system (the Philippine Qualification Framework).

17. The **national licensing, competency assessment and certification systems were strengthened** to promote industry recognition of skills and employability of graduates and workers, resulting in the following accomplishments:

- Assessment of 835,572 persons
- Certification of 703,360 persons
- Employment of 60.9% of persons with certified skills
- TESDA-CHED partnership in developing the following five model disciplines for the Ladderized Education Program: B.S. Mechanical Engineering (embedded TVET qualifications included Automotive Servicing NC I-II; RAC Servicing NC I-II; Gas Welding NC I-II; Machining NC I-II; Tool and Die Making NC I-II; SMAW NC I –II); B.S. Respiratory Therapy -2 tracks (Emergency Medical Services NC II and Health Care Services NC II); B.S. Radiologic Technology (Emergency Medical Services II and Health Care NC II); B.S. Computer Engineering (Model Embedment of B.S. Computer Engineering); B.S. Medical Technology (Emergency Medical Services NC II; Medical Transcription NC II; Health Care Services NC II).

18. **TESDA partnerships with industries:**

- With Business Processing Association of the Philippines (BPAP) for the establishment of a talent development fund with the aim of creating 65,000 jobs.
- With the Coca-Cola Company in developing a sustainable small business support model for retailers and micro-entrepreneurs with special focus on women, benefiting 300 micro entrepreneurs.
- With the Genesis Group for the implementation of a training, assessment and certification program for Driving NC III, to produce a new

generation of safety-conscious and rule-abiding public utility drivers (The Genesis Group donated two [2] buses to TESDA for use in mobile training activities).

- With the Semiconductor and Electronics Industries in the Philippines (SEIPI) for the implementation of a P50 million-productivity and technology enhancement training program for more than 9,000 workers.

- With the Philippine Long Distance Telephone Company (PLDT) for the training and absorption/employment of workers covering Outside Plant and Subscriber Line Installation NC II and Telecommunications OSP Installation NC I.

- With DA for the training and upgrading of Agricultural Extension Workers (AEWs) and farmer graduates.

- With the United Nations Population Fund (UNFPA) and the International Labor Organization (ILO) involving a grant of US\$89,083 for the development of gender-sensitive training modules and materials and the training of trainers.

- With Holcim for the training, assessment and certification of 2,200 out-of-school youth in construction trades (masonry, carpentry and blueprint reading).

- With the Land Transportation Franchising Regulatory Board (LTFRB) in joint assessment and certification of 55,000 public utility vehicle (PUV) drivers.

19. The Professional Regulation Commission (PRC) continued ensuring quality of professionals by implementing a **scam-free and credible licensure examination system**. A total of 183,343 new professionals were registered, enabling them to practice their professions for gainful employment. PRC also continued ensuring compliance with quality standards, evaluating the performance of 362 institutions. To improve hiring prospects for an increasing number of high-skilled graduates, the Walk-In Examination System (WES) was expanded from maritime professions to engineering and health related professions. The frequency of WES examinations was increased from twice to three times a week.

20. Seven (7) courses were developed and seven (7) courses were reviewed to align **skills and competency standards for maritime professionals and workers** with the 2010 Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Manila Amendments.

21. **A Green Productivity (GP) module for MSME beneficiary firms** was introduced, and **green skills training regulations** were developed, including Photovoltaic System Design NC III, PV Systems Installation and PV Systems Servicing NC III, to develop a green skills standard setting and certification system.

Pillar 2 | Rights at Work

On responding to labor market realities through policy reforms and by aligning labor and social legislation with the 1987 Constitution and international treaties and ILO conventions in a sound and realistic manner

1. The **Tripartite Labor Code Reforms Project (TLCRP)**. Through the Project, the “Policy Pronouncements” for the new code, anchored on the guarantees under the 1987 Constitution; the Fundamental Principles and Rights at Work; and the Decent Work Agenda, were crafted. The policy pronouncements will be the guiding principles in developing the text of the new code. The proposed areas (key reform areas) for research were also identified.

2. **Issuance of Tripartite Industrial Peace Council (TIPC) Resolution No. 8, Reaffirming the Proposed Denunciation of ILO Convention No. 89.** Due to the prejudicial effect of the protective measures under C89 to women’s employment and career opportunities, the TIPC recommended the formal denunciation of this convention and the start of the process of ratification of ILO Convention 171, a revised Convention of Night Work.

3. **Passage of Republic Act 10151, An Act Allowing the Employment of Night Workers, Thereby Repealing Articles 130 and 131 of Presidential Decree No. 442, otherwise known as the Labor Code of the Philippines, as amended.** The Department supported the passage of RA 10151, a law which opens the doors for more employment opportunities for women workers and provides more protection to night workers. To amplify its provisions, the Department has also initiated the development of the law’s implementing rules and regulations.

On providing an enabling environment for the observance of the constitutionally protected rights of all workers particularly their right to freedom of association and collective bargaining and the right to participate in the policy-making process and in

other avenues for dialogue and cooperation based on the spirit of mutual benefits

4. Issuance of TIPC Resolution No. 3, constituting a Subcommittee in the RTIPCs as Regional Monitoring Body in the Application and Implementation of International Labor Standards, in particular ILO Convention No. 87 on the Freedom of Association and Protection of the Right to Organize. Through this resolution, the Regional Tripartite Monitoring Body under the Regional Tripartite Industrial Peace Councils (RTIPCs) was created. This provides a regional structure to the NTIPC constituted as National Tripartite Monitoring Body pursuant to the Four Areas of Commitment of the Philippine Government relative to the observations of the ILO 2009 High Level Mission on gaps in the country's observance in law and practice of Conventions 87 and 98.

5. Approval and endorsement by the TIPC of Senate Bill 2838/House Bill 5224 and Senate Bill 2918/House Bill 5934. To bolster the aim of protecting the constitutional rights of all workers, the TIPC approved and endorsed SB 2838/HB 5224 and SB 2918/HB 5934. SB 2838 and HB 5224 seek to liberalize the registration requirement for federations and independent unions, while SB 2918 and HB 5934 propose for the mandatory conciliation for all labor and employment disputes, which has been introduced through the Single Entry Approach (SEnA) pursuant to DOLE Department Order No. 107-10

6. Promulgation of the 2011 NLRC Rules of Procedure. The Rules were promulgated to improve the arbitration and adjudication of labor cases. It streamlines the proceedings to provide fair, speedy and effective resolution of cases at the least cost by: utilizing the service of a private carrier; eliminating multiple appeals; providing specific periods for filing pleadings; and providing measures to enforce final decisions effectively.

7. Issuance of the Rules of Procedure on Single Entry Approach (SEnA). These Rules provide

detailed information on processes from filing to monitoring and evaluation of the SEnA. A total of 337 SEnA Desk Officers stationed in all DOLE ROs and FOs, RABs, RCMBs and POEA extension offices were deployed.

On pursuing the process of ratification of ILO Conventions that promote the rights of workers

8. Issuance of resolutions recommending the ratification of international conventions. To recommend the ratification of certain international conventions, the following resolutions were issued:

- TIPC Resolution No. 9 - Recommending the Ratification of ILO Convention No. 189 ("Domestic Workers' Convention," 2011). This convention will provide decent work opportunities for formal employment and protection to all Filipino domestic workers worldwide. It also recognizes the significant contribution of domestic workers to the global and national economy while being prone to vulnerabilities brought about by the special nature of their work;

- Maritime Industry Tripartite Council (MITC) Resolution No. 1 - Adopting All TIPC Resolutions Recommending the Ratification of ILO Convention 185 ["Seafarer's Identity Documents Convention" (Revised), 2003]. This convention aims to secure the continuous employment of Filipino seafarers and facilitate their safe entry into countries, off shore leave, transit, transfer and repatriation; and

- MITC Resolution No. 3 - Endorsing the ratification of MLC 2006 ("Maritime Labor Convention, 2006"). This convention aims to achieve decent work for Filipino seafarers, secure economic interests and ensure fair competition for ship owners. It ensures decent working conditions for seafarers, and level the playing field for the maritime sector in so far as labor and working conditions are concerned.

On promoting better observance of labor standards toward protection of workers

9. Manifesto of Commitment by the DOLE, Labor Sector and the Armed Forces of the Philippines (AFP)/Philippine National Police (PNP) to jointly and collectively promote an integrated awareness-raising

on freedom of association and civil liberties among relevant government partners and trade unions and to build better understanding on International Labor Standards, the Department organized two summits (one involved the AFP and the other the PNP) which resulted in a manifesto of commitment by the DOLE, Labor Sector and the AFP/PNP.

10. Rapid Assessment on Compensation and Working Conditions in the Public Bus Transport Industry. The increasing number of road accidents involving public buses prompted the Department to conduct a rapid assessment on the compensation and working conditions of bus drivers and conductors. The result of the assessment was material in developing a department order on the guidelines for the implementation of labor standards in the public bus transport industry.

11. Labor Standards Enforcement Program (LSEP). In 2011, due to the spate of fatal accidents in the construction industry, the Department spearheaded the constitution of an Interagency Committee on Construction Safety through a Memorandum of Agreement (MOA) and a Joint Administrative Order with concerned government agencies. The Department has committed the conduct of refresher training courses and pushed for the refilling of a bill governing Occupational Safety & Health (OSH) in the construction industry. The DOLE also kept track of all on-going construction sites nationwide.

12. Kapatiran Wise TAV (KWT) Program. As one of DOLE's flagship programs on corporate social responsibility, Kapatiran Wise TAV, otherwise known as the "Big Brother, Small Brother Program," has impressively grown over the last four years. As of December 2011, it is implemented in 14 DOLE-ROs with 76 Big Brothers, 815 Small Brothers involving 187,516 workers.

On guaranteeing the rights and protection of workers in mutually agreed upon work arrangements while also balancing the legitimate needs of employers for flexibility

13. Issuance of Department Order No. 18 –A. The issuance of DO 18-A, which provides clear-cut rules and regulations on the operation of legitimate contracting and subcontracting companies, is expected to boost protection of workers' rights and privileges as guaranteed by the Labor Code. It promotes employment and encourages full compliance with minimum wages and general labor standards, including safe and healthful conditions of work, security of tenure, self-organization and collective bargaining.

14. Issuance of TIPC Resolution No. 6. Pursuant to item 8 of the Labor and Employment Agenda, which speaks of social protection programs for laid-off workers, TIPC Resolution No. 6 was issued, constituting a TIPC Study Group to review recommendations on the possibility of setting up an unemployment insurance scheme in the Philippines.

On ensuring protection of overseas Filipino workers, including those in vulnerable occupations

15. Pre-Employment Orientation Seminar (PEOS). As part of the information and dissemination campaign of the Philippine Overseas Employment Administration (POEA), a total of 774 PEOS with 106,923 participants were conducted in 2011. These include 350 sessions by the Central Office with 66,478 participants; 424 sessions by POEA Regional Centers and Extension Units with 40,445 participants and 154 sessions by LGUs with 32,364 participants. There was also an increase in the number of PEOS in schools, which is an evidence of POEA's active participation in the Labor Education for Graduating Students (LEGS) program of the DOLE.

16. **Anti-Illegal Recruitment Information Campaign.** Collaboration with International Centre for Migration Policy Development-Migration EU Expertise (ICMPD-MIEUX), an international organization funded by European Union, for series of training for POEA personnel on Review and assessment of the strategy in the conduct of AIR/TIP seminars, PEOS, PDOS, Capability Enhancement Training (CET).

17. **PEOS para sa Kabataan.** A project under the MDG-F Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth. An environmental scanning, consultation and programme mapping on illegal recruitment, trafficking and irregular migration.

Pillar 3 | Social Protection

On strengthening the Community Based Employment Program particularly the Emergency Employment Component to create jobs that provide income to vulnerable workers and their families

1. The **Community-Based Employment Program (CBEP)** provides employment to skilled, semi-skilled, and low-skilled workers in communities through government infrastructure, non-infrastructure, or emergency employment undertakings. For 2011, a total of 722,543 jobs were created for the non-infrastructure jobs.

The DOLE Programs enrolled under CBEP include the Special Program for the Employment of Students (SPES), DOLE Integrated Livelihood Program (DILP) and Emergency Employment Program. A total of 225,140 jobs were generated under the (3) enrolled programs, or an accomplishment rate of 118%.

On developing sustainable livelihood and entrepreneurship opportunities for vulnerable workers

2. A total of 5,777 **self-employment undertakings** and 5,767 **livelihood projects** were completed benefitting 51,114 informal workers and 21,759 wage workers.

On developing enhanced social protection programs such as social security (e.g. social insurance), workmen's compensation, health insurance and housing for vulnerable groups against economic and natural shocks particularly for laid-off workers

3. In protecting the vulnerable workers, some 40,158 workers in the informal sector were facilitated enrolment to various **social security schemes**.

4. Occupationally disabled workers (**ODWs**) were **provided with various services** ranging from facilitation of release of employees compensation (EC) related benefits, physical and occupational therapy services, counselling services and vocational/technical and entrepreneurship training.

On expanding social protection for Filipino migrant workers and review the continued deployment of workers to countries that are high- and medium-risk and also deployment in high-risk occupations

5. The **Reintegration Program** was in direct compliance to President Benigno Aquino's directive on giving sustainable enterprise opportunities to the OFWs and their families to have working abroad be more of a choice rather than a necessity. The program offers interested returning OFWs an opportunity to avail of loans or to venture in small enterprises through livelihood starter kits or availment of loans from P200,000.00 up to P2,000,000.00 under the P2B Reintegration Fund.

Repatriation related services were provided to OFWs through the provision of tickets for member-OFWs, airport assistance, temporary shelter, medical assistance, domestic transportation fare and psychosocial counselling.

On limiting the unintended outcomes of the current wage system

6. The **two-tiered wage system** is wage policy reform which aims to reduce, if not eliminate, the unintended outcomes of minimum wage fixing and to support enterprise productivity and competitiveness. The unintended outcomes include risks to inflation and unemployment, increasing informality, weakening of the incentive for collective bargaining, distortions in pay systems, wide spread growth of atypical work arrangements, involuntary non-compliance and tendency to discourage pay-for-performance schemes.

The proposed wage reform, which shall be implemented within the current regional wage system under RA 6727, shall consist of two components: (1) a mandatory single regional floor wage, as the first tier and (2) voluntary performance or productivity-based pay adjustments for wages above the floor wage, as the second tier.

On intensifying workforce-focused occupational safety and health (OSH) programs

7. In support of further strengthening the culture of

Occupational Safety and Health and increasing the number of OSH advocates, a total of 13,737 participants from 4,714 companies benefitted from all the OSH trainings conducted by the OSHC nationwide. 1,870 participants from 1,138 companies benefitted from 42 batches (183% of the target) of the BOSH Training and 1,697 participants from 1,048 companies benefitted from 34 batches (283% of the target) of CST. 23 batches (155% of the target) of specialized courses were conducted benefitting 901 participants from 617 companies.

On strengthening measures to prevent and eliminate the worst forms of child labor

8. The Department of Labor and Employment (DOLE) leads the network of mutually enabling social partners in working towards the prevention and progressive elimination of child labor through protection, withdrawal, healing and reintegration of child workers into a caring society.

To contribute to the goal of the **Philippine Program Against Child Labor (PPACL)** of eliminating the worst forms of child labor towards a child labor-free Philippines, the DOLE implement its **Child Labor Prevention and Elimination Program (CLPEP)**. The 2011 accomplishments of the DOLE CLPEP is aligned with the PPACL's five (5) strategic directions, namely: 1) Knowledge Management; 2) Strengthening Partnerships; 3) Service Delivery; 4) Mainstreaming and Advocacy; and 5) Compliance to Laws and Enforcement.

Pillar 4 | Social Dialogue

On promoting participative governance, sectoral accountability and ownership of the Philippine Labor and Employment Plan through social partnership.

1. **Mainstreamed the implementation of the LEP** as a tripartite endeavour through the issuance of TIPC Resolution No. 1 Series of 2011, entitled “Approving and Adopting the Philippine Labor and Employment Plan 2011-2016 as the Workplan to Achieve Inclusive Growth through Decent and Productive Work” on 14 April 2011.

2. **Endorsed NTIPC-supported bills** to both Houses of Congress through issuance of TIPC Resolution No. 2 entitled “Adopting and Endorsing as NTIPC Bills the Drafts entitled: “An Act Strengthening Tripartism, Amending for the Purpose, Article 275 of the Labor Code, as amended” and “An Act Strengthening Conciliation-Mediation as a Voluntary Mode of Dispute Settlement for All Labor Disputes, Amending for the Purpose Article 228 of the Labor Code, As Amended” on 18 May 2011.

3. Commended the DOLE and the NLRC through issuance of **TIPC Resolution No. 4** “Recognizing and Commending the DOLE and the NLRC Efforts to Afford Speedy and Efficient Delivery of Labor Justice through the DOLE Project SPeED (Speedy and Efficient Delivery of Labor Justice).”

4. Promoted social dialogue through issuance of **TIPC Resolution No. 5** “Requesting DOLE to Initiate a Dialogue with the Stakeholders toward the Review and Amendment of the Provision on the Three-Year Probationary Period for Private School Teachers” on 12 September 2011.

5. Upheld decent work through issuance of **TIPC Resolution No. 7** “Recommending Decent Work Agenda as a Brand Name for the Aquino Administration’s Labor and Employment Reforms Towards Inclusive Growth, Decent and Productive Work and Competitive Enterprises” on 14 November 2011.

6. Practiced effective conciliation and mediation using the **Single Entry Approach (SENA)** at the national, regional, and provincial level prevented 14,379 labor disputes from maturing into actual labor cases with a settlement rate of 43% and awarded P368,731,953.08 to 19,784 workers.

On providing an environment for more inclusive tripartism and social dialogue to make representation of interests of sectors more broad-based and highly participatory, through a policy track that affords consultation and broad-based participation to include not only those social partners in the TIPC

7. **Expanded membership** of the National Tripartite Industrial Peace Council and its Technical Executive Committee to include the Alliance of Genuine Labor Organization (AGLO), Bukluran ng Manggagawang Pilipino (BMP) and Makabayan in the labor sector and Semiconductor and Electronics Industry of the Philippines, Inc. (SEIPI) in the employer sector.

