



EXECUTIVE SUMMARY

This report outlines the key physical and financial milestones of the Cordillera Region for the period under review covering the three major policy and program areas under the mandate of DOLE: employment facilitation, labor relations, and social protection and welfare including transparency and accountability.

PHYSICAL PERFORMANCE

Employment Facilitation

The region, mainly through the PESOs prompt, timely, and efficient delivery of employment services, facilitated the placement of 70,086 workers in local employment, either wage (64,855) or self-employment (5,231).

The wage placement figure coming from PESO's job referrals (44,185), conduct of job fairs (3,365), active participation of Contractors/Sub-contractors (12,532), and SPES implementation (4,773), achieved a 179% attainment of the 36,167 target for the year while the 5,231 beneficiaries on self employment through the DILP-CED represent a 122.22% accomplishment of the 4,280 annual target.

The DOLEs campaign to develop a jobs fit and productive labor force at local levels resulted in the registration of 14,367 job applicants and 276 establishments with validated vacancy postings of 22,900. Right knowledge about the labor market was provided with the provision of career guidance advocacies that benefited 13,578 secondary students and their parents from 124 schools.

Similarly, 53,947 individuals and 184 institutions were reached by Labor Market updates, reports and other publications on employment skills/supply shortages/surpluses; situationer, and industry profile. A total of 73,530 job applicants, including graduating students from tertiary and tech-voc education were covered in the conduct of employment coaching / advocacies.

Social Protection and Welfare

On **safeguarding fair and just terms and conditions of employment**, the region: inspected 890 establishments employing 12,073 workers, having a 102% attainment; resolved 280 labor standard cases having a total amount of P 1,128,223.69 which benefited 2,294 workers; enrolled 5 Big Brothers including 37 small brothers which employs about 4,218 workers under the Kapatiran program; issued labor standards compliance certificate re DO 118-12 to 12 public bus companies covering 68 busses; issued Wage Order No. RB-CAR-15 (Two-Tiered Wage System) that provided a P 8.00 increase in the basic wage per day and productivity and incentives based pay on a voluntary basis; conducted 18 productivity trainings/orientations/campaigns reaching 1,263 workers and employers from different companies; enrolled 3,098 vulnerable workers to government's various social security schemes.

On **welfare and protection services**, the region: created 11 barangay councils for the protection of Children with forged Memorandum of Agreements; assisted 255 children at risk to become child laborers from the 11 barangays and provided six livelihood assistance for the parents; provided family welfare-related services to 19,476 workers from 35 establishments; and conducted 116 AIR-TIP campaign activities benefitting 8,337 persons while 4824 clients were reached by various AIR-TIP IEC materials that were disseminated.

On **work accidents/illnesses prevention and work rehabilitation**, 26 Construction Safety and Health Program applications were approved, while 121 workers from 57 companies were provided with basic trainings on BOSH. 15 construction / project sites covering 36 workers and 13 contracts were also inspected.

Labor Relations

The region's **conciliation / mediation of cases** resulted in the settlement of 81% or 317 of the 392 RFAs handled under the Single Entry Approach (SENA) Program and disposed 100% of cases under the SpeED 5. On the conduct of **labor and employment education program**, 396 companies with 570 workers were reached by the 12 LHP trainings conducted, 732 companies with 1,646 workers and management representatives were covered by 35 CLES conducted, and 96 schools with 13,578 students were also reached by the conduct of LEGS seminars.

On **tripartism and promotion of venues for social dialogue**, 1 TIPC and 5 ITC were established, 2 advocacies on the Joint DOLE-PNP-PEZA Guidelines were conducted, and 2 voluntary codes of good practices were facilitated.

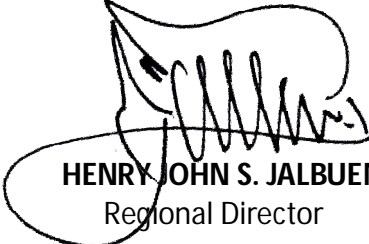
Transparency and Accountability

The region implemented the online testing/examination for applicants of DOLE vacancies, facilitated the employment of six newly graduates/unemployed youth under the Government's Internship program, and maintained the DOLE building and its premises/facilities through the Green Our DOLE Program.