8. **Conducted various fora**, consultation and dialogues outside of the TIPC in pursuit of addressing pressing concerns:

- Seminar-Workshops on The Freedom of Association, Civil Liberties, Labor Laws and the Issue of Impunity
- Public-Private Partnership on Labor Governance
- DOLE-Church-Labor Conference on Unemployment, Security of Tenure and Right to Self-Organization
- DOLE-Labor Sector-AFP Summit on the promotion and protection of labor rights
- DOLE-Labor Sector-PNP Summit on the promotion and protection of labor rights

On promoting venues for social dialogue particularly at the plant/firm, industry and local government levels

9. Formulated and adopted **30 voluntary codes of good industry practices** on the following industries: hotel and restaurant, BPO, banking, power, mining, wood-based, education, broadcast, transport, cargo handling industries, among others.

10. Established **7 new and reactivated 2 TIPCs** in Regions 6, 7, 9 and CAR; and established 71 new ITCs nationwide in agriculture, BPO, transportation, hotel.

11. Established **318 new labor and management councils (LMCs)** and strengthened 1,108 existing LMCs while 10 LMCs were established in economic zones.

Support Pillar | Sustaining Outcomes

Partnerships in governance toward developing industry-based approaches on self-regulation and the crafting of voluntary codes of good practice

1. **Partnerships in Governance Forum.** In support of the development of a voluntary codes of good practice at the industry level, a series of Partnerships in Governance Forum was held on the Mining and Creative Industries. The Forum served as the platform for policy discussions with industry leaders and experts on employment and labor issues. The discussions during the event will be consolidated to serve as inputs in crafting a voluntary code of practice in industries.

Institutional reforms that pursue responsive public service delivery and efficient use of resources

2. **Department Order No. 115 Series of 2011, Incentivizing Compliance Program.** While the regulatory track still remain as the primary framework in ensuring compliance with labor laws, DOLE initiated a complementary scheme by promoting voluntary compliance with the involvement of workers and employers to achieve fair, expeditious and non-litigious settlement of disputes. The Department Order 115-11 provides for the guidelines on the implementation of the Incentivizing Compliance Program (ICP) aimed at ensuring faithful observance of the labor laws. This is contributory to the convergence and integration of programs on faithful observance of labor laws. Through the certification and awarding schemes, the ICP will give due recognition to companies who are compliant with labor laws, while providing assistance to non-compliant establishments to meet the labor standards. For 2011, a total of 80 establishments were enrolled under ICP nationwide.

3. **Project SpeED.** Sustaining the momentum on improving labor justice system, the Department continued its Project DOLE SpeED (Speedy and Efficient Delivery of Labor Justice) which started in 2009. The Project SpeED mandated the concerned bureaus and attached agencies to dispose labor cases fast and efficiently.

For 2011, monetary awards amounting to 3.5 billion were awarded to more than 49,000 workers. These achievements were well received by the stakeholders so much so that through the Tripartite Industrial Peace Council (TIPC) Resolution No. 4, the project has been recognized by the tripartite partners on providing speedy and efficient delivery of labor justice.

4. **DOLE e-Services.** To provide faster, secure, and more cost-efficient transactions in relation to the conduct of professional examinations, provisions of e-services at the PRC-NCR are now operational, viz:

- On-line Verification of Room assignments
- On-line verification of registered professionals
- On-line verification of exam results

In line with this effort, the DOLE also uses new technology to improve systems and fast track the delivery of other services. The areas covered by these on-line services include program monitoring, fiscal management and POLO operations.

- DOLE Kabuhayan Information System (DKIS) for up-to-date data on all livelihood projects managed by DOLE offices

- E-OSH for the conduct of on line training programs

- Internal DOLE monitoring of allotment for timely assessment of the financial status of different projects and programs

- Phil-Jobnet on providing faster employment facilitation and matching

Institutional reforms toward transparency, accountability and respect for the rule of law

5. DOLE established the **National Tripartite Efficiency and Integrity Board (NTEIB)** and its DOLE-wide counterparts to ensure efficiency and integrity in the Department. The Board serves as monitoring and oversight body on the implementation of Integrity Development Action Plan (IDAP), specifically on reviewing systems and procedures in the DOLE and its attached agencies. The DOLE Central Office and Regional Office Tripartite EIB were already established.

With regard to allocation and use of government resources, DOLE has pursued the following

transparency and accountability measures:

- Compliance with the Transparency Seal of the General Appropriations Act through posting 2011 Approved Budget and Monthly Status of Funds
- Adoption of zero-based budgeting (ZBB) system in the preparation of DOLE's 2012 budget resulting in its approval amounting to **P7.4 Billion**.
- Compliance with the submission and monitoring of the Annual Procurement Plan of the Department.

Capacity building toward ensuring better service delivery

6. Strategic Performance Management System (SPMS). The SPMS aims at strengthening the DOLE's organizational effectiveness and increasing its productivity level through the institutionalization of scientific and verifiable basis in assessing organizational performance and the collective performance of individuals within DOLE. It covers the review of DOLE organizational performance with other human resource systems like personnel movements, training and development, incentives and awards, administrative discipline and other personnel actions. The system adopts an Organizational Performance Commitment and Review Form designed to measure targets as against actual outputs as well as the corresponding performance ratings.

7. Trainings and capacity building programs of DOLE are geared on developing competencies and reinforce a culture of transparency and integrity among official and employees. The programs include:

- Trainings for Single Entry Assistance Desk Officers (SEADOs) to improve delivery of SENA in all offices.
- Training for internal auditors as pre-requisite to establishment of internal audit units in all regional offices.
- Review sessions on the Career Executive Service exam and facilitation for eligibility requirements as part of professionalizing DOLE personnel.
- Development of competency standards for division chiefs and directors.

3. Decent work snapshot

2001-2010		2011	
1. Employment growth vs. GDP growth			
GDP	Employment	GDP	Employment
4.8%	2.9%	3.7%	3.2%

1. Inclusive economic growth requires fostering.

2. Major industry group shares, GDP & employment			
2001-2010	Agriculture, forestry, fishing	Industry	Services
% share to total GDP	13.2%	32.8%	54.1%
% share to total employment	35.7%	15.4%	49.0%
2011	Agriculture, forestry, fishing	Industry	Services
% share to total GDP	11.5%	32.0%	56.5%
% share to total employment	33.0%	14.9%	52.1%

2. The productive structure of the economy remains unchanged.

2001-2010	2011
3. Employment performance	
891,000	1,157,000

3. Employment performance exceeds the annual average employment generation target of one million.

2001-2010	2011
4. Employment-to-population ratio	
59.3%	60.1%

4. Economy not providing adequate employment opportunities for working age population.*

2005-2010		2011	
5. Share of young workers & college-educated in total unemployment			
Young Workers (15-24 years old)	College Educated	Young Workers (15-24 years old)	College Educated
50.4%	39.8%	50.4%	42.0%

5. Unemployment largely concentrated among young workers and college educated.

2001-2010	2011
6. Underemployment rate	
19.0%	19.3%

6. Underemployment remains high and highly linked to poverty.

* MDG indicator

7. 1 out of every 3 employed is a laborer.

2001-2010	2011
7. Share of laborers & unskilled workers in total employment	
31.4%	32.6%

8. A large proportion of the employed is engaged in self-employment and unpaid family work.*

2001-2010	2011
8. Share of self-employed & unpaid family work in total employment	
43.9%	41.1%

9. Precarious paid employment persists especially in the industry sector.

2001-2010	2011
9. Employees in precarious work as percent of total employed	
14.1%	15.0%

10. Daily basic pay increases not adequate to make up for price inflation.

2006-2010	2011
10. Average real basic pay at 2006 prices	
P 261.90 - P 254.59	P 251.54

11. Approximately one in every four workers earned income below the poverty line.**

1997	2006
11. Working poverty rate**	
27.7%	28.2%

12. Union membership on the decline.

2003	2010
12. Union density rate	
20.2%	10.6%

13. Significant decrease in number of strikes and lockouts.

2001-2010	2011
13. Strikes and lockouts	
20	2

** Statistics on working poor based on poverty threshold estimates using the old 2003 methodology for estimating poverty before the 2011 refined methodology.

Data sources: National Statistical Coordination Board, National Account Statistics
National Statistics Office, Labor Force Survey; merged files of the LFS and Family Income and Expenditure Survey; Consumer Price Index
Bureau of Labor and Employment Statistics, BLES Integrated Survey
Department of Labor and Employment, Statistical Performance Reporting System

Decent work is integral to efforts to reduce poverty and is a key mechanism for achieving equitable, inclusive and sustainable development . It involves opportunities for work that is productive, and delivers a fair income, provides security in the workplace and social protection for workers and their families, and gives people the freedom to express their concerns , to organize and to participate in decisions that affect their lives.

This section of the Report presents statistical indicators summarizing trends in decent work that cover substantive elements corresponding to its four strategic pillars. The indicators will allow the monitoring and assessment of decent work progress & gaps and help inform national planning and policymaking efforts for the remaining plan period.

Note: Data found in this section sourced from the Bureau of Labor and Employment Statistics (BLES).

Economic & social context

Indicators reveal prospects for growth and job creation.

1. Employment growth vs. GDP growth

The past decade: Employment expanded (2.9%) but at a slower pace than GDP (4.8%). Its growth was characterized by a “boom and bust” pattern triggered by extreme weather disturbances (dry spells and destructive typhoons). This had a negative impact on employment in agriculture which accounts for a fairly large share of the country’s total employment.

In 2011: Employment grew by 3.2% while GDP growth fell to 3.7%.

2. Major industry group shares, GDP & employment

The past decade: Agriculture, forestry and fishing sector accounted for a little over 10% of GDP but it absorbed one third of total employment. In contrast, the industry sector which contributed a third to domestic output comprised around 15% of total employment.

In 2011: These structural shares have not changed considerably since 2001-2010.

Employment opportunities

Indicators reflect the quantity and quality of work available.

3. Employment performance

The past decade: Annual employment generation averaged at 891,000.

In 2011: 1.157 million

4. Employment-to-population ratio

The past decade: Employment-to-population ratio, a millennium development goal (MDG) indicator on employment was stagnant at 59%. This means that the ability of the economy to provide employment to its working age population or to provide jobs for those who want to work remained at a standstill.

In 2011: A modest improvement in the ratio was noted at 60.1%, the second time that it breached 60% from 1990.

5. Share of young workers & college-educated in total unemployment

In 2005-2010: Half of the unemployed are young workers (15-24 years old). Their unemployment rate averaged to 17.4%, more than twice the national rate of 7.6%. Two-fifths of the unemployed are college educated.

In 2011: Unemployment rate among the youth declined to 16.3% as total unemployment rate dropped to 7%. Nevertheless, they still accounted for half of the unemployed and the college educated, two-fifths.

6. Underemployment rate

The past decade: About one out of every five employed wants additional work. With limited wage employment opportunities, the bulk of the working population engages in some forms of economic activities no matter how little or inadequate because unemployment is not an option for them. In regions where incidence of poverty is high, particularly where agriculture plays a dominant role, underemployment rates are also significant.

In 2011: Underemployment rate remained the same at 19.3%.

Stability and security of work

Indicators show deviation from the ideal norm of “full-time protected regular wage and salary employment”

7. Share of laborers & unskilled workers in total employment

The past decade: Laborers and unskilled workers was the largest occupational group at 31.4%.

In 2011: The employment share of laborers and unskilled workers slightly went up to 32.6%.

8. Share of self-employed & unpaid family work in total employment

The past decade: More than two-fifths (43.9%) of the employed are in precarious circumstances, i.e. less likely to have formal work arrangements, access to benefits or social protection and are more at risk to economic cycles.

In 2011: The proportion improved to 41.1%. This indicator is another MDG indicator on employment.

9. Employees in precarious work as percent of employed

In 2001-2010: Precarious paid employment, referring to short-term/casual/seasonal employees and those who worked for different employers on a day-to-day or week-to-week basis, varied across sectors but was more apparent in the industry than in agriculture and services sector. During the past decade, employees in precarious work as percent of employed was at 14.1%.

In 2011: In absolute terms, precarious paid employment grew from 4.1 million in 2001 to 5.6 million in 2011 or 15.0% of total employed.

Adequate earnings & productive work

Indicators show extent of sufficiency in earnings for workers and their families to enjoy a reasonable standard of living.

10. Average real daily basic pay

In 2006 – 2009: Average real daily basic pay has been decreasing since the PhP261.90 value in 2006 to PhP254.59 in 2010. Decreases in the average daily pay in real terms indicate that salary increases given from time to time are not enough to compensate for the rise in the cost of living.

In 2011: Real basic pay decreased by 1.2% at PhP251.54.

11. Working poverty rate

In 1997: Workers living in a household with a per capita income below the national poverty threshold relative to total employment was at 27.7%. The higher the working poverty rate (MDG indicator on employment) the bigger the decent work deficit in terms of adequate earnings.

In 2006: The share of the working poor to total employment slightly increased to 28.2%.

Social dialogue & representation

Indicators reveal the extent to which workers rights to self-organization and collective bargaining including the right to strike are guaranteed.

12. Union density rate

In 2003: Union density rate (proportion of union membership to total employees) was at 20.2%.

In 2010: Union density rate down to 10.6%.

13. Strikes and Lockouts

In 2001-2010: Annual average of 20 strikes and lockouts recorded.

In 2011: Number of strikes and lockouts cases remain at single-digit level (2 cases).

4. 2012 Priorities



Employment

On generating an average one (1) million local employment per year

- Improve access to local employment opportunities by enhancing employment services through intensified monitoring of vacancies in collaboration and coordination with public and private providers and through expanded job vacancy solicitation activities.

On promoting better business environment

- Initiate policy and program advocacy activities against smuggling of goods, in collaboration with other government agencies and social partners.

On formulating a national industrial policy

- Undertake research and consultation activities to mainstream decent work in ongoing industrial strategy road-mapping initiatives.
- Organize tripartite dialogues toward the formulation of an industrial policy that is responsive to employment requirements especially in the industrial and agribusiness processing sectors, in partnership with DTI,

NEDA, other government agencies and social partners.

On focusing policies and programs on key job generating areas towards increasing productivity and employment

- Through a dialogue process and program enhancement, mainstream competitiveness principles in DOLE programs consistent with social protection and labor standards requirements.

On promoting employment-intensive undertakings through infrastructure

- Ensure achievement of employment generation objectives of CBEP through intensified coordination and monitoring.

On promoting entrepreneurship

- Intensify the implementation of the TESDA Specialista Technopreneurship Program (TSTP) to generate employment opportunities for certified skilled workers through the distribution of starter kits.

On promoting productive investment and entrepreneurship among overseas Filipinos and their families

- Undertake brain gain initiatives and enhance reintegration services including livelihood programs and financial literacy seminars for overseas Filipinos and their families.

On developing and harmonizing green programs

- Intensify efforts to incorporate green skills development in training regulations.
- Map out opportunities for green jobs generation and assess constraints and growth drivers.
- Develop transition programs for workers, to minimize employment and income losses from impact of climate change and other environmental shocks, and to optimize gains from the greening of technologies, business practices, and the economy.

On adopting reforms in employment facilitation

- Enhance key services in employment facilitation by conducting capacity-building activities for PESOs and other service providers, by developing a PESO Performance Monitoring

System, and by intensifying efforts toward the institutionalization of PESOs.

- Implement the 3rd wave of Skills Registry System in 200 LGUs.

On addressing job and skill mismatch

- Pursue the following approved convergence programs among DOLE, TESDA, CHED and DepEd:

- Development of the Philippine Qualifications Framework (PQF) which will harmonize all recognized qualifications and standards into a unified national qualification system, through a consultation process engaging education and training institutions and stakeholders

- Development of responsive K+12 pilot curriculum for Grades 11 and 12 (Senior High School) in public and private schools.

- Initiate the conduct of an impact assessment for the K+12

- Review of higher education curricula and training regulations toward enhancing the competencies and skills of Filipino college graduates in the context of technological changes and globalization of skills and qualifications.

- Upscaling of the career guidance advocacy program through the formulation of a career advocacy

plan, conduct of the first National Career Congress with the view of strengthening career guidance partnership of DOLE and the Network of Guidance Counselors, and launch of the MyFirst Job Program for piloting full-cycle employment intermediation services.

- Optimizing the value of the Phil-Jobnet through sub-systems: Skills Registry System and DOLE Human Resource Data Warehouse.

On enhancing human capital through education and training

- Align training and skills enhancement programs with competitiveness and employability requirements, particularly focusing on the youth

- Strengthen the TESDA industry boards to improve industry recognition of skills and to promote employability of trainees.

- Increase Training-for-work Scholarship allotments for key employment generating industries

- Explore, through dialogues, the expansion of the training program for bus drivers to also benefit taxi drivers.

- Ensure the conduct of leakage- and scam-free examinations to maintain the integrity, credibility and reliability of the Professional Licensure Examination and Registration system.

- Enhance the value of practice of professions by promoting compliance with ethical and technical standards through education and training programs that will sustain and strengthen core professional competencies.

- Complete the development and revision of all training courses and legal instruments required under the Manila Amendments for the Standards of Training, Certification and Watchkeeping for Seafarers (STCW) Convention.

In sum, the priority initiatives for 2012 will be aligned with two broad strategies:

- Demand-driven and quality assured education and training, effective skills assessment and certification systems, and high standards of professional practice.

- Intensified partnership with major partners and stakeholders in advocacy and capacity building activities to meet the expected targets for employment generation.

- Intensified career advocacy especially in key employment generating industries.



Rights at Work

On responding to labor market realities through policy reforms and by aligning labor and social legislation with the 1987 Constitution and international treaties and ILO conventions in a sound and realistic manner

- **Finalization of the amendments to the Labor Code of the Philippines.** The ongoing review of the Labor Code (started in 2011), through the Tripartite Labor Code Reforms Project, is expected to be finalized in 2012. The draft amendments will modernize the 36-year old Labor Code and other labor and social legislations and align them with the relevant provisions of the 1987 Constitution, international conventions and the Decent Work Agenda.

- **Codification of Professional Regulatory Laws.** The Department, through the PRC, will continue working on the integration and harmonization of existing professional regulatory laws through the codification of all regulatory laws of the various professions and propose amendments thereto.

On pursuing the process of ratification of ILO Conventions that promote the rights of workers

- **Ratification of the Maritime Labor Convention.** The Department will continue pushing for the ratification of ILO Convention No. 186. This convention will provide comprehensive rights and protection to thousands of Filipino seafarers. A resolution endorsing the ratification of this convention (MITC Resolution No. 3) was issued in 2011.

On promoting better observance of labor standards toward protection of workers

- **Labor Standards Enforcement.** The Department will also formulate the guidelines on OSH and working conditions of drivers and conductors in the public utility bus transport industry, as well as the operational guidelines on inspection procedures and the appropriate notice of inspection results and an inspection checklist for domestic seafarers and their ships. Furthermore, the Department will sustain the interagency initiatives and activities in construction safety, based on the Memorandum of Agreement and Joint Administrative Order forged in 2011.

As regards compulsory compliance, the DOLE will: inspect 100% of inspectionable establishments and act upon 100% of complaints within the prescribed process cycle time.

- **Policy/guidelines/standards formulation on wages and productivity.** The DOLE is committed develop and implement a two-tiered wage system within the current regional minimum wage fixing framework (RA 6727) to protect the income of vulnerable workers and promote productivity and competitiveness at the regional, industry and firm level.

The Department will also formulate and implement policies on facility evaluation and time-and-motion studies/work improvements for wage determination and industry standards setting.

Furthermore, an evaluation of the wage exemption policies will also be made to determine its effectiveness and relevance to new and emerging labor market conditions.

On ensuring protection of overseas Filipino workers, including those in vulnerable occupations

- **Protection of Migrant Workers.** The DOLE will continue pursuing bilateral and multilateral agreements on the protection of migrant workers. A DOLE Inter-Agency TWG on Bilateral Labor Agreement, with POEA as head, was already created in 2011.

Social Protection

On strengthening the Community Based Employment Program particularly the Emergency Employment Component to create jobs that provide income to vulnerable workers and their families

- The DOLE will increase the coverage of its Integrated Livelihood Program (DILP) and ensure better targeting of beneficiaries and maximizing of resources. It will target more women beneficiaries from the informal sector. The vision is to help more women-small livelihood project owner to be micro-entrepreneurs. The DOLE will also target its resources to the 300 priority poor municipalities.

On intensifying implementation of active labor market policies and programs that shall enhance employability of vulnerable workers (workers affected by crisis, workers in the informal economy, displaced and distressed OFWs, youth and women) to facilitate labor market (re)integration

- The various programs for the youth will also be expanded, such as the

Special Program for Employment of Students (SPES), Youth Education - Youth Employability (YE-YE) and Youth Entrepreneurship Support (YES) project would focus on tech-voc skills and entrepreneurship training and partnership building. The SPES will include out-of school youth as part of its target beneficiaries. The SPES Guidelines will prioritize children of displaced workers, ODWs and victims of illegal recruitment or trafficking. The DOLE will, likewise, work closely with its partners to for the promotion of the Government Internship Program (GIP) for new graduates at the national level as well as OSY and youth with special needs at LGU level.

- The DOLE will also respond to the brain-drain phenomenon by linking up with labor, business, and other partners in providing an enabling and conducive environment that will encourage the return of OFWs. It will engage the local government units in implementing the Skills Registry System for profiling of their constituents, including OFWs. To identify those who may be invited to conduct technology transfer and those who are in need of skills training and entrepreneurship assistance.

On intensifying workforce-focused occupational safety and health (OSH) programs

- The DOLE, in partnership with the OSH Network, will intensify work accident/illness prevention, work compensation and rehabilitation services. It will continue to implement safety and health program in construction and other high-risk industries; provide workers and employers basic and advanced specialized OSH courses, orientations, seminars and trainings; act upon request for OSH evaluation, work environment measurement, OSH examination and testing of safety devices; and accredit qualified OSH practitioners.

- Efforts towards the expansion of the rehabilitation program not only in terms of new services such as job placement facilitation but also in terms of increasing the number of beneficiaries to the existing Kagabay Program (physical restoration, skills/entrepreneurial training, job placement facilitation) are currently pursued. For 2012, the target recipients of the Kagabay Program has been doubled.

On developing enhanced social protection programs such as social security (e.g. social insurance), workmen's compensation, health insurance and housing for vulnerable groups against economic and natural shocks particularly for laid-off workers.

- For 2012, DOLE through the Employees Compensation Commission has targeted to study the possibility of employees compensation (EC) coverage for self employed and voluntary SSS members subject to their payment of the EC contribution. Covering this sector will also mean coverage of landbased OFWs who are presently voluntary members of SSS.

On expanding social protection for Filipino migrant workers and review the continued deployment of workers to countries that are high- and medium-risk and also deployment in high-risk occupations

- The department together with its social partners will continue to implement Anti-Illegal Recruitment and Anti-Trafficking programs and will endeavour to act upon 100% of complaints and reports, forge Memorandum of Understanding on

Anti-illegal Recruitment with LGUs and other government agencies and NGOs and disseminate all Information Education & Communication (IEC) materials developed.

On expanding social protection interventions to reduce vulnerabilities of workers against risks i.e. economic downturns and disasters that could pull them to poverty.

- Thus, wage increases should be consistent with inflation and productivity. This year, the two-tiered wage system will be implemented, which consist of mandatory regional floor wage (1st tier) and a voluntary productivity or performance-based pay for wages about the floor (2nd tier). One (1) wage order was issued in March 2012 setting the floor wage and productivity-based pay after 5 wage consultations and public hearing. Implementation of a part-fixed, part- performance-based pay compensation scheme in the public bus transport industry in Metro Manila will commence on July 2012 and nationwide thereafter. Alongside with this effort, are the development of livelihood opportunities for vulnerable workers; promotion of employment-intensive



undertakings through infrastructure; promotion of entrepreneurship; and promotion of productive investment and entrepreneurship among OFWs and their families through the reintegration services.

Social Dialogue

On sustaining the gains in the implementation of Speedy and Efficient Delivery (SpeED) of labor justice with 98% disposition rate in adjudication and 70% settlement rate in conciliation under the Single Entry Approach (SEnA) Program

- The Cluster aims to achieve the targets in the implementation of Project SpeED (98%) and SEnA (70%). To do this, the concerned offices are to continuously monitor the regional offices, ARBs, RCMBs and regional extension offices of the POEA, and provide quarterly feedbacks and analysis of the programs.

On stepping up the conduct of enhanced labor and employment education to include modules on workers benefits including Occupational Safety & Health, Labor Relations and other Labor and Employment topics as requested

- In order to enhance labor education, the Cluster prioritizes the updating of labor education modules. Furthermore, a pool of speakers for Labor Relations Programs will be created in both the national and

regional levels. The Bureau of Labor Relations (BLR) will continuously monitor and evaluate the conduct of CLEEP in the ROs.

On paving the way for industry self-regulation

- Operationalization of the Monitoring and Action Program (MAP) of Voluntary Code of Good Industry Practices

On simplifying labor adjudication through the amendment/revision of the NLRC Manual on Execution of Judgment

- The Manual on Execution of Judgement will be harmonized with the provisions of the 2011 National Labor Relations Commission (NLRC) Rules of Procedure, particularly on the lifetime of the writ from 180 days to 5 years to do away with issuance of alias writs of execution that has contributed to the delay of the satisfaction of judgment; the specific period for service of writs of execution, and the penalties for non-observance of the period. It would likewise address the pervasive public distrust on the process of execution, expedite enforcement of decisions, ensures transparency in



Sustaining Outcomes

Participation of civil society organizations in budgeting system

- In support to a more participatory, transparent and accountable budget system, the DOLE shall engage civil society organizations to participate in the budget process of the Department. Through genuine consultations among CSOs, effective monitoring in budget implementation will be ensured. There will be more constructive engagements in the budget processes thus, ensuring that resources will be channeled where these are needed most.

This democratic exercise in the national budget process will pave the way for better allocations for services particularly in addressing labor and employment challenges. The DOLE commitment in institutionalizing participatory budget system puts the “power of the purse” in the hands of the people, and in this case, in hands of workers.

Promoting transparency through the declaration of net worth of DOLE officials and employees

- Transparency and accountability are critical for the efficient functioning of

the enforcement of decisions through uniform observance of prescribed procedures, and ensures receipt of monetary awards by prevailing litigants through institutionalization of safeguards in the handling of fiduciary funds.

On instituting transparency and integrity in the National Labor Relations Commission (NLRC) work processes through an amendment/revision of the NLRC Efficiency and Integrity Board (EIB) Rules, to conform to the Revised Rules on Administrative Cases in Civil Service (RRACCS) approved in November 2011.

- To streamline the process of filing administrative complaints against officials and employees of the NLRC, its EIB Rules would be amended by adopting some of the provisions of the RRACCS. For instance, to address complaints more expeditiously, the EIB will sit in four (4) divisions – two (2) Divisions in Luzon and one (1) each in Visayas and Mindanao. The Divisions will be tripartite in representation, with the Presiding Officer representing the government sector and the two (2) other members representing the labor and management sectors.

With respect to complaints lodged against Presidential appointees, the disciplining authority will enforce the same if the penalty imposed is lower than dismissal, without prejudice to the filing of an appeal by the aggrieved party with the Office of the President (OP). The appeal to the OP stays the execution of the decision.

government. Transparency ensures that information is available to measure the authorities' performance and to guard against any possible misuse of powers. Without transparency and accountability, trust will be lacking between a government and those whom it governs.

It is for this reason that transparency and accountability will remain as an integral part of DOLE's pursuit to service excellence. In support to the President's 22-point agenda for labor and employment, prudence and integrity will be observed in all the dealings of DOLE official and employees to expel any doubt of impropriety. One concrete step that the DOLE will pursue along this line, is the continuous posting of net worth of officials in the Department's website. For 2012, the coverage of this policy will be expanded to include individuals occupying division chief positions.

Implementation of Bottoms Up Budgeting

- In sync with the government's thrust for a more people-centered budget, the DOLE shall be implementing the bottoms-up budgeting approach

in preparing the 2013 budget. Based on this approach, budget preparations by the DOLE will be guided by the needs identified by its target publics at the grassroots level. This way allocations will be based both on the proper allocation of resources and towards meeting the goal of channeling resources to those who need it the most.

This bottoms-up approach will be strengthened by the engagement of civil society organizations, and people's groups in the process whose inputs will be crucial in identifying more people centric budget allocations.

Excellence in governance

- In support of DOLE toward fair and efficient labor market governance, a learning and capacity building center will be established. The Labor Governance Learning Center (LGLC) is designed to be the cradle of excellence in labor market governance and pioneering in the study and practice of policy, programs and services concerning labor and employment.

The Center will build and nurture collaboration and partnerships

toward improving of relations among stakeholders in response to the challenges and problems in the present development milieu.

Other programs that DOLE will continuously pursue to promote culture of excellence, transparency and accountability shall include:

- Sustaining National and agency-level Tripartite Efficiency and Integrity Boards
- Green our DOLE Program
- Development of DOLE frontliners to become productivity specialists
- Implementation of a DOLE Competency Program and a DOLE Management Succession Program.

Pillar progress summary

This Report examines progress in 2011, in the 211 commitments made by social partners in five (5) Reform Areas as the unit of analysis.

Progress in initiation, as used in this Report, refers to initial tangible achievements in the two hundred and eleven (211) commitments. These achievements come in three forms: policy, program, and/or program support.

Pillar	Number of Commitments	Progress Reported	Progress Not Reported
Employment	40	33	7
Rights at Work	61	56	5
Social Protection	53	46	7
Social Dialogue	28	25	3
Sustaining Outcomes	29	29	0
TOTAL	211	189	22

Pillar 1 | Employment

	Commitment	Progress Reported / Not Reported	Agency / organization in charge
1	Generate an average one (1) million local employment per year	Total of 1.4 million job applicants placed; 1,113,350 job applicants placed through PESOs; 330,709 job applicants placed through private recruitment and placement agencies (PRPAs) and manpower agencies.	BLE DOLE RO's
2	Formulate a national industrial policy		
3	Focus policies and programs on key job generating areas towards increasing productivity and employment	- Labor market information 24 Labor Market Information Reports covering PDP-10 sectors: automotive, agri-fishery, semiconductor and electronics, animation, tourism 7 Industry Career Guides: 1. Health and Welfare Services 2. BPO/Cyberservices 3. Mining 4. Agribusiness 5. Construction 6. Transportation and Logistics 7. Hotel, Restaurant and Tourism - Expanded Service Quality To Key Employment Generators (hotel and restaurant supply chain) - Pilot-testing in Zamboanga benefitting tourist guides, tricycle drivers, porters and other stakeholders from NGAs, LGUs and an NGO - Research paper: Employment Implications of the Philippine Development Plan Priority Sectors and High Potential Growth Areas - Research round table discussion on Cultural Heritage and Employment, to examine employment potentials of heritage tourism	ILS TESDA BLE NWPC ILS

4	Pursue mainstreaming of employment generation in trade and investment	• DOLE/ILS research partnership with NEDA, DTI and ILO on mainstreaming decent work in industrial strategy/policy • Research forum on developing consultative mechanism in trade negotiations (ILS) • Research paper on Developing a Consultative Framework on Trade and Employment • DOLE-ILO Employment Projections Project • DOLE Employment First Project (launched through a seminar on principles on, and strategies for, employment growth in the Philippine context)	ILS, OSEC (w/ILO, NEDA, DTI) ILS ILS DOLE, ILS (w/ILO) DOLE, ILS (w/ILO)
5	Pursue interests for employment creation in bilateral, multilateral and regional negotiations to maximize opportunities offered by trade agreements. One approach is to assist MSMEs in becoming globally integrated, i.e., mainstreamed in the global production networks	• 6 capacity building seminars for Philippine Tripartite Partners on MNP and MRA (130 participants) • Seminar Workshop on “Initial Preparation of Positive List Occupations for the Philippine Labor Market Test • Research paper on Negotiating Framework on Liberalizing Movement of Natural Persons: Implications for the Philippines under the ASEAN-India Services Agreement • Research paper on ASEAN-China Free Trade Area: Opportunity or Challenge? An Initial Assessment of the Implications of the ACFTA	BLE BLE ILS ILS
6	Review of performance of export processing zone to determine decent and productive employment generating capacity	Implementation of the AEP Guidelines in the employment of foreign national in export processing zones	BLE, BWC
7	Improve financial sector policies to encourage resource flows and allocations toward long-term productive investment by enterprises, to meet the need for investment, innovation, trade and consumption, and to allow for the channeling of higher savings toward higher capital formation		

8	Provide financing, productivity enhancement and marketing, including e-marketing support to MSMEs	• Productivity services provided • 8,538 MSMEs provided with productivity orientations/trainings with 27,764 participants • 1,760 productivity improvement programs installed and documented	NWPC
9	Pursue industry cluster development to foster linkages among MSMEs through human resources development and productivity enhancement		
10	Support amendments to the Barangay Micro Business Enterprises (BMBEs) Act so that it will support the growth and development of micro enterprises and will enable them to fully comply with labor standards.	• Participated in the hearings of the HOR Committee on Trade and Industry and provided inputs to the proposed amendment of Barangay Microbusiness Enterprise Act (BMBE)	NTAC-NAPC-WISC
11	Adopt measures, especially in enhancing the enforcement of tariff and custom laws and rules, to minimize the smuggling of goods into the country to prevent unfair competition with domestic companies and to mitigate adverse impact on employment	• FFW, as member of the Fair Trade Alliance, supported advocacy for stricter enforcement and amendment of custom laws in response to the problem of goods smuggling	NTAC (FFW)
12	Explore incentives to employers that preserve or create jobs and comply with labor standards	• Issued D.O. 115-11, Incentivizing Compliance Program	DOLE
13	Promote employment-intensive undertakings through infrastructure	515,682 jobs generated out of government infrastructure projects monitored under Community Based Employment Program (CBEP)	PS

17	Support technology development projects that spur business development, innovation and competitiveness through the promotion of technology-based business incubation projects of universities and colleges, for the purpose of creating knowledge-based employment		
18	Establish opportunities for OFs and their families to invest their capital, knowledge and skills in domestic productive undertakings, especially in rural areas, through aggressive information and marketing campaign, low-interest loan packages, brain gain initiatives, skills enhancement, skills, capital and technology transfers, investment promotion initiatives and local development planning. A referral system on available reintegration services with details on agencies, focal persons, requirements and contact information should complement these initiatives	• Reintegration services: • Pagnenegosyo (Balik Pinay! Balik Hanapbuhay) - 2, 760 OFW returnees/families • P10,000 worth of livelihood assistance (1,670 individual OFWs and 8 OFW group beneficiaries) • Skills training with starter kits (1,090 women OFW returnees) • Entrepreneurial Development Training in partnership with DTI/DA - 25,103 OFW returnees/families	NRCO
19	Pursue measures toward the reduction of remittance fees, including standardization of remittance fees by region of destination and ensuring transparency in remittance charges		
20	Enhance financial literacy in the countryside and OF-rich areas abroad	• Reintegration services • Financial literacy orientation for HSWs undergoing culture & language familiarization at OWWA • 2,370 HSWs (as of Dec. 2011)	NRCO