FINANCIAL PERFORMANCE

For Fiscal year 2012, CAR's budget is P72.944 million of which 63.483 million is obligated with a utilization rate of 87.03%.

Per budget allocation, the utilization rate is 80.1% for PS, 90.3% for MOOE, and 97.9% for CO. By Major Final Output, MFO2 has the highest recorded UR with 92.1%. Far second is GENAD with a UR of 80.9%. The region with the lowest recorded UR is MFO 6 at 66.1%.



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Regional Director

PERFORMANCE REPORT

JANUARY-NOVEMBER 2012

I. Financial Performance

1. The DOLE-CAR's budget for Fiscal Year 2012 is P72.944 million with 87% utilization rate as of October 30, 2012.

TOTAL BUDGET	UTILIZATION		REMAINING BALANCE (PhP)
	AMOUNT OBLIGATED (PhP)	RATE	
72.944 million	63.483 million	87.03%	9.461 million

2. Budget Allocation and Utilization Rate

2.1 By Budget Item (In Thousand Pesos)

BUDGET ITEM	ALLOTMENT	UTILIZATION	
		AMOUNT	RATE
PS	23,659	18,942	80.1
MOOE	48,860	44,125	90.3
CO	425	416	97.9
TOTAL	72,944	63,483	87.0

2.2 By Major Final Output (In Thousand Pesos)

BUDGET ITEM	ALLOTMENT	UTILIZATION	
		AMOUNT	RATE
MFO 1	798	639	80.1
MFO 2	43,151	39,758	92.1
MFO 3	805	487	60.5
MFO 5	3,865	2,986	77.3
MFO 6	389	257	66.1
MFO 7	203	157	77.2
GENAD	23,733	19,199	80.9
TOTAL	72,944	63,483	87.0

II. Physical Performance

1. **Employment Facilitation.** The DOLE-CAR facilitates the employment of Filipino jobseekers for local and overseas works through the provision of various services to improve access to employment opportunities including among others, intensified monitoring of local job vacancies and overseas manpower requirements/ demands in collaboration and coordination with public and private employment providers; and continuous harnessing of modern technology to make more efficient the matching of job vacancies and skills.

Local Employment Facilitation. From January to November 2012, the DOLE-CAR, through its network of employment intermediaries and/or providers and various programs/services, helped the placement of a total of 70,086.00 workers in local employment, either wage (64,855) or self-employment (5,231).

- 64,855 job applicants were placed in wage employment—through the country’s network of Public Employment Service Offices (PESOs) as frontline institutions in job facilitation and delivery of accurate, relevant, and useful labor market information. The placement figure is 179% attainment of the target output of 36,167 for the year 2012.

The placements made through PESOs include the 3,365 jobseekers who were hired on the spot during the conduct of 18 Job Fairs region wide, indicating that an average of 186 jobseekers were placed during a Job Fair.

- 12, 532 workers were able to find employment through the active participation of Contractors/Sub-Contractors. The placement made by these private providers is 5310% achievement of the 2012 target.
- 4,773 were employed through the implementation of the Special Program for Employment of Students or SPES (which is 102% accomplishment of 4670 target for the year) and DOLE integrated livelihood program or DILP (5,231). These programs are enrolled under the Community-Based Employment program (CBEP).

The DILP helped disadvantaged and unemployed workers and other workers from the vulnerable groups to engage in various livelihood undertakings or enhance their existing sources of income, among others, through the provision of various trainings, tools and jigs and/or financial assistance. The number of beneficiaries in 2012 represents a 1096% accomplishment of the 450 annual target of the year.

Labor Market Information (LMI). From January to November 2012, the DOLE-CAR implemented massive information and education drive on all available LMI to address the perennial problem of unemployment and job mismatch and to bring “jobs fit” opportunities down the grassroots. The DOLE –CAR had been proactive in cascading the DOLE’s campaign to develop a jobs fit and productive labor force at local levels by informing and guiding new entrants to the labor force in identifying skills and competencies that would secure them the best jobs.