21	Develop and harmonize green programs	• MOA on/Pledge of Support to Green Productivity with partner agencies (DA, DENR, DOT, MMDA, DOE, DOH, DOST, DTI, DAP)	NWPC
		• Research on the National Electric Vehicle Strategy currently implemented by the Department of Energy	NTAC
		• UN/ILO Livelihood Cluster Planning for recovery efforts for Sendong victims	NTAC, UN, ILO
		• Procurement of, and preferential treatment for, eco-friendly materials for activities spearheaded by FFW	NTAC
		• Continuing discussions with co-advocates for clean air and clean energy undertaken	NTAC-NAPC-WISC
		• Advocacy at TESDA for the incorporation of green skills in the training regulations initiated	NTAC
		• Partnership with employers and advocacy groups on the promotion of renewable energy	NTAC
		• Initiated greening of training regulations by inserting in the competency standards environmental awareness	NTAC
		• Support for the initiative of a CSO-partner (Center for Agrarian Reform and Rural Development) in setting up a GMP-certified Muscovado Plant toward sustaining and improving the livelihood and incomes of organized sugar farmers and tenants in Batangas	NTAC(FFW)
		• Support the production and marketing of organic rice in the province of Capiz	NTAC
		• Participation in the ILO-led tripartite project to promote green jobs, specifically in greening construction of socialized housing through partnership with NHA	NTAC ILO
		• Training Regulations on Green Skills developed: Photovoltaic (PV) system design NC III, PV Systems Installation, PV Systems Servicing NC III etc.), conversion	TESDA

		of gas-fueled vehicles to LPG-CNC fueled ones (from #111) • Development of training regulations on: a) manufacture, operation and maintenance of electric tricycles b) organic farming • Research paper on Green Adoption Determinants: The Case of the Insurance Industry • Research paper on Green Adoption Determinants: The Case of the Renewable Energy • Research paper on Green Adoption Determinants: The Case of the Tourism Industry • The First Philippine Green Jobs Conference	TESDA ILS ILS ILS DOLE, ILS ILO
22	Programs that will be covered in the reforms include the re-engineering of the PhilJobNet system to cover not just job matching facility, but to make it as the labor market information portal of the Philippine Government, capable of housing the critical supply and demand database systems, such as the Integrated Human Resources Data Warehouse, the National Skills Registry System, and the enhanced features of establishment accreditation and job vacancy management	• Phil JobNet enhanced: • Jobseekers/applicants registered and job vacancies posted • 285,276 jobseekers/applicants registered • 844,687 job vacancies posted / solicited • 7,015 establishments registered • Skills registry System (SRS) • 4,976 barangays in 108 LGUs covered by the 2nd wave of skills registration • 212,544 skills/registrants enrolled • DOLE Human Resource Data Warehouse developed (BLE, TESDA, PRC, POEA, MTC, NMP, DOH, CHED) • Hardware and software put in place (Note: Any convergence program of the interagency TWG on Jobs-Skills Mismatch to be included)	BLE BLE BLE, TESDA, PRC, POEA, MTC, NMP (with DOH, CHED)

23	Other reforms on employment facilitation include advocacy for the institutionalization of Public Employment Services Offices (PESOs) and the expansion of the Walk-In Examination (WES) for maritime professionals to address the growing need of maritime professionals for licensure, as well as for other engineering and health related professions	• Capacity building for employment service providers conducted • Public Employment Service Offices strengthened • 435 capability building activities for PESOs benefiting 4,236 PESO managers and staff • 89 PESOs institutionalized (as of Dec. 2011) • Private Recruitment/Placement Agencies strengthened • 213 PRPAs/Job/Service Contractors with 1,424 provided with capability building • 3 emerging markets identified and profiled (Germany, Romania and Poland) • 656 jobs fairs, including 3 mega jobs fairs, conducted during 2011 EDSA Anniversary, Labor Day and Independence Day celebrations. Of the total 50,637 job seekers registered, 957 were deployed • Wes Expansion Program • Increases frequency of WES examinations from twice to thrice a week • 475 WES examinations conducted • OFW Skills Mapping and Profiling (PAP) conducted • 100% completion for mapping of 135 countries • 88,166 applications registered and profiled by skill, age group and place of origin	BLE BLE BLE POEA POEA PRC POEA
24	Career advocacy, coaching and counseling will also be enhanced to improve the employability of graduates and workers and professionals, particularly among the youth	• Career guidance advocacy • Enrolled under the HRDPRC Convergent Program • Career Guidance Counselors Network strengthened • 18,114 guidance counselors in 183 chapters underwent capacity building • Conducted 2,188 sessions on Career Guidance and Employment Coaching Seminar Advocacies with 372,659 participants which included students, parents and jobseekers	BLE BLE

		• Training Standards and Certification • 337 Certificates of Accreditation issued out of 392 applications processed • 7 courses developed and 7 courses reviewed under the 2010 STCW Manila Amendments • 1 research completed (Comparability Study on STCW '95 and the 2010 STCW Manila Amendments: Identifying Gaps and Opportunities)	MTC
27	Strengthen the national licensing, competency assessment and certification systems to promote worker acceptance and industry recognition	Training Standards and Certification • 13 Training Regulations (TRs) developed • 10 TRs reviewed/amended and promulgated; 12 others ongoing review • 13 Competency Based Curriculum (CBC) developed; 12 others reviewed/amended • 15 Competency Based Learning Materials developed, pilot-tested, evaluated and revised • 835,572 persons assessed • 703,360 persons issued National Certificates and certificates of Proficiency • 175,355 Certificates Proficiency issued out of 177,482 applicants received • 175,355 Certificates of Proficiency issued out of 177,482 applications processed • Professional Licensure Examination and Registration • 485,409 applicants processed/issued • 430,001 professional examinees administered exam • 446,968 licensure exam results computed, tabulated and released • 599,508 Professional Identification Cards (PIC) and Certificates of Registration (COR) processed and issued • 362 institutions evaluated on quality standards in the practice of profession	TESDA TESDA MTC MTC PRC
28	Promote continuing professional education to sustain and strengthen competencies	• Continuing Professional Education (CPE) Program • 90 CPE providers accredited • 1,070 professional development programs accredited	PRC

36	Negotiate arrangements with destination countries to invest in Filipino human resource development	• Cultural and Professional Competency Enhancement of Filipino Registered Nurses and Capacity Building of Higher Education Institution for Philippine Nursing Education • Collaboration with Japan International Cooperation Agency for a Joint Program of PRC-BON (Board of Nursing) and CHED on Cultural and Professional Competency Enhancement of Filipino Registered Nurses and Capacity Building of Higher Education Institution for Philippine Nursing Education	PRC, JICA
37	Develop green skills standard setting and certification as well as capacity building for employers and workers	• Training Regulations on Green Skills (Photovoltaic (PV) system design NC III, PV Systems Installation, PV Systems Servicing NC III etc.) (Note: Also reflected in Item No. 21) • Green Productivity (GP) module for MSME beneficiary firms • Research paper on Generating Green Jobs Through Green Procurement	TESDA NWPC ILS
38	Harness industry tripartite councils for human resource development initiatives	• Conducted capacity-building seminars for secretariats of TIPCs and ITCs at the local levels.	BLR

39	Strengthen partnerships with institutions demonstrating sterling records in technical-vocational education and in the placement of their graduates	• TESDA partnership with Business Processing Association of the Philippines (BPAP) • Strengthening of partnership in training and certification of prospective call center agents, trainers and those engaged in non-voice-based activities such as software development, animation and medical transcription • Review and enhancement of training regulations for BPO reviewed and enhanced; new qualifications developed • Establishment of a Talent Development Fund for BPO (for scholarships and other training assistance), with the aim of creating 65,000 new jobs • Coke-TESDA National Convergence Program on Empowering Grassroots Retailers and Entrepreneurs, to develop sustainable and scalable small business support model for retailers and micro-entrepreneurs with special focus on women. • Initial implementation in Palawan, for expansion in other areas in Luzon, Visayas and Mindanao • 300 beneficiaries for the first batch • TESDA-Genesis Group Partnership Agreement • For the implementation of Training, Assessment and Certification program for Driving NC III, to produce a new generation of safety-conscious and rule-abiding public utility drivers • The Genesis Group donated two (2) buses to TESDA for use in mobile training activities.	TESDA
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		• TESDA-SEIPI Partnership for the Semiconductor/ Electronics Industry • Earmark of PhP50 million for the training and retooling of more than 9,000 workers in the semiconductor and electronics sector. Of the 9,295 target beneficiaries, 3,045 will come from existing workers who will be trained for productivity and technology enhancement, and 6,250 will come from the new entrants, who will be trained as production workers. • Specialized courses developed (Telecommunications OSP) • TESDA partnership with PLDT for the training of technicians • Target of 1,300 workers, including young persons, in the next three years (Outside Plant and Subscriber Line Installation NC II and Telecommunications OSP Installation NC II). Graduates will be hired immediately after passing the competency assessment. • P-NOY Bayanihan: A Partnership for Education and Livelihood Project (School Furniture Production Project) • 6,000 armchairs produced at the CARAGA project site • TESDA partnership with the Department of Agriculture • Training and upgrading of agricultural extension workers (AEWs) and farmer graduates • Skills and Livelihood Training Utilizing Water Hyacinths, in partnership with the LGUs and the DPWH • Resource-based skills and livelihood training using water hyacinths (TESDA Region XII in partnership with TESDA NCR)	TESDA
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		• Agreement between TESDA and DPWH on removal of water hyacinths and on delivery of livelihood services • TESDA, UNFPA and ILO partnership for the MDG-Youth, Employment and Migration Project (YEM) • Grant of US\$ 89,083 from UNFPA for the development of gender-sensitive training modules and materials and the training of trainers • P20 million from ILO for the training of 2,000 out-school youth from the poor communities in four (4) project sites- Antique, Masbate, Agusan del Sur and Maguindanao to become employable and productive. • TESDA-Holcim Partnership • For the training, assessment and certification of 2,200 out-of-school youth in construction trades (as masonry, carpentry and blueprint reading certification) • TESDA partnership with LTFRB in PUV drivers' certification • TESDA and LTFRB MOA for joint assessment and certification of public utility vehicle (PUV) driver. DOTC ordered that all 55,000 drivers be certified by 2013. • TESDA participation in TWG on Job-Skills Mismatch under the Human Development and Poverty Reduction Cabinet Cluster • Education, training and curriculum review in consultation with industry associations and initiatives along the development and adoption of PQF among others	TESDA, UNFPA, ILO
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40	Ensure impact assessment and broad-based stakeholder consultation prior to entry to agreements or arrangements on movement of natural persons and mutual recognition of professionals and skilled workers	• 96 consultative meetings attended/ conducted prior to entry to bilateral and multilateral agreements on MNP/MRAs • Initiation by POLOs of dialogue, consultations and cooperation arrangements (Memorandum of Agreements or MOAs/Memorandum of Understanding or MOUs) between Philippines and sending countries: • 5th Joint PH-Taiwan Labor Conference led to the renewal of MOU on the Special Hiring Program for Taiwan (for reduction of cost of recruitment and hiring; establishment of e-recruitment system) • Joint PH-Republic of Korea Conference led to the renewal of the MOU on Employment Permit System (EPS) • For promotion of transparency and efficiency in selection, deployment and arrival of OFWs in Korea; guarantee of equal protection for social insurance and working conditions • 2,367 Filipino EPS workers admitted to Korea (January to June 2011) • 2nd Joint PH-Kingdom of Saudi Arabia Working Group Meeting resulted in agreements on contract employment in Saudi • 2nd Joint PH-Swiss Meeting on the Swiss Trainee Program (for more efficient deployment of exchange trainees) • PH-United Arab Emirates (UAE) Bilateral Meeting resulted in setting of the 2nd Joint Committee Meeting in Abu Dhabi in 2012 for prospective forging of bilateral agreement between the Philippines and the UAE • Negotiation for the signing of Protocol and Memorandum of Agreement on Labor Cooperation (POLO Jordan and POLO Lebanon)	PRC ILAB
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		• Status of pending Bilateral Labor Agreements (BLAs) as of November 2011 • PH-Brazil MOU on Technical Cooperation on Trading – endorsed to DFA with a suggestion to include provisions on movement on natural persons • PH-Brunei MOA on Labor Cooperation – final draft for endorsement to the Steering Committee (supports cooperation and seeks to enhance coordination in the fields of labor and employment, labor market information and human resource development) • PH-Italy Agreement on Labor – draft agreement for further review (aims to promote coordinated and efficient management of migration flows and to implement cooperation mechanisms) • PH-Netherlands MOU on Recruitment and Placement Services of Seafarers (aims to strengthen cooperation on international exchange and trade) • PH-Norway Agreement on Cooperation in Health Services and the Sustainable Development of Human Resources for Health – DOLE comments submitted to DFA • PH-Seychelles MOA on Labor Cooperation- draft MOU sent to Seychelles ambassador • Through TESDA, participation in the efforts of the ASEAN Contractors' Federation to develop competency-based training regulations on specific qualifications in construction within the ASEAN toward mutual recognition of skills as defined • Through TESDA, engagement in the AANZFTA project to develop an ASEAN Skills Referencing System in order to align Philippine Qualifications to this system	POEA NTAC NTAC
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Pillar 2 | Rights at Work

	Commitment	Progress Reported / Not Reported	Agency / organization in charge
41	Respond to labor market realities through policy reforms and by aligning labor and social legislation with the 1987 Constitution and international treaties and ILO conventions in a sound and realistic manner. Through consultations and with tripartite support, reforms will focus on the following priority legislative proposals	- Labor Code Review - Organization of the Tripartite Labor Code Reforms Project thru DOLE Administrative Order 375, series of 2011.	BLR
42	Study of relevant international treaties as a benchmark for aligning labor policies	- NTIPC issued the following resolutions: - TIPC Resolution No. 3, "Constituting a Subcommittee in the RTIPCs as Regional Monitoring Body in the Application and Implementation of International Labor Standards, in particular ILO Convention No. 87 on the Freedom of Association and Protection of the Right to Organize" - TIPC Resolution No. 8, "Reaffirming the Proposed Denunciation of ILO Convention No. 89" - TIPC Resolution No. 9, "Recommending the Ratification of ILO Convention No. 189, on Domestic Workers' Convention, 2011"	BLR
43	Amendments to the Labor Code toward responding to labor market realities, particularly: - Repeal of Article 130 simultaneously with the ratification of ILO Convention 171, alongside the provision of maternity protection and other maternal and child care benefits consistent with rights to equal employment opportunities and the right against employment discrimination - Passage of a Holiday Rationalization Act which reviews the total number of national non-working holidays and allows firms to give employees substitute days-off and/or premium pay	- Denunciation of Night Work Prohibition – Consultation completed; endorsed to DFA on October 2011. The document was received by ILO within the one-year prescribed window for denunciation. - TIPC issued Resolution No. 8 on the Denunciation of Night Work Prohibition. - Passage of RA 10151- Allowing Employment of Night Workers - Policy Brief: Implementation of Holidays in the Philippines - Submission to the Senate President of the DOLE's policy perspective on the declaration of non-working holidays.	ILAB BLR BWC ILS DLLO

		• Ratification of DomWork Convention – Consultation and signing of Resolution completed November 2011; document endorsed to DFA. • TIPC issued Resolution No. 9 Recommending the Ratification of the Convention	ILAB BLR
44	Amendments to the Productivity Incentives Act of 1990 (RA 6971) toward liberalizing the law to make it more attractive and acceptable to encourage its intended sectors by eliminating existing conditions that unduly limit or regulate the process of productivity improvement and productivity gain-sharing	• Submitted proposed amendments of RA 6971 for endorsement and sponsorship to Congress	NWPC
45	Amendment to Sections 3,6 and 7 of the Public Employment Service Office (PESO) Act of 1999 toward the establishment, operation and maintenance of the PESOs in capital towns, key cities and municipalities by local government units; the establishment of job placement offices instead of PESOs; and a provision on the services of PESOs	• Formulated the draft amendment of the PESO Act in March 2011 • Formulated the draft PESO Resolution endorsing the amendatory bill to the PESO Act • Endorsed the draft bill to the House of Representatives and the Senate for sponsorship. Both chambers filed the bill.	BLE DLLO
46	Enterprise-Based Training (EBT) Act toward strengthening the enterprise-based training by consolidating apprenticeship and learnership, dual training, on-the-job training and all other forms of industry-based training arrangements into one rationalized system	• Enterprise-Based Training Act • TESDA pushes the passage of the Bill to address the perennial problem of skills and job mismatch • On-going preparation of comments for the HB 5128 “ An Act Instituting the Code for Enterprise-Based Education and Training in the Philippines otherwise known as EBT Code, thereby Amending the Labor Code RA7686 (Dual Training Act) Executive Order III, and Consolidating All Policies and programs to Afford and to Promote Employment, Protection of Trainees/Students and to Improve the Quality and Relevance of Education,” otherwise known as the Enterprise-Based Education and Training Act of 2011 • Critical support of HB 5128 to ensure that EBT shall not result in abusive practices of running down existing labor standards and to promote the rights and welfare of trainees and workers in its implementation (also reflected in #118)	TESDA NTAC

47	Institutionalization of the Ladderized Education Program toward strengthening the same by developing and implementing a unified national qualifications framework that establishes equivalency pathways for the ladderized system and which allows transition and progression between techvoch education and training and higher education	• Work on the stalled Philippine Qualification Framework (PQF) was revived, initial discussion between CHED-DBE-TESDA conducted on the PQF (see also #30) • On a voluntary basis, ladderization of certain courses between tech-voc and universities were pursued between TVIs and SUCs as well as with private universities (see #31) • Cabinet cluster approved the embedment of NC-I and NC-II in K to 12, and added NC-V in the tech-voc certification level	TESDA
48	Integration and harmonization of the existing regulatory laws under the jurisdiction of the Professional Regulations Commission (PRC) through codification of all regulatory laws of the various professions and toward promoting consistent enforcement of professional standards	Framework on the Codification of the Professional Regulatory Laws created and submitted for approval; conducted a seminar-workshop on the amendments/updating of Professional Regulatory Laws attended by all concerned Chairmen and Members of the Professional Regulatory Boards and Officers of the Accredited Professional Organizations	PRC
49	Amendment to Articles 234, 235, 236, 237 and 270 of the Labor Code toward strengthening workers right to self-organization and toward synchronizing particular provisions of the Labor Code with ILO Convention No. 87 (Freedom of Association and Protection of the Right to Organize, ratified on December 29, 1953), as committed by the Philippines relative to the findings of the ILO High Level Mission to the Philippines in 2009. Proposed legislation on this matter seeks to further liberalize the exercise of trade union rights by removing the 20% minimum membership requirement for registration of independent unions and reducing the registration requirement for federation, which was previously 10, to just 5 duly recognized bargaining agent-local chapters. It also seeks to repeal the requirement of prior authorization for receipt of foreign assistance	• Endorsed TIPC-supported bill amending Articles 234, 235, 236 & 237 to the Senate Committee on Labor. It is currently pending in the Senate as SB 2838 and in the House of Representatives as HB 5224; • Conducted meetings with DOLE and Congress key officials that resulted in the filing of the bill and approval at the Committee level (HB 5927).	BLR DLLO