- Enhanced Phil-Jobnet (E-PJN) was reengineered to make job search more effective through a computerized job matching and referral system which resulted in the following:
 - 14,367 job applicants were registered
 - 276 establishments with vacancy posting were accredited/validated; and
 - 22,900 vacancies were posted
- First national Career Advocacy Congress was spearheaded by DOLE on May 24-25 2012 with the theme “Follow the Guide. Tag a Career, Like the Future!” in support to President Benigno S. Aquino III’s directive during the 2nd State of the Nation Address (SONA) to find solutions on the compounding issue of youth employability and mismatch between jobs and skills.

The two-day Congress, which was graced by President Aquino , was the first national gathering of the country’s career guidance counselors and government partners. One of the major outputs of the Congress was the signing of the joint “Statement of Cooperation on Career Guidance Advocacy”. The joint statement called the Filipino people to specifically (a) rally behind collaborative efforts to promote career guidance; (b) address talent mismatch; (c) bridge the information gap observed between the youth and the latest (Labor Market Information); and (d) provide additional mechanisms that will help shape and determine the 21st century worker and the succeeding working population. For DOLE-CAR a total of 8 active agency partners attended the said Congress.

- 13, 578 secondary level students and their parents from 124 schools/colleges/universities were reached by career guidance advocacies that were conducted during the year.
- 53, 947 individuals were reached by Labor Market updates, reports and other publications on employment skills/supply shortages/surpluses; situationer, and industry profile. Meanwhile, institutions reached by these labor market materials totaled to 184.
- 73,530 job applicants, including graduating students from tertiary and tech-voc education were covered by 3,160 employment coaching/advocacies.

2. **Employment Enhancement.** In line with President's development agenda of equipping the Filipinos with employable skills whether in wage or self-employment, the DOLE – CAR continued to improve/strengthen and implement its programs and services through the attached agencies like TESDA, OWWA and PRC toward enhancing the quality, and global competitiveness of the Filipino workforce.
3. **Social protection.** The Department of labor and employment seeks to improve access to social protection mechanisms, improved wages, better working conditions and expanded employment opportunities for all. Central to achieving this goal, the DOLE-CAR implemented proactive welfare services to ensure decent and humane work terms and conditions, whether they are employed locally or overseas, or in the formal or informal sector.

Safeguarding Fair and Just Terms and Conditions of Employment

- 1,621 establishments employing 22,300 workers were provided with labor standards compliance assistance or 102% attainment of the target set for 2012 (1,588 establishments). Overall compliance rate was 76% which is 6% percentage points above the target level of 70%. Meanwhile, compliance rate to minimum wage was placed at 89%.
- 2294 workers were awarded with a total amount of P 1,128,223.69 through the resolution of 280 labor standard cases.
- 5 Big Brothers (large firms) dealing with 41 Small brothers (micro and small enterprises) that employ 4602 workers enrolled under the Big Brother-Small Brother (Kapatiran) Program. Under a Joint Memorandum of Agreement with DOLE, the contractors (Big Brothers) and Sub-Contractors (Small Brothers) underwent labor standards compliance audit to ensure that work arrangements are not being used to circumvent labor rights and labor standards.
- Department Order No. 118, series of 2012 or the Rules and Regulations Governing the Employment and Working Conditions of drivers and Conductors in the Public utility bus Transport Industry was issued as a result of the rapid assessment on the compensation and working conditions of bus drivers and conductors.

12 public bus companies covering 68 buses in CAR already compliant to DO No. 188. These companies were already issued with labor Standards Compliance certificates (LSCCs) attesting their compliance with general labor standards (GLS) on compensation, hours of work, social welfare benefits, and safety and health. The LSCC, being issued by

the DOLE –CAR to bus companies, is a requirement of the Land Transportation Franchising and Regulatory Board (LTFRB) for franchise renewal.

- Wage Order No. RB-CAR-15 was issued after a series of review of minimum wages and conduct of four (4) public hearings and consultations. The said WO provided for increase in basic wage in the amount of Php. 8.00 per day or a Daily Minimum wage P280.00 per day inclusive of COLA amounting to P 26.00 per day.
- 1,263 workers and employers from different companies were reached by 18 productivity trainings, orientations and campaigns.
- 3,098 vulnerable workers from the informal sector were enrolled to government’s various social security schemes.