53	Amendment of Article 228 of the Labor Code institutionalizing the 30-day mandatory conciliation period of all labor and employment disputes consistent with the Single Entry Approach (SENA) under DOLE Department Order No. 107-10 and toward complementing the existing labor dispute settlement mechanism by providing speedy, impartial, inexpensive, and accessible settlement services for unresolved issues/complaints arising from employer-employee relations	• Endorsed TIPC-support bill amending Article 228 to Senate Committee on Labor. It is currently pending in the Senate as SB 2918 (BLR) and in the House of Representative as HB 5934 • The bill was referred to the Committee on Labor, Employment and Human Resources Development on Aug. 3, 2011.	BLR, DLLO
54	Amendment of Article 129 and 217 of the Labor Code toward simplifying money claims by removing the jurisdictional cap providing that all claims without a claim for reinstatement shall be cognizable by the Regional Office and only those with claim for reinstatement shall be recognizable by the NLRC	• Covered by the Tripartite Labor Code Reforms Project	BLR
55	Amendment of Articles 141-143, 148 and 151 of the Labor Code toward improving the minimum working conditions that will ensure the protection of domestic workers; mandating that employment contracts shall be written in a language or dialect understood by both the worker and the employer; providing for better wages, a minimum age requirement of 18 years old and mandatory coverage of SSS and Philhealth, among others	• Covered by the Tripartite Labor Code Reforms Project • Implementation of the Action Plan for the Ratification of the Domestic Work Convention (189), 2011 • Consolidated Kasambahay Bill (from 15 HBs) approved before the House of Representatives Committee on Labor and Employment • Senate version of the Kasambahay Bill (SB 78) approved on third reading.	BLR ILAB DLLO
56	Amendment of Articles 40 to 41 (Labor Market Test) of the Labor Code towards reconciling mutual recognition agreements, ASEAN-AFAS, and GATS commitments and protection of Filipino workers from discrimination in employment	• Covered by the Tripartite Labor Code Reforms Project	BLR

57	Amendment of Executive Order No. 180 toward granting sectoral representatives equal voting rights in the Public Sector Labor Management Council (PSLMC) and support for the passage of a Civil Service Code that will govern public sector employment and labor-management relations in the public sector consistent with applicable international labor standards		BLR
58	Mandate the creation of TIPC counterparts at the regional and local levels as well as the establishment of industry tripartite councils (ITC) for purposes of promoting industrial peace and developing voluntary codes of good practices, with a view to benchmarking compliance with labor laws and regulations on an industry-wide basis	• Issued DO No. 111-11 on the Guidelines in the Creation & Institutionalization of Coordination of National Industry Tripartite Councils, Regional Tripartite Industrial Peace Councils and Regional or Local ITCs.	BLR
59	Provide for a regular GAA funding of the NTIPC and its counterparts at the regional and local levels as well as for industry tripartite councils toward ensuring capacity-building, information-sharing, monitoring and evaluation, and the linkage of these bodies into a cohesive consultative and advisory structure	• TIPC is regularly funded every year. • Approved project proposals for Regional Assistance Fund under the TIPC	BLR
60	Ensure sectoral participation in the monitoring of the implementation of the CSC Roadmap on Development Reforms in the Public Sector 2010 to 2015 which provides, among others: a) the establishment of a comprehensive health and safety program for government workers; b) development and enforcement of health and safety standards in government workplaces; c) development of a disaster and emergency preparedness program;		BLR

	d) representation in policy-making bodies whose mandates cover the protection of rights of workers; e) strengthening of grievance mechanisms; and, f) revisiting the practice of hiring contract-based workers or workers on job orders in the public sector		
61	Seafarers' Identity Documents Convention (Revised), 2003 (No. 185) which contributes to safer shipping and makes life easier for seafarers through positive identification of bona-fide seafarers; provides for "shore leave" enabling seafarers to go ashore in foreign ports after perhaps weeks or even months on board, and facilities for joining their ship or for transit across a country for professional reasons; and radically enhances the security features and the uniformity of the SID that countries are required to issue to their seafarers, and lays down minimum requirements with respect to countries' processes and procedures for the issuance of SIDs	• Created the Maritime Industry Tripartite Council on 26 January 2011 • Approved and endorsed MITC Resolution No. 1, "Adopting ALL TIPC Resolutions Recommending the Ratification of the Seafarers' Identity Documents Convention (Revised), 2003, (ILO Convention 185)"	ILAB
62	Consolidated Maritime Labour Convention, 2006 (No. 186) which provides comprehensive rights and protection at work for around 250,000 Philippine seafarers, representing 25% of the world's seafaring population; consolidates and updates more than 65 international labor standards related to seafarers adopted over the last 80 years; and sets out seafarers' rights to decent conditions of work on a wide range of subjects, and aims to be globally applicable, easily understandable, readily updatable, and uniformly enforced	• Maritime Industry Tripartite Council (MITC) convened as a plenary body on 17 October • Approved MITC Resolutions • MITC Resolution No. 2, "Recommending the Approval and Issuance of DOLE Department Order on the Rules and Regulations Governing the Employment and Working Conditions of Domestic Sea Farers" • MITC Resolution No. 3, "Endorsing the Ratification of Maritime Labor Convention, 2006, for Ratification by the President of the Philippines and for Concurrence by the Philippine Senate" • Submission of inputs and regular participation on the discussion of the Proposed Exclusive Arbitration of Claims on Seafarers in the Proposed Maritime Code. • Policy Study: Working at Sea: A Survey on the Working Conditions of Filipino Seafarers in the Domestic Shipping Industry	BLR NLRC ILS

63	ILO Convention 187 or the Promotional Framework for Occupational Safety and Health (OSH) Convention 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		
64	ILO Convention No. 172 or the Convention on Working Conditions in Hotels and Restaurants and Similar Establishments	• Voluntary codes of good practices, the aims of which include increase compliance to core labor standards and working conditions, were adopted by industry tripartite councils in the hotel, restaurant and tourism-related industry in Regions 1,3, & 7.	BLR
65	ILO Convention No. 151 Labour Relations (Public Service)	• BLR submitted comments to ILAB; ILAB submitted a Report regarding ILO Convention No. 151 and (and Recommendation No. 159) to the International Labour Organization • Conducted a half-day public cultural fair on May 5 at the Quezon City Memorial Circle, in observance of Labor Day featuring workers photo exhibit, booth for nurses, signature campaigns for the ILO Convention 151 ratification, petition to stop forced nurse volunteerism, anti-corruption booth, indigenous artists and musical instruments, women-NGO products and 5 rock bands, attended by over 600 participants.	BLR ILAB PSLINK
66	ILO Convention No. 177 on Homeworkers	• Harmonized the provision of Convention 177 and DOLE Department Order No. 05 with the consolidated bill of the Magna Carta for Workers in the Informal economy	NTAC-NAPC-WISC
67	ILO Convention No. 183 on Maternity Protection to the Philippines	• Issuance of DOLE DO 112-11, Guidelines Governing the Implementation of Special Leave Benefits for Women Employees in the Private Sector • Policy Brief: Maternity Protection of Working Women: Adaptation in Working Time	BWC ILS

		• A Department Order on the guidelines for the implementation of labor standards in the public bus transport industry was prepared and presented to the Technical Executive Committee of TIPC for discussion and comments.	
74	Development of a national productivity and competitiveness agenda, including gain-sharing schemes through a tripartite consultative process	• Assessed/identified potential productivity frontliners/ specialists in DOLE	NWPC
75	Establishment of a national consultative and review panel on public sector wage determination which regularly conducts dialogues and consultations prior to legislative action on salary standardization in government	• Participated in the discussions on SSL IV and CNA benefits at the PSLMC (expansion of benefits, discussion on DBM Circular on limiting CNA bonus to P25,000, etc)	BLR
76	Review the Labor Code provisions on contracting and subcontracting and security of tenure to discuss, among others: a) Guaranteeing the right to security of tenure, self-organization and collective bargaining; b) Imposing stricter penalties for violators; c) Clarifying through collective bargaining and/or tripartite mechanisms what activities may or may not be contracted out; d) Allowing subcontracting that is done in good faith and due to the exigencies of business; e) Intensifying enforcement of labor standards and policies on contracting and subcontracting; and, f) Reviewing the proposal on definite and indefinite period of employment	• Issued DO 18-A-11 Rules on the Implementation of Articles 106 to 109 of the Labor Code, as amended on December 5, 2011 after undergoing extensive discussion at the TIPC and with PALSCON	BLR
77	Review current outsourcing strategies among industries toward balancing protection of workers' rights and ensuring business competitiveness and determining the application of relevant provisions of the Labor Code and its implementing rules to company decisions to outsource	• Covered by the ongoing Tripartite Labor Code Reforms Project (TLCRP)	BLR

78	Review the Dual Training Act, the Apprenticeship and Learnership Program, and on-the-job training (OJT) and internship programs toward preventing abuses and circumvention of the right to security of tenure of workers as well as their right to just wages and benefits	• Progress Reported under Strategy 46	TESDA
79	Support collective bargaining or tripartite initiatives toward establishing alternative employment arrangements such as the adoption of the 40 to 48-hour workweek to afford flexibility in hiring workers for industries or firms where work hours vary based on demand for products or services	• Promotion of GREEN provisions in collective bargaining agreements • Policy Brief: Four-day workweek in the Philippines: Policy, Practice, Prospects	NTAC ILS
80	Study the possibility of setting up an unemployment insurance scheme as the workers' income floor in case they lose their job and which allows time to find a new job while unemployed	• Issuance of TIPC Resolution No. 6, "Constituting a TIPC Study Group to Review Recommendations on the Possibility of Setting up an Unemployment Insurance Scheme in the Philippines" • Sec. 34 of DO 18-A provides for the establishment of a Financial Relief Program or Unemployment Assistance Fund for employees in transition from one service agreement to another • Unemployment Insurance is also being considered in the Tripartite Labor Code Reforms Project • Participation in TU-initiated and tripartite discussions on the crafting of recommendations towards establishing an unemployment insurance branch in the SSS or a wider employment insurance system of the Philippines	BLR NTAC

84	Decrease the deployment of workers in work prone to abuse and exploitation	• Implementation of RA 10022 • Consolidated Issued DFA Certifications - 198 countries out of 203 countries, for recommendation/preparation of GB resolutions • Issued the following POEA Governing Board Resolutions (GBR): • POEA GBR No. 02 (May 17, 2011) and 06, Series of 2011 (Oct. 28, 2011)- for the list of One Hundred Twenty-Five (125) countries certified as “compliant” with the guarantees under Section 3 of RA 10022 • POEA GBR No. 07, Series of 2011 – for the list of forty-One (41) countries certified as “non-compliant” • POEA GBR 08, series of 2011- for the deferment of implementation of GBR No. effective 14 November 2011 until 11 February 2012. • On the 28 countries certified as “compliant except for some identified skills” no GBR was prepared. The POEA Governing Board agreed to defer discussion on the qualified countries until such time that there is a clarification/clear determination from the House Oversight Committee on the terminology that has to be used for the so-called qualified compliant countries.	POEA
85	Review of bilateral and multilateral agreements toward the crafting of standard employment contracts as well as making such agreements binding to the extent possible	• Provided technical inputs only in the pursuance of 11 proposed bilateral and multilateral agreements on labor cooperation. • Creation of DOLE Inter-Agency TWG on Bilateral Labor Agreement, with POEA as head; • Steering Committee headed by DOLE	POEA
86	Conduct intensive information campaigns, in coordination with the social partners, on the protective measures set forth in RA 10022	• Conducted information dissemination campaign on the “DONT’S of Trafficking” • Conducted 41 AIRTIP seminars • Strengthened the monitoring in coordination with other agencies all labor related issues in terms of protection to migrant workers. • Strengthened the monitoring system on execution of judgment award against a	NTAC POEA NLRC

		foreign employer/principal, in addition to the monitoring in coordination with the Insurance Commission (IC) for insurance providers known to be evasive or not responsive to the legitimate claims of migrant workers. • Conducted several consultations with the recruitment/manning agencies and legitimate non-government organizations advocating the rights and welfare of overseas Filipino workers. • Designated a focal person exclusively for migrant workers. • Participation of Commissioners, Labor Arbiters, and employees in the summits, trainings and workshops on the protection and promotion of migrant workers rights.	
87	Support the adoption and ratification of the DomWork Convention and generate international support, particularly among labor-receiving countries	• Participated, together with other tripartite constituents, in the ITUC 12 x 12 campaign to ratify ILO Convention C. 189. • The Philippines presided as chairperson over the Committee on Decent Work for Domestic Workers in the 100th International Labour Conference in 2011 in Geneva, where C189 Domestic Workers Convention was adopted. • Issuance of TIPC Resolution No. 9, series of 2011, Recommending the Ratification of ILO Convention No. 189, on Domestic Workers Convention, 2011, signed on 24 November 2011	NTAC-NAPC-WISC BLR
88	Generate multi-stakeholder support for the passage of the instrument to implement the ASEAN Declaration on the Promotion and Protection of Rights of Migrant Workers and their Families	• Conducted the following in 2011 • Seminar on Anti-Illegal Recruitment and Trafficking in Persons • Included modules on the standard employment contract, HIV/AIDS and modus operandi of drug mules in the Pre-Departure Orientation Seminar of OFWs • Provided inputs for the Development of ASEAN Instruments to implement ASEAN Declaration on the Promotion and Protection of Rights of Migrant Workers and their Families to ASEAN Secretariat through DOLE.	POEA

89	Promotion of collective job contracts instead of individual contracts among overseas Filipino workers	• Implemented except for HSWs, Drivers, Entertainers bound for Japan & Korea and Low Skilled Female Workers hired through Foreign Placement Agency (FPA).	POEA
90	Implementation of the full disclosure policy on the terms and conditions of employment and recruitment including the authorized fees and expenses to be collected from the worker both in the host country and in the Philippines	• Implemented in accordance with POEA rules and regulations.	POEA
91	Conduct an audit of existing databases on overseas employment toward ensuring connectivity and activating the inter-agency committee on Shared Government Information System on Migration (SGISM) under RA 8042, as amended	• On-going meetings with DFA as head of the TWG	POEA
92	Adopt appropriate and real-time information and communications technology to detect falsified, substituted and altered employment contracts and other documents prior to departure, including airport validation functions of the POEA	• LAC-NAIA Deployment Validation System for Landbased workers- 100% installed March 2011 • LAC-NAIA Deployment Validation System for Seafarers- 100% installed November 2011	POEA
93	Issue an executive order, in consultation with DOF, National Treasury and DOT, toward appropriating a portion of travel tax to cover the costs of protecting and repatriating undocumented and overseas Filipinos such as dependents, students, etc		

94	Ensure prosecution and conviction of human traffickers and illegal recruiters through inter-agency coordination considering reforms and innovations in investigation handling and case build-up strategies	• Anti-illegal Recruitment Program (Progress reported under Strategy 131) • 8 convictions • 3-POEA endorsed cases (POEA assisted complainants and filed complaint with the prosecution office) • 5 directly filed by the complainants with the Prosecution Office and monitored by POEA	POEA
95	Conduct public information and education programs on the prevention of human trafficking and illegal recruitment through partnerships between national and local governments, licensed private recruitment and manning agencies, non-government organizations, media, academe, unions and other stakeholders	• 774 Pre-employment Seminars (PEOS) conducted with 106, 923 participants • 1,916 Pre-departure Orientation Seminars (PDOS) conducted with 32,106 participants • Collaboration with International Centre for Migration Policy Development-Migration EU Expertise (ICMPD-MIEUX), an international organization funded by European Union, for series of training for POEA personnel: • Review and assessment of the strategy in the conduct of AIR/TIP seminars, PEOS, PDOS, Capability Enhancement Training (CET) • 3-day training for POEA collaborating counsels on illegal recruitment cases • Conceptualization and printing of AIR/TIP information campaign materials • The Technical Working Group (TWG) of the MDG-F Joint Programme on Alternatives to Migration: Decent Jobs for Filipino Youth, referred to as MDG-YEM (Youth, Employment and Migration) managed by the UN County Team (composed of ILO, IOM, UNICEF and UNFPA) Project was tentatively renamed to “PEOS para sa mga Kabataan”. • An environmental scanning, consultation and programme mapping on illegal recruitment, trafficking and irregular migration were scheduled. This was intended to further support the improvement and development of training modules, related information and orientation materials and communication strategies. • 100% implementation of revised PEOS and PDOS modules • Completed the review of PEOS materials and presentation modules on 14 April 2011	ICMPD-MIEUX POEA ILO, IOM, UNICEF, UNFPA POEA

		Organized and conducted PEOS Trainers Training in cooperation with POEA participated by 45 participants	PSLINK
96	Strengthen inter-agency coordination including signing and implementation of memoranda of agreement to enforce laws against human trafficking and illegal recruitment	- Secretariat of PTFAIR - Member IACAT – Inter Agency Council against Trafficking - Chair, NALECC Sub-committee on Crimes Against Public Morals - Other Inter-Agency linkages: - NALECC-SCIC (National Law Enforcement Coordinating Council- Subcommittee on International Law Enforcement Cooperation) - NALECC-SCILEC (Subcommittee on International Law Enforcement Cooperation) - NALECC-SCDDCS (Subcommittee on Dangerous Drugs and Controlled Chemicals) - DOLE/POEA TIP (Trafficking in Persons) Steering Committee - Signing of 75 MOUs for IR free campaign program covering 67 LGUs & 8 Non-LGUs	POEA
97	Include information on the employer in the accreditation system of Foreign Placement Agencies engaged in the deployment of household service workers (HSWs)	- For Taiwan based employers recruiting caretakers- Employer ID is encoded in the database - For Middle East based employers recruiting HSW, POLO is requiring the submission of Employer Information Sheet as part of documentation requirements. However, the information indicated in the Employer's Info Sheet is not encoded in the POEA database.)	POEA
98	Cleanse the POEA database on job orders toward addressing the fraudulent processing called “repro” arising from multiple accreditation of job orders of a principal to multiple agencies		

99	Facilitate the verification, certification and authentication of applicants' skills, competencies or qualifications to hasten the process of validation of applicants' credentials at no or minimal cost to interested parties or stakeholders. Results of this process should be made available on-line in the websites of TESDA, PRC, CHED, and MTC	• Data Base on Assessment and Certification • Online Registry of Certified (Regular and Maritime) updated • Online Registry of TQ/AQ Certified Trainer Updated • Consolidate List of Accredited Assessment Centers • Consolidated List of Accredited Competency Assessors • Development of A/C reporting system prototype on-going • Online verification of professionals' credentials already available and operational at the PRC's website.	TESDA PRC
100	Review the implementation in law and in practice of Conventions 97 (Migration for Employment, Revised), Convention 143 (Migrant Workers) and the International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families, 1990	• Lead Agency on Presidential Human Rights Committee • Prepared draft of the Philippine Human Rights Action Plan	POEA
101	Development of strategies addressing forced labor and human trafficking to include the formulation of guidelines on enforcement of laws and regulations	• Member of the TWG tasked to prepare the Manual on Handling Illegal Recruitment and Trafficking In Person Cases	POEA

Pillar 3 | Social Protection

	Commitment	Progress Reported / Not Reported	Agency / organization in charge
102	Work and coordinate with relevant agencies (e.g. NEDA, DPWH, DOST, DSWD, DILG, DA, DAR, DOT, DENR, DTI) towards identification and implementation of public work programs and other labor-based programs in communities	• A total of 66 programs were enrolled under CBEP by 29 implementing agencies 1.1million jobs generated or 82% of the projected 1.3 million jobs target for 2011. • DOLE programs enrolled under CBEP include the Special Program for the Employment of Students (SPES), DOLE Integrated Livelihood Program (DILP) and Emergency Employment Program. • 225,140 jobs were generated under the three (3) enrolled DOLE programs during the year, or an accomplishment rate of 118% (out of the 194,062 jobs generated targeted by DOLE for 2011). • 120,312 through SPES • 94,597 through the DILP • 6,985 through reintegration services for OFWs & their families • 7,719 through the Emergency Employment Program • Implementing agencies who accomplished 100% or higher of their CBEP enrolled programs include DENR, DOH, DOT, DTI GSIS, MCIAA, NPC, TransCo, and NYC	BWSC, PS
103	Sustain dialogue with government agencies at the local level to scale up employment and expand opportunities for community-based emergency employment schemes		

104	Prioritize placement of disadvantaged/vulnerable groups of workers (e.g. youth, women, low-skilled) for available employment opportunities under community-based emergency employment schemes	• 5,777 self employment undertaking and 5,767 livelihood projects; benefiting 51,114 informal sector workers, 21,724 disadvantaged workers and 21,759 wage workers. • 198 trained youth covering the period January to December 2011 of existing YEM target areas • 60 disadvantaged youth trained on entrepreneurship (Generated Your Business Idea (GYB)/Start your Business(SBY) in 2 sites (Agusan del Sur and Antique) on January 24-28 and January 31 to Feb. 4, 2011 under the YEM Joint Project • 24 trainees trained on Start and Improve Your Business Program (Masbate Province) on January 17-21, 2011 • 1,187 youths received funding support in the amount of P7,883,785.57 with 34 DOLE accredited co-partners (ACPs) for the YES project	BWSC, BLE, PS
105	Prioritize children of displaced workers in the Student Employment Program	Coordinated with DOLE Regional Offices as partner/collaborating agencies for the convergence of programs/projects such as SPES and identified children of ODWs as SPES beneficiaries considering that displaced workers can be categorized as displaced due to occupational disability.	ECC
106	Formulate through social dialogues a Guaranteed Jobs Program		
107	Intensify advocacy on financial literacy and promotion of community-based cooperatives	Mainstreamed the module “Social and Solidarity economy: Building a Common Understanding” in the NAPC Financial Literacy Training Module	NTAC-NAPC-WISC

110	Sustain the Workers Income Augmentation Program (WINAP)	Assisted 7,719 workers affected by economic crisis and natural/man-made disasters	BLR
111	Invest in the formal and regular skills training and upgrading of Filipino service workers with TESDA to develop new and in-demand skills	- The National Technical Education and Skills Development (TESD) Plan (2011-2016) completed and approved - Training Regulations Framework under review - Development of training regulations by TESDA being aligned to the training needs of priority industries and services as defined by DOLE / DTI	TESDA
112	Expand coverage of tech-voc trainings and scholarship especially through the training voucher system particularly on skills and occupations required by identified growth areas	Progress reflected under Strategy 33 (Employment)	TESDA
113	Improve access to quality TESDA training for vulnerable groups by providing free access, ensuring adequate and timely release of training funds and increasing subsidies for vulnerable groups	- TESDA Specialista Technopreneurship Project (TSTP) - The TSTP is designed to facilitate the employment for group of certified workers / persons to get into productive undertakings through the provision of services in demand in the community 383 Total aggrupations of TESDA Specialista 3,830 Self employed TESDA Specialistas 350 Average Daily Income per TESDA Specialista	TESDA
114	Facilitate placement of TESDA-certified workers	- Blue Desk Services of TESDA 32,423 Blue Desk established / maintained 13,449 blue desk focals trained/deployed 347,092-JBIP/Blue Desk clients referred/served 196,091-JBIP/Blue Desk client hired	TESDA

115	Enhance coaching and counseling services for workers trained/re-trained	• Profiling for TVET Career (YP4SC, NCAE, etc) • Developed the following systems, procedures and manuals on: • Quality –Assured Procedures Manual on Career Profiling • Handbook on the Operation of Career Profiling Center • Implementing Guidelines on Career Coaching • Conduct of training program for career coaches -75 graduates as of Dec 2011 • 465,694 client profiled under YP4SC, NCAE, etc)	BLE, TESDA
116	Establish linkages with companies with CSR programs to initiate HRD training and workplace experience for vulnerable youth		
117	Advocate for the institutionalization of Government Internship Program (GIP) for out-of-school youth and youth with special needs at the LGU level (NYC as lead)		
118	Strengthen enterprise-based or industry supported competency based training, assessment and certification using a dual training delivery mode	Some Training Regulations developed in 2011 defines OJT duration as part of training and dual training leading to assessment of certification as recommended by experts (progress reflected under #46)	
119	Facilitate reintegration of OFWs and assist them and their families in achieving financial stability through training, investment, savings and entrepreneurship programs	• Reintegration Services • 10,045 OFW returnees/families – counselling services (Pagpapayo) • 2,760 OFW returnees/families – livelihood assistance and skills training with starter kits (Balik Pinas! Balik Hanapbuhay) (Pagnenegosyo) • Trainings and scholarships for OFWs and their dependent • 53,188 trainings provided • 14,580 scholarships provided • Capability Building Value Formation • Local- 268 training conducted; 9,791 participants • On-site- 708 training conducted; 4,143 participants	NRCO, OWWA

124	Exploring creation of mutual or provident funds for vulnerable workers or a possible social amelioration fund similar to sugar for selected industries (construction, plantation, agriculture – banana, pineapple, rubber)	• Social Amelioration and Welfare Program (SAWP) in the Biofuel Industry Utilizing Coconut as Feedstock • Conducted consultation meeting with CME producers and some NBB member agencies on the proposed SAWP lien collection of Php 0.19 per liter of CME produced last December 15, 2011 • Drafted IRR on the Creation of Tripartite Consultative Council • Drafted IRR on SAWP utilizing Coconut as feedstock • Social Amelioration Program for Workers (SAWP) in the Biofuel Industry Utilizing Sugarcane as Feedstock • Conducted orientation on Social Amelioration and Welfare Program to Staff of the Green future Innovations, Inc. (GFII) and Ecofuel Land Development, Inc. on August 3-5, 2011 which also attended by the workers and independent planter contractors • As of December 31, 2011, a total of P5.16M SAWP lien from bioethanol was collected from San Carlos Bioenergy (SCBI) for crop year 2009-2010, distributed as follows: • Php1.032M represents 20% to finance socio-economic projects; and • Php4.128M or 80% distributed as cash bonus share of plant and sugarcane field workers • Social Amelioration Program for Workers (SAWP) in the Biofuel Industry Utilizing Molasses as Feedstock • Conducted orientation on SAWP Ethnol for members and officers of Cavite Sugarcane Planters Multipurpose Cooperative, Inc. (CSPMCI) in Magallanes, Cavite	BWSC
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		• Drafted implementing guidelines on SAWP utilizing molasses with lien of Php0.19 per liter • Study on the Viability of the Social Amelioration Program in the Pineapple Industry	ILS
125	Explore hazard insurance for workers in highly hazardous industries	• Construction, mining, shipbuilding were identified as highly hazardous industries • Working Conditions of Workers in the Informal Economy (WIE): A Study on the Construction Industry	ECC, OSHC, BWC ILS
126	Expand rehabilitation program and services for occupationally disabled workers	• Of the 322 ODWs provided with various services 65 of them (19 from SSS and 46 from GSIS) were facilitated the release of EC related benefits such as death, sickness, disability, hospitalization and temporary total disability (TTD). • 66 ODWs were facilitated and enrolled in the ECC-funded vocational/technical skills and entrepreneurship training. The average tuition fee ranges from P2,000.00 to P5,000.00 and each of them were provided food/transportation allowances of P2,500.00 per month. • 51 ODWs were provided with physical/ occupational therapy services and nine of them were provided with prosthesis such as above-knee prosthesis endo-skeletal, above-knee socket, left arm prosthesis, elbow disarticulation prosthesis mechanical hand, high definition cosmetic gloves, below elbow prosthesis and high definition cosmetic finger. The amount of prosthesis ranges from P35,000.00 to P97,000.00	ECC

127	Propose an expanded health and hospitalization coverage for catastrophic illnesses in Philippine Health Insurance Corporation	Submitted inputs to improve the definition of workers in the informal economy and how PHIC deal with fraudulent claims during participation in HOR Committee Meetings on Health.	NTAC
128	Improve or provide alternative means of access for workers who have difficulties in availing themselves of the services through regular mechanism (e.g. kasambahay, workers in the informal economy)	- Mainstreaming social security such as PHIC, SSS, OSH and maternal protection for the Informal Sector into the NAPC-WIS Sectoral Agenda 2011-2014 - Continuing facilitation of enrolment to PHIC and SSS	NTAC-NAPC-WISC
129	Review GSIS policy on premium-based payments which penalize government employees for late remittances by their employer/agencies	Conducted in cooperation with the GSIS Membership department, 4 batches of 150 participants or a total of 600 government employees: Orientation / Updates on GSIS in Luzon, Visayas, Mindanao and the National Capital Region.	PSLINK
130	Monitor strict compliance to the social protection provisions of RA 8042 as amended by RA 10022 (e.g. Compulsory Insurance Coverage, Certification, etc)	- Repatriation Related Services 1, 4300 member-OFWs ticketed 16,876 OFWs provided with airport assistance 4,121 provided with temporary shelter 67 OFWs given medical assistance 463 provided with domestic transportation fare 256 underwent Psychosocial counselling - Migrant Friendliness Index: Case Study on the Middle East - Examining Migrant Friendliness of ASEAN Countries for OFWs	OWWA ILS
131	Intensify anti-illegal recruitment and anti-trafficking in persons programs in compliance with RA 8042 as amended by RA 10022 and RA 9208	- Anti-illegal Recruitment Program - Illegal Recruitment assisted: 5,786 - Illegal Recruitment cases filed for preliminary investigation: 128 - Anti-illegal Recruitment Surveillance operations conducted: 133 (DOLE Accomplishment Report draft as of 13 March) - A Study on the Legal Assistance Provided by DOLE to OFWs: Focus on Victims of Trafficking	POEA, OWWA ILS

132	Strengthen the implementation of the Reform Package for Household Service Workers	• Coordinated the survey on the Reform package by CMA • Gathered data on Related Study for Analysis • Training Regulations on Household Service Workers promulgated by TESDA	POEA TESDA
133	Support the strengthening or creation of community-based support groups for families of OFWs (e.g. faith-based groups, CBOs)	• Community Organizing 102 new organizations formed with 4,102 new members • 4 Women Organization • 2 Youth Organization • 94 OFW Family Circles (OFCS) with mixed members • 2 Cooperative Organization - 3,462 organizations maintained with 103,329 members • 126 Women Organization • 24 Youth Organization • 3,275 OFCs with mixed members • 37 Cooperative Organization	OWWA, NRCO
134	Explore mandatory SSS coverage for land-based OFWs similar to sea-based OFW arrangement	• Working paper on “Expanding Social Security for Migrants: Extending the Coverage of the Employees Compensation Program (ECP) for Land-based OFWs” was completed	ECC & ILS
135	Adopt and promote Crisis and Contingency Management Manual for OFWs both through PDOS and onsite programs		
136	Develop, adopt and maintain an accurate global tracking system to monitor the conditions of OFWs upon deployment and eventual return	• Data base of returned OFWs • Profiled returned OFWs	NRCO

140	Implement reforms in the current wage system to improve coverage of vulnerable sectors, reduce unintended outcomes of mandated minimum wages and promote productivity improvement and gain sharing	Developed the Two-Tiered Wage System as a policy reform to address the unintended outcomes of the current wage system	NWPC
141	Enhance monitoring of compliance to minimum wage and intensify strict compliance to criteria for exemptions or exclusions	Provided technical assistance to BWC in the development of e-TAV which aims to assist and encourage MSMEs to implement productivity improvement programs and eventually comply with the DOLE standards including payment of minimum wage to workers.	BWC, NWPC
142	Sustain dialogues between labor and management on compliance to OSH standards and promotion of OSH programs at the enterprise level, particularly in industries identified as Key Employment Generators/industry winners	- Capacity building thru Training and Information Activities on OSH 3,776 companies covered 13,726 workers covered - Conducted project management committee meetings with BPOs - Conducted Research on Hotels, and Agriculture sector - Basic OSH Training modules with green discussion for Unions - Establishment and participation in the OSH Committees at enterprise level where FFW is the bargaining agent either as clauses in CBAs or through LMCs	OSHC NTAC
143	Intensify IEC campaign on OSH standards in hazardous and highly-hazardous industries	- Construction Safety and Health Program 606 Construction sites inspected 1,225 Contractors covered 4,320 Workers covered 599 establishments with accredited safety officers - Orientation of construction workers on 5-S and Minimizing work-related hazards, accidents and illness	BWC, OSHC NTAC

144	Intensify campaign on the integration of OSH in local development plans for workers in the informal economy	• Conducted OSH Appreciation for the Informal Sector - 11 batches; 428 pax; 10 municipalities • GREAT Women Project – 2 municipalities; 176 pax	OSHC
145	Advocate for the integration of OSH in the secondary and tertiary educational curriculum	• Discussion on OSH curriculum with DEPED to be integrated with Disaster and Emergency Curriculum • Discussion with CHED on Construction Safety and Health for Selected Colleges • Shepherded and supported the integration of OSH training regulations developed and promulgated by TESDA	OSHC NTAC
146	Ensure implementation gender-responsive OSH programs	• Integrated in all OSHC training programs • Reproductive Health Training of Trainers for OSHC Trainers • My Passport, My Safework: Strengthening Policies and Programs on HIV-AIDS Prevention for Overseas Filipino Workers	OSHC ILS
147	Ensure implementation of enhanced workplace emergency plans and disaster risk reduction program under the OSH program	• Integrated in BOSH and CST • Launched the MMDA Emergency Preparedness Conference	OSHC
148	Intensify workplace health and safety education program towards increasing health consciousness among public and private sector workers and employers	• Technical Assistance Program • Work Environment Measurement • 205 Companies covered • 89, 038 Workers covered • Occupational Safety and Health Services • 27 Companies covered • 1,656 Workers covered • Developed on-line BOSH for wider coverage of OSH trainings • Conducted seminars to reduce maternal and neo-natal death • Conducted seminars, orientations and referrals on maternal health and protection	OSHC NTAC-NAPC-WISC

149	Intensify advocacy on Family Welfare Program and DO 102 - 10 on HIV and AIDS	• HIV and AIDs Awareness integrated in OSH trainings • Separate Learning Sessions on HIV and AIDS conducted – 5 batches; 191 pax; 5cos. • Developed and produced advocacy material entitled Guides in Setting Up Lactation Station in the Workplaces to promote breastfeeding in the workplace • Participation in ILO JP Cities of MDG on Exclusive Breastfeeding in the Workplace) • Promotion of Exclusive Breastfeeding outside Joint Programme cities	OSHC BWSC NTAC-NAPC-WISC with APL, TUCP, & FFW, ILO
150	Strengthen strategic partnerships and intensify advocacy and action at the national, regional, community and firm levels	• Strengthening of Philippine Program Against Child Labor (PPACL) • 72 rescued through SagipbatangManggagawa • Participation in the intervention in child labor elimination in Reg 4-A (NTAC) • Advocacy campaign against child labor strengthened thru the conduct of four (4) advocacy activities or meetings with the Barangay Councils for the Protection of Children. The DOLE Field Offices were instructed to actively participate in the formulation of local ordinances, whether in the provincial, city, municipal or barangay level, in coordination with the LGUs to address specific child labor incidence prevalent in their respective areas	BWSC
151	Improve access of child laborers and their families to quality integrated services (e.g. livelihood, entrepreneurship, health, education and training programs)	• Assistance to CLs and their families • 5,502 children, 2,983 (54%) of whom are girls, were reported to have been prevented/removed from the worst form of child labor through; • 72 - Sagip Batang Manggagawa • 389-Livelihood assistance to parents/ siblings of CL • 2,644-Educational assistance • 2,377-Other forms of assistance • 80 parents of child laborers (KaSaMa) in DOLE RO III Bulacan Field Office awarded on 8 September 2011 a livelihood assistance amounting to Ph 450,000.	BWSC

		• World Day Against Child Labor celebrated on 10 June 2011 wherein 400 program partners and 300 children-beneficiaries participated; prepared memo to all DOLE ROs to conduct advocacy activities in celebration of said event • 27 establishments permanently closed since the passage of RA 9231 in 2003. The most recent incident was that of a KTV bar in Region VII, for employing a 16-year old girl as a GRO. • Completion of elimination of child labor projects under the ILO-supported program	BWSC
152	Establish a functional multi-level child labor knowledge management system	• Establishment Child Labor Knowledge Sharing System (CLKSS) • CLKSS is an information technology tool, used by the Community of Practice against Child Labor, in support of the Philippine Program Against Child Labor to share relevant data real-time, foster communication, improve program monitoring and automate the child labor case referrals.	BWSC, PPACL, ILO
153	Strengthen enforcement and compliance of RA 9231 and other related laws	• 84 DOLE personnel from all ROs composed of labor inspectors, hearing officers and child labor coordinators oriented on the use of the Manual on the Conduct of Inspection, Rescue and Enforcement Proceedings in Child Labor Cases in three (3) batches before end of March. • Seven (7) ROs conducted similar orientation to their co-employees	DOLE
154	Review and update Department Order 4 series of 1999 (List of Hazardous Work and Activities for Persons below 18 years of age) in compliance with ILO Convention 182 on Worst Forms of Child Labor		

Pillar 4 | Social Dialogue

	Commitment	Progress Reported / Not Reported	Agency / organization in charge
155	Improve labor adjudication in the country by ensuring transparency, efficiency and integrity in the labor dispute settlement system and transforming the traditionally conflictual and litigious labor relations system towards one that incorporates the tenets of social dialogue, such as free exchange of information, consultation, negotiation and collective bargaining	• Full implementation of Single-Entry Approach (SEnA) in all Regional Arbitration Branches (RABs) of the NLRC. For this purpose, the following measures are instituted: (1) creation of a separate SEnA Units in all DOLE Offices and concerned attached agencies; (2) re-training of SENA Desk Officers; and (3) continuous monitoring of SEnA accomplishment.	NLRC
		• Promulgation of the 2011 NLRC Rules of Procedure on 31 May 2011 and took effect on 06 August to improve arbitration and adjudication of labor cases. It streamlines proceedings to provide fair, speedy and effective resolution of cases at the least cost.	NLRC
		• Amendment of the NLRC Efficiency and Integrity Board (EIB) Rules to conform to the Revised Rules on Administrative Cases in the Civil Service (RRACS) which took effect on November 2011. The draft of the NLRC EIB Rules was already presented to the NLRC En Banc, and the final draft will be again presented for approval on the next En Banc session to be held on April 2012	NLRC
		• Amendment of the NLRC Manual Rules on Execution of Judgement. Final draft submitted to the NLRC En Banc (Output also reflected in Strategy No. 51, Rights at Work).	NLRC
156	Enhancing the Alternative Dispute Resolution (ADR) mechanisms using mandatory conciliation-mediation of all labor cases and industry-based conciliation-mediation by the industry tripartite council members	• Preventive Mediation • 93% disposition rate • P160M in CBA package benefitting 3,075 workers and P110M in separation pay and other benefits for 1,513 workers	NCMB

		• Notice of Strikes and Lockouts • 86% disposition rate on notice of strike lockouts cases • P34.4B in CBA package benefiting 8,785 workers and P739M in separation pay and other benefits for 2,363 workers • Actual Strikes • 100% disposition of the two (2) work stoppages	NCMB
157	Institutionalizing the 30-day mandatory conciliation-mediation of all labor cases under a single entry approach that will be made available at the regional and provincial offices of the DOLE	• By virtue of DOLE Department Order 107-10, the Single Entry Approach Program of the Department (SEnA) institutionalized the 30-day mandatory conciliation-mediation services. The following were accomplished for 2011: • SEnA assistance Desks (SEADs) installed in all DOLE ROs and attached agencies handling cases • Training workshops for Single-Entry Desk Officers (SEADOs) conducted nationwide. • The first SEnA Congress was held at Ichikawa Hall, OSHC, Diliman, Quezon City on 24 October 2011 which recognized the top performers in the implementation of the Program thru the following awards: • Outstanding SEADOs • Best SEnA Implementers by Office Agency • Highest Monetary Benefits facilitated by a SEADO • Special recognition SEADOs who facilitated cases settlement with in the day of filing • 43% over-all settlement rate • Breakdown per office: - DOLE Regional Offices – 66% - Attached Agencies – 28% - NCMB – 88% - NLRC – 13% - NWPC – 100% - POEA – 72% - LS – 60% • Total monetary benefits of P368,731,953.08 benefiting 19,784 workers	NCMB

158	Promoting the primacy of pre-judicial systems – collective bargaining and negotiation – in the settlement of disputes through the grievance machinery whether in organized or unorganized establishments, and voluntary arbitration such that labor adjudication bodies will no longer entertain unresolved grievances that have not been processed at the workplace dispute settlement mechanisms (bipartite mechanisms) or which have not exhausted settlement through voluntary arbitration	• Monitored and facilitated 180 Voluntary Arbitration cases • 67% disposition rate • P171 M monetary benefits awarded benefiting 740 workers	NCMB
159	Simplifying the dispute settlement process by building on a strengthened bipartite workplace-based mechanism then tripartite industry council conciliation-mediation before compulsory arbitration with set timelines. Other practical alternatives such as sustained and improved performance rate throughout the five-year plan shall also be considered	• Operationalized 177 Grievance Machineries (GMs) in organized establishments • Institutionalized 171 Grievance Machineries (GMs) in unorganized establishments • Strengthened 1,067 Grievance Machineries (GMs) in organized and unorganized establishments	NCMB
160	Ensuring transparency and accountability in dispute settlement by posting the status of labor cases of NLRC, NCMB, ECC, BLR, BWC, and DOLE Regional Offices at the DOLE website where parties involved can immediately view the status of cases filed at any DOLE quasi-judicial offices. Expand the Case Docketing and Monitoring System (CDMS) as an electronic tracking system on monitoring of cases to include e-raffling and interconnectivity of all DOLE agencies including NCMB and NLRC, and can be viewed online by the public	• Status of cases in the NCMB, NLRC(NCR), ECC, BLR, BWC, and DOLE ROs are continuously updated, posted and linked to the DOLE websites. • The CDMS for NCMB cases is currently being developed through the initiative of the Planning Service. The system is expected to be operational by the second quarter of 2012. • Development of NLRC-Case Tracking System (CTS) in the 3rd quarter of 2011. Fully operational in January 2012.	NCMB NLRC

161	Simplifying adjudication proceedings of PRC cases concerning the regulation of professionals and their conduct by: 1) Adopting the use of position papers in lieu of trial type hearing; 2) Preparing a summary of docketed cases; and 3) Constituting a committee to study and draft Revised Rules of Procedures in the investigation of cases	• The existing Rules of Procedure in Administrative Investigations were revisited by a Committee composed of the Commissioner-in-Charge of Human Infrastructure, the Assistant Commissioner, the Director, Regulations Office, the Head of the Legal and Investigation Division and the Secretary of the Professional Regulatory Commission • The new Rules of Procedure have been drafted and are currently under review by the members of the Committee.	PRC
162	Instituting the appearance of accredited paralegals to handle cases in the NLRC, other agencies, even for non-member cases	• A Training on Regulations for Paralegal Services of Trade Unions was conducted at the TESDA Women's Center by FFW, in partnership with ILO • Workshop outputs were consolidated into a draft Training Regulations / Competency Based Standards and are currently for validation by stakeholders • A curriculum will be developed based on the stakeholders' comments	BLR
163	Mandating tripartite integrity boards, or their equivalent, in NLRC, BLR, POEA, OWWA, other DOLE agencies, to advance cooperation and industrial peace. Tripartite monitoring and evaluation of agency performance, through specific performance standards should also be conducted	• Issued DO 109-11 establishing the National Tripartite Integrity Board • Consultation Workshop on the Formulation of the DOLE Integrity Development Plan 2012-2016 organized by HRDS on 19-21 October 2011 • The Draft DOLE Integrity Development Plan is now for comment by the DOLE Tripartite Integrity Board	BLR
164	Including in the Terms of Reference (TOR) of privatization of government assets the absorption of workers and respect for unions/CBAs. Government workers affected should be allowed to negotiate the TOR. Review of essential laws as regards privatization is also essential		BLR
165	Extending full labor standards to public sector workers by reviewing or repealing as necessary EO 180. One way is to strengthen the representation of public sector unions in the Public Sector Labor-Management Council (PSLMC)	• Salary Standardization Law (SSL) IV and expansion of Collective Negotiation Agreement (CNA) benefits are discussed at PSLMC • The Public Sector Labor-Management Council (PSLMC) issued Resolution No. 4, series of 2010, which petitioned for the lowering of membership requirements for registration of public sector unions from 30% to 10%	BLR PSLINK

		Organized and conducted a National Forum on Security of Tenure and Labor Relations in the Public Sector on December 14, 2011 attended by 100 participants from unions in national government agencies, state universities and colleges, local government units, government owned and controlled corporations, contract of service employees from different agencies.	
166	Strengthening conciliation-mediation by reviewing existing POEA policies covering adjudication of cases		POEA
167	Reviewing representation in tripartite bodies toward mainstreaming emerging labor organizations and employer organizations	Per TIPC Resolution No. 3-A, Series of 2010 that established the standards for nomination and selection of sectoral representatives and the procedure for nomination to tripartite bodies, the Tripartite Industrial Peace Council (TIPC) and its Tripartite Executive Committee (TEC) was reconstituted in 2011 by expanding membership to other labor (AGLO,BMP, and MAKABAYAN) and employers (SEIPI) organizations	BLR
168	Institutionalizing regular area-wide and broad-based consultations on DOLE flagship programs or regular RCC broad-based or industry-wide consultations as part of DOLE participative governance	- Created RTIPC subcommittees as follows: - DOLE-AFP-PNP - DOLE-PNP-PEZA - Monitoring Body	BLR
169	Strengthening the Secretariat capacities of the TIPC Secretariat lodged with the Bureau of Labor Relations, as well as revisiting the RTIPCs and enhance their capabilities and developing an independent secretariat for the public sector	- Capacity Building for the TIPC Secretariat 3 area-wide capacity building seminars for TIPC and ITC secretariat conducted 83 participants 1 capacity building seminar for RTIPC Monitoring Body Secretariats conducted 48 participants	BLR
170	Developing processes to ensure better coordination of regional and national TIPC	Issued D.O No. 111-11, on the Guidelines in the Creation and Institutionalization of Coordination of National Industry Tripartite Councils, Regional Tripartite Industrial Peace Councils and Regional or Local ITCs on 28 February 2011 (Also reported in Strategy No. 58 on Rights at Work)	BLR

171	NTIPC-endorsed genuine labor and employer representation in tripartite policy and decision-making bodies, including in GOCCs	• Per TIPC Resolution No. 3-C, series of 2010 on Providing a Criteria for Nomination and Selection of Sectoral Representatives and Procedure for Nomination to Philippine Tripartite Bodies, the NTIPC endorsed the tripartite-supported bill on strengthening tripartism, amending for the purpose Art. 275 of the Labor Code to the Committees on Labor and Employment in both Houses of Congress in May 2011. - The bill seeks to incorporate the 20 representatives per sector who shall be designated by the President at regular interval, and the nomination and selection procedure observing the “most representative” organization criterion of ILO Convention 144. • NTIPC have also endorsed the application of 20/20 representation to the Office of the President.	BLR
172	Ensuring greater transparency in the selection and appointment of Labor Arbiters and Commissioners	• Vacancies are posted in the NLRC website • Strengthened Third-level Search Committee • Enhanced screening and selection procedures	NLRC
173	Instituting workers education and support for organizations of domestic workers, similar to the WODP provided that they are formed into workers’ association	• There is an on-going review of Department Order 26, series of 1995 looking at the possibility of expanding the benefits under WODP from mere training grants to scholarships to workers associations, including domestic workers associations.	BLR
174	Creating avenues for meaningful participation of domestic workers in dialogues provided that they have to be part of the union representation	• TIPC issued Resolution No. 9 on Recommending the Ratification of ILO Convention No. 189, on Domestic Workers Convention 2011 on 24 November 2011 and endorsed it for ratification by the President and for concurrence by the Philippine Senate.	BLR
175	Providing for a regular GAA funding of the NTIPC	• NTIPC annual budget lodged at BLR (Output also reflected in Strategy No. 59, Rights at Work)	FMS

176	Amending Article 275 of the Labor Code toward the institutionalization of a framework for tripartism and social dialogue	• Endorsed TIPC-supported bill amending Art. 275 to the Senate Committee on Labor (SB2921)	BLR
177	Facilitating the creation, strengthening or reactivation of more industry tripartite councils (ITCs) in the key employment generating areas. The ITCs will serve as a market signal mechanism and at the same time a vehicle for engaging the sectors in the implementation of Programs and Services	• Established and sustained ITCs • Established in 2011 • 78 ITCs in agricultural sector • 9 ITCs in non-agricultural sector • Existing • 139 agricultural ITCs • 609 non-agricultural ITCs	BLR
178	Encouraging the formulation of Voluntary Codes of Good Industry Practices as signposts for self-regulation and for addressing industry-specific issues, moving toward industry self-governance	• Per TIPC Resolution No.3-D, Series of 2010, DOLE directed ROs and RTIPCs to create, strengthen or reactivate ITCs in priority industries to pursue industry self-regulation thru VCGPs • For 2011, 37 VCGPs were formulated and adopted: 1 national and 36 regional	BLR
179	Develop capacity-building processes for social partners	• Conducted a series of Freedom of Association-related forums, seminars and trainings: • Seminar Workshop on the Freedom of Association, Civil Liberties and Issue of Impunity (March 30-31, 2011, Iloilo City) • Area-wide DOLE-Labor Sector-AFP-PNP Summits (October 10 - Davao, October 12 - Cebu, October 14 - Manila) • Area-wide Orientation Seminars on the Joint DOLE-PNP-PEZA Guidelines for RCC and RTIPC Members: • Luzon 1 (August 19, 2011, Tagaytay) • Luzon 2 (November 21-22, 2011) • Mindanao (December 1-2, 2011, CdO) • Visayas (December 14, 2011, Dumaguete City)	ILO, BLR, ILS, ILAB

		• Area-wide Basic Social Audit Skills Training for Members of the Tripartite Certification Committees, Labor and Employers' Groups and DOLE Focal Persons on the Incentivizing Compliance Program (ICP) • Visayas (Oct 3-6, 2011, Cebu) • Luzon (October 10-13, 2011, Manila) • Mindanao (Oct 17-20, Cebu) • Conducted training for social partners on Work Improvement Measurement System on Sept. 27-30, 2011 with seven (7) participants from the labor sector and four (4) participants from management sector • Developed, printed, and circulated 5,000 copies of Education for All-Basic Education Sector Reform Agenda (EFA-BESRA) posters, 2,000 copies each of developing staff manual, guide to preparing citizen charter, anti-corruption tool kit, guide to accomplishing the new office performance evaluation and employee evaluation, samples on how to utilize GAD budget. • Conducted institutional assessments in 8 public schools and 8 local government units' health department on human resource management, school improvement planning and capacity building of school governing councils. • Organized and conducted in cooperation with the Office of the Ombudsman 3 batches of 25 participants per batch on Procurement Law. All participants are authorized as observer in bids and awards committee meetings of various agencies. Observers sent to DPWH, DOH, and DepEd BAC meetings.	NWPC PSLINK
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		• Signed MOA with the Office of the Ombudsman for Bantay Lustay Project / Check My School Project and Bayanihan Eskwela and Textbook Inspection with Ateneo School of Government and assisted in the conduct orientation / trainers training at Taguig-Pateros Division, Cagayan de Oro and Davao City Divisions.	PSLINK
180	Strengthening institutional mechanism for social negotiations such as summits, tripartism, social compacts, social dialogue and collective bargaining or such other schemes of co-decision or co-determination that may be adapted to the Philippine setting, all for the purpose of assuring workers' and people's participation in decision-making and in the implementation of policies and programs that affect their lives, their work and their interests	• Conducted various fora, consultation and dialogues outside of the TIPC in pursuit of addressing pressing concerns: • Public-Private Partnership on Labor Governance (March 21, 2011, Malacanang) • DOLE-Church-Labor Conference on Unemployment, Security of Tenure and Right to Self-Organization (21 June 2011, OSHC) • DOLE-Labor Sector-AFP Summit on the promotion and protection of labor rights (21 July 2011, AFP Clubhouse, QC) • DOLE-Labor Sector-PNP Summit on the promotion and protection of labor rights (06 December 2011, Manila) • FFW and other Labor Unions together with FPI and the University of the Philippines-School of Labor and Industrial Relations (UP-SOLAIR) established the Philippine Employer Labor Social Partners, Inc. (PELSPI) and started a program to promote social partnerships on decent work, productivity and competitiveness through social dialogue • Conducted through the project: <i>Institutionalizing Social Dialogue in the Public Sector</i>, a national conference each for the health sector and education sector participated by a total of 100 management and union representatives from 8 pilot areas under DOH and 8 pilot areas under DepEd. The objective is to assess the progress of Social Dialogue on Occupational Health and Safety and identify other areas for social dialogue.	ILO, BLR, ILAB, ILS, DOLE FFW PSLINK

		• Signed Budget Process Agreements with DILG, DepEd, and DOH as part of the Open Government Partnership • Bi-monthly dialogue with the Civil Service Commission on: • Occupational Health and Safety, • Community Services • Feeding program every September as part of Civil Service Month observance. • Conducted blood letting in September 2011 and turned over 44,000 cc of blood to the Philippine Red Cross	PSLINK
181	Creation of Works Councils in all enterprises with employment of 10 workers and above and in all economic zones, with right to information, consultation and negotiation. Workers' representatives shall be elected by workers, when there is no union acting as recognized collective bargaining agent. The functions of the works councils shall be delineated from collective bargaining in order to avoid duplication and conflict	• Partnership on Labor Management Empowerment • 318 new Labor Management Councils (LMCs) facilitated • 1,108 existing Labor Management Councils (LMCs) strengthened • 10 Labor Management Councils (LMCs) established in ecozones	NCMB
182	Adoption of co-determination schemes in all state owned enterprises or government owned and controlled corporations		BLR

Support Pillar | Sustaining Outcomes

	Commitment	Progress Reported / Not Reported	Agency / organization in charge
183	Sharing of good industry practices in the seven big winners identified by the Joint Foreign Chambers of Commerce	• Documented eight (8) productivity improvement programs implemented by the Productivity Olympics Winners (NWPC) • Conducted Partnership in Governance Forum • Mining held on 29 June 2011 (120 participants) • Creative Industries held on 28 November 2011 (145 participants)	NWPC OSHC BLE
184	Assisting micro enterprises using the big brother-small brother program of ECOP where large companies “adopt” micro or small enterprises and provide them with technical assistance to be able to gradually comply with labor standards and implement productivity improvements	Progress reported under Strategy No. 68 (Rights at Work)	BWC
185	Developing a Q and A on all labor laws to be translated into Chinese and to be used during a series of seminars jointly organized by DOLE Federation of Filipino-Chinese Chamber of Commerce and Industries Inc. (FFCCCII) and for all its member companies to educate them towards 100% compliance with labor standards including adoption of productivity improvement program	• Developed a Q and A on labor laws translated in Mandarin in partnership with the Federation of Filipino-Chinese Chamber of Commerce and Industries Inc. (FFCCCII) and disseminated the same to member establishments	BLE
186	Simplified and unified system of overseas operations, financial management and reportorial and administrative support services involving DOLE, POEA and OWWA	• Issued the following guidelines in POLO Operations: • AO 101, S. 2011 Guidelines on the Selection and Deployment of POLO Officers and Staff providing policies on assignments, tour-of-duty, professionalization of POLO officers and staff and the creation of pool of qualified and trained officers and staff for deployment	ILAB

		• DOLE Memorandum dtd 25 January 2011 Joint Physical and Financial Planning System enabling the LaborAttache and Welfare Officers to plan their annual activities together and maximize resources, resulting to more developmental activities • AO 189 S. 2011 POLO Joint Monitoring and Reporting System facilitating the integration of reports coming from the Labor Posts and ensure integrity in the data collection and reporting. • DOLE Memorandum dtd 15 May 2011 On-line Statistical and Performance Reporting System enabling the Posts to submit data electronically allowing the Department to efficiently generate, store and process reports	ILAB
187	Integration of labor market information and employment facilitation systems which include supply and demand data, crafts and livelihood information and training opportunities from TESDA, BLE, MTC, PRC and POEA through a data warehouse that is easily accessible, either on-line or through the PESOs, to job applicants, employers, investors and manpower placement agencies	Progress reported under Strategy Nos. 3 and 25 (Employment)	TESDA
188	Convergence of programs on labor law compliance toward incentivizing compliance with a tripartite seal of excellence on the establishment and its products	• Issued D.O. 115-11 Incentivizing Compliance Program • Conducted 6th Smile Recognition Program to award companies that have attained No Lost Time Accident (NLTA) for at least one year • A total 80 establishments enrolled under ICP nationwide • 134 establishments and 139 accredited OSH Practitioners/Consultants	BLR

189	Speedy and efficient delivery of labor justice through Project Speedy and Efficient Delivering of Labor Justice (SpeED) which aims to reduce case backlog and to ensure that case dockets remain current	• Full implementation of Project Speedy Delivery of Labor Justice (SpeED 3 & 4) • Project SpeED 3 – disposed of 18,216 cases or 86% of 21,231 enrolled cases Monetary awards amounting to P438,606,769.06 benefitting some 5,004 workers • Project SpeED 4- disposed of 18,618 cases or 81% of 23,091 enrolled cases Monetary awards amounting to P3, 105, 756,569.36 benefitting some 46,895 workers • The efforts were commended by the tripartite partners, through the Tripartite Industrial Peace Council Resolution No. 4, specifically recognizing the DOLE and NLRC efforts to Afford Speedy and Efficient Delivery of Labor Justice through the DOLE Project SpeED	NCMB
190	Integration of livelihood and community enterprise development programs to ensure better targeting of beneficiaries and maximizing of resources	• Issued AO 78 S.2011 on DOLE Integrated Livelihood Programs Towards Community Enterprise Development. • Evaluated and funded 100% of fund requests for emergency employment, livelihood and reintegration programs amounting to P474.458 Million.	BWSC FMS
191	Ensuring integrity of PRC documents and anti-fixing measures as an advocacy against the proliferation of fake licenses or professional IDs and to protect legitimate professionals and the public against such fraudulent acts	• Advocated “war on fixers” in all PRC offices nationwide • Institutionalized mobile services since January 2011 serving 70,358 applicants • Produced a Radio Show entitled “The PRC Professional Hour” airing Tuesdays from 11am to 12nn at the DZRJ 810 AM Band. (16 radio shows and featured 12 professional regulatory Boards)	PRC

192	Provision of the following e-services at the PRC-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	• Operationalized the following e-services: • Online verification of room assignments • Online verification of registered professionals • Online verification of exam results • Online license renewal system • Pilot tested online board examination application in Baguio, Cebu and Davao • Started CHED-PRC two-way link system for online verification of academic records (development of web application on its final stages) • Developed and tested Regional ID printing	PRC
193	Zero-and performance-based budgeting system that ensures responsible allocation and use of government resources and where plans and programs are shaped and reviewed based on intended results and in compliance with Commission on Audit (COA) reports	• On ensuring responsible allocation and use of government resources: • Adopted zero-based budgeting (ZBB) system in the preparation of DOLE's 2012 budget resulting in its approval amounting to P7.4 Billion. • Worked for the approval and release of the P168.1 Million additional SPES budget from the DBM. • Strict compliance with the submission and monitoring of the Annual Procurement Plan of the Department. • On Compliance to COA reports and recommendations and improving financial accountability: • Improved COA's opinion on DOLE financial statements. • Posted in the DOLE website the actions taken on the COA Annual Audit Report. • Improved settlement rates at DOLE CO particularly on Petty Cash Fund (Account 104) and Advances to Officers and Employees (Account 148) by as much as 12.32% comparing FYs 2010 and 2011. • Worked for the reduction of unliquidated cash advances through processing liquidation reports, checking completeness of supporting documents and closely monitoring the settlement	FMS

		rates and status of following three (3) selected accounts at an overall rate of 83.14% amounting to P280.481M out of P337.362M. • Made intensified efforts to clean the books of accounts with unliquidated cash advances by sending 970 demand letters, memos and notices effecting salary deductions to account for P144,215 M which includes, among others, Labor Attaches	FMS
194	Engaging civil society organizations and other stakeholders in the preparation, execution and monitoring of budget	Engaged the Regional Development Councils in preparation, implementation and monitoring of DOLE's budget. (NOTE: Involvement of CSOs starts in 2012 considering the issuance by the DBM of National Budget Circular No. 539.)	FMS
195	Publication in the DOLE website of relevant information on budget allocation and disbursement and status of programs and projects	• Posted in the DOLE website the following information: • 2011 Approved Budget • Monthly Status of Funds	FMS
196	Economy measures seeking to eliminate wasteful spending and which monitors fund utilization on a monthly basis	• Continuously implemented the DOLE AO 301 S.2010 on Cost-Cutting Measures in the exercise of prudence in the use of government funds/resources • Issued DOLE AO 465 S. 2011 prescribing the guidelines and operating procedures on property management, to include the adoption of green procurement policy in the DOLE and its regional offices and attached agencies	FMS/AS AS
197	Strict implementation of the Citizens' Charter which spells out the accountability of each DOLE official and personnel in providing public services with utmost integrity and efficiency and 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	• Sustained implementation of the Anti-Red Tape Act of 2007 (ARTA) through the DOLE Citizens Charter • Posted the Citizens Charter in the DOLE's website • Maintained the Electronic Billboard of the DOLE Citizens Charter • Posted the Anti-Fixer Signage (Tarpaulin) • Printed and made available the anti-fixer calling cards	FMS

198	Establishment of a National Tripartite Efficiency and Integrity Board (NTEIB) and its DOLE-wide and agency-level counterparts which shall spearhead the promotion of efficiency and integrity in the Department, serve as monitoring and oversight body on the implementation of Integrity Development Action Plan (IDAP) with the authority to recommend the review of systems and procedures in the DOLE and its attached agencies	• Issued DO 109 S. 2011 establishing the National Tripartite Efficiency and Integrity Board (NTEIB), DOLE EIB and agency-level EIBs • Prepared Integrity Development Plan with the participation of labor and management sectors' representatives • Established a baseline data on administrative cases and submitted to the DOLE EIB reports on status of these cases on the 15th day of the month after the reference period	HRDS
199	Adoption of a DOLE Code of Conduct which sets the standards of integrity and excellence among DOLE officials and employees in the performance of their duties as public servants	• Issued AO 151 S. 2011, Code of Conduct for Philippine Overseas Labor Office, as supplement to A. O. 476 S. 2010 • Formulated and disseminated DOLE Employee Handbook containing the Code of Conduct, among others • Conducted orientation on the DOLE Code of Conduct to all DOLE employees	HRDS
200	A Quick Response Mechanism to Citizen's Feedback in addition to existing feedback response mechanisms in all DOLE offices, attached agencies, and Philippine Overseas Labor Offices (POLOs)	Evaluated the Citizens Feedback report to effectively address the clients issues and concerns	FMS
201	Posting of net worth of DOLE officials based on their submitted Statements of Assets and Liabilities (SALN)	Posted the net worth of 84 officials on the DOLE website	
202	Establishment of Internal Audit Service/Unit in all regional offices and attached agencies to strengthen internal control systems, improves existing systems and procedures, and promotes transparency and accountability in various aspects of the operations of the Department pursuant to DBM Circular No. 2008-05 dated April 14, 2008	As a preparatory activity toward the establishment of Internal Audit Units (IAUs), training and capacity building workshop were conducted	IAS

203	Development of DOLE Internal Auditing Manual to enhance the integrity of operations and improve organizational outcomes and results to achieve Departmental goals	Gathered data and conducted research towards the development of DOLE Internal Auditing Manual (to be completed in 2012)	IAS
204	Regular conduct of review of management controls of the operating or support units to determine if the control objectives are being achieved	Assessed the implementation of DILP in Region 2, 3, 8, 10, 11 and CARAGA	
205	Regular conduct of evaluation of outcome, output, process and input to determine whether Department operations are effective, efficient, ethical and economical	Progress reported under Strategy No 204 (Sustaining Outcomes)	IAS
206	Institutionalization of labor and employer participation in formulating DOLE's annual budget, in line with DBM initiatives for participatory budgeting	Progress reported under Strategy No 194 (Sustaining Outcomes)	
207	Pilot implementation of the CSC-Strategic Performance Management System in all DOLE offices including its attached agencies toward aligning individual performance with organizational performance through linking of the Department's Organizational Performance Indicators Framework (OPIF) with the Performance Management System	• Issued AO 114 S. 2011, Internal Implementing Guidelines on SPMS • Achieved 100% compliance rate with the submission of 2011 Office Performance Commitments and Reviews (OPCRs) based on OPIF	HRDS
208	Monitoring of CES Eligibility Compliance of DOLE Officials	• Achieved 100% of the target compliance rate (60%) with CES eligibility requirements of the 53 non-CESO incumbents of third level positions • Facilitated review sessions on Career Executive Service Written Examination (CESWE) and Assessment Center benefitting 48 non-CESO officials and Division Chiefs to assist them in hurdling the CESWE, the first step in acquiring Career Executive Service (CES) eligibility.	HRDS

209	Implementation of a DOLE Competency Development Program that identifies, develops, and reinforces the competencies (knowledge, skills and attitudes) needed for the attainment of labor and employment goals	• Issued AO 84 S 2011 establishing the Competency Development Program • Conducted a workshop on the development of competency standards for division chiefs and directors to come up with a manual of competencies • Trained a total of 606 employees on various training programs such as Supervisory Development Course; Follow-through Training for SENA Desk Officers; Results-based Program Monitoring and Evaluation; Legal Writing; MCLE for Lawyers; Safety Officers' Training; Trainers' Training; Customer Service Excellence; Green Our DOLE Program (GODP); Induction Program for New Employees	HRDS
210	Implementation of a DOLE Management Succession Program toward the identification and development of a corps of future leaders thereby ensuring continuity at all levels of service delivery in the DOLE	• Issued AO 83 S. 2011 on the Management Succession Program • Screened 47 nominees received from 17 offices based on the minimum qualifications under the AO	HRDS
211	Implementation of an enhanced selection and promotion system that observes merit, fitness and fairness in the selection and promotion of employees for appointment to positions in the career service at all levels	• Issued AO 88-A S 2011 on the Enhanced Selection and Promotion System • Achieved 100% validation rate for the 98 approved appointments processed	HRDS

Philippine Labor and Employment 2011-2016 Progress Report Committees

TRIPARTITE INDUSTRIAL PEACE COUNCIL

Chairperson: Secretary Rosalinda Dimapilis-Baldoz

Members:

Alliance of Filipino Workers (AFW)
Alliance of Independent Hotels & Restaurant
Workers Union (AIHRWU)
Alliance of Progressive Labor (APL)
Employers Confederation of the Philippines (ECOP)
Federation of Free Workers (FFW)
Lakas Manggagawa Labor Center (LMLC)
National Confederation of Labor (NCL)
National Federation of Labor Unions (NAFLU)
National Union of Bank Employees (NUBE)
Pambansang Diwa ng Manggagawang Pilipino
(PDMP)
People Management Association of the Philippines
(PMAP)
Trade Union Congress of the Philippines (TUCP)
Trade Unions of the Philippines & Allied Services
(TUPAS)

NATIONAL TRIPARTITE ADVISORY COMMITTEE ON DECENT WORK

Chairperson: Undersecretary Rebecca C. Chato

Members:

Alliance of Progressive Labor
Alliance of Workers in the Informal Economy/Sector
Employers Confederation of the Philippines (ECOP)
Federation of Free Workers
Trade Union Congress of the Philippines

NATIONAL TRIPARTITE ADVISORY COMMITTEE ON DECENT WORK-TECHNICAL WORKING GROUP

Chairperson: Institute for Labor Studies

Members:

Alliance of Progressive Labor
Alliance of Workers in the Informal Economy/Sector
Employers Confederation of the Philippines (ECOP)
Federation of Free Workers
Trade Union Congress of the Philippines
Planning Service
Bureau of Labor Relations
International Labor Affairs Bureau

Report Committees

EMPLOYMENT CLUSTER

Chairperson: Undersecretary Danilo P. Cruz

Members:

Technical Education and Skills Development Authority
Philippine Overseas Employment Administration
Overseas Workers Welfare Administration
Professional Regulatory Commission
National Wages and Productivity Commission
Institute for Labor Studies
Maritime Training Council
National Maritime Polytechnic
National Reintegration Center for OFWs
Planning Service
Bureau of Local Employment
Bureau of Local Employment Statistics
Bureau of Working Conditions
Bureau of Workers with Special Concerns
International Labor Affairs Bureau
DOLE Regional Offices

RIGHTS AT WORK CLUSTER

Chairperson: Undersecretary Lourdes M. Trasmonte

Members:

Technical Education and Skills Development Authority
Philippine Overseas Employment Administration
National Labor Relations Commission
National Conciliation Mediation Board
National Wages and Productivity Commission
Overseas Workers Welfare Administration
Professional Regulatory Commission
Institute for Labor Studies
Bureau of Labor Relations
Bureau of Working Conditions
Bureau of Local Employment Statistics
International Labor Affairs Bureau
Department Labor Liason Office
Labor Communications Office

SOCIAL PROTECTION CLUSTER

Chairperson: Undersecretary Lourdes M. Trasmonte

Members:

Employment Compensation Commission
Institute for Labor Studies
National Wages and Productivity Commission
Occupational Safety & Health Center
Overseas Workers Welfare Administration
Philippine Overseas Employment Administration
Technical Education and Skills Development Authority
Bureau of Workers with Special Concerns
Bureau of Local Employment Statistics
Planning Service

SOCIAL DIALOGUE CLUSTER

Chairperson: Undersecretary Rebecca C. Chato

Members:

National Labor Relations Commission
National Conciliation and Mediation Board
Institute for Labor Studies
Bureau of Labor Relations
Bureau of Local Employment Statistics
Legal Service
National Tripartite Advisory Committee

SUSTAINING OUTCOMES CLUSTER

Chairperson: Assistant Secretary Elizabeth O. Recio

Members:

Professional Regulatory Commission
National Wages and Productivity Commission
Institute for Labor Studies
Bureau of Local Employment Statistics
Bureau of Labor Relations
Bureau of Workers with Special Concerns
National Conciliation and Mediation Board
International Labor Affairs Bureau
Legal Service
Labor Communications Office
Planning Service
Financial Management Service
Human Resource Development Service
Administrative Service
Internal Audit Service