Welfare and Protection Services

- 19, 476 workers from 35 establishments were provided with family welfare-related services.
- 8,337 persons were covered by 116 AIR-TIP campaign activities that were conducted region wide while almost 4824 clients were reached by various AIR-TIP information, education and communication materials that were disseminated.
- 255 children at risk to become child laborers from 11 barangays were assisted while six (6) livelihood assistances were provided for the parents.
- Massive campaign for a Child-Labor Free Barangay Campaign and capacity-building on child labor-related activities yielded results, including the creation of 11 Barangay Council for the protection of Children; forging of 11 Memorandum of Agreement/Understanding mostly with local Government Units (LGUs); and formulation of local ordinances, among others.

Work Accidents/ Illnesses prevention and Work Rehabilitation

- 121 workers from 57 companies were provided with basic trainings on occupational safety and health (BOSH), and form companies.
- Twenty Six (26) Construction Safety and health program (CSHP) Applications were approved
- Inspected 15 construction/ project sites covering 36 workers and 13 contract
- 2 Fatalities (Rock Inn Café, Sagada) from work accidents were reported/investigated through Work-ALERT.

4. **Labor Relations.** The Department exhausts all means to promote industrial peace through education, expeditious and fair resolution of labor disputes, enhancement of labor-management cooperation, and creation of venues for social dialogue to preserve jobs and to enhance the quality of employment in the country.

Conciliation/Mediation of Cases

- Peaceful industrial peace climate was maintained as no strike was declared from January to November 2012.
- Under the Single Entry Approach (SeNA), wherein all issues involving workers and management undergo mandatory conciliation and mediation for 30 days thereby preventing them from becoming full-blown cases, the following were attained:

-317 RFAs were settled out of the 392 handled with a settlement rate of 81% which is 11 percentage points above the target of 70%.

Adjudication of Cases

- 100% of cases were disposed out of the total cases handled under the Speedy and Efficient Delivery of Labor Justice (SpeED 5).

Labor and Employment Education program

- 13,578 (104% points more than the projected annual output) workers, employers and graduating students were reached by the conduct of 3,110 seminars and orientations on various labor and employment-related topics/modules.
- 570 workers and employers 396 companies were reached by 12 Labor Relations, Human Relations and productivity (LHP) seminars, representing 52.7% of the target seminars of 792 for 2012. In addition, 331 labor organizations from 2,632 companies were covered by 488 LHP advocacies that were conducted during the period.
- 1,646 workers and management representatives of 732 companies were covered by 35 Continuing labor Education Seminars/Special Topics (CLES) that were conducted, registering a 135% attainment of the 26 target seminars for 2012.
- 13,578 students, including their parents, from 96 schools/institutions nationwide were reached by the conduct of 72 Labor Educations for Graduating Students (LEGS) seminars.

Tripartism and Promotion of Venues for Social Dialogue

- One (1) new Tripartite Industrial Council (TIPCs) and 5 new Industry Tripartite was established/created.

- 2 advocacies were conducted on the Joint DOLE-PNP-PEZA Guidelines covering Security Guards under the PNP-SOSIA, MMDA personnel, PEZA security agencies and HR Personnel, and PMAP members in compliance with the Ratified International Labor Standards.
- Two (2) Voluntary Codes of Good Practices were facilitated for Academe in Benguet Province and Hotel and Restaurant in Tabuk City, Kalinga.

5. Transparency and Accountability. The DOLE continued to pursue more systems improvement and using online technology toward better and more efficient public services delivery.

Providing free and immediate assistance/services to public, as follows:

- 2,466 referral by the Officer of the Day (OD) were acted by different Action/ Focal persons concerned;
- Replies to Queries through email-107 and walk-in queries;

Capacity building of DOLE Workforce

- Implemented the online testing/examination for applicants of DOLE vacancies to measure the qualities of candidates through the following types of assessments: critical thinking and reasoning, personality type indicator, counterproductive behavior, management skills, and leadership effectiveness.
- Facilitated the employment of six (6) newly graduates/unemployed youth under the Government's Internship program.

Maintaining DOLE building and its premises/facilities

- DOLE-CAR took the following initiatives as contributions for The Green Our DOLE Program (GODP):
 - Training of Staff on Composting
 - Organic Gardens and Apiary –The harvested vegetables are served as lunch shared among staff. Apiary is also maintained by staff which currently totals to 9 colonies. Harvest season falls on December where the average volume of yield is 10,000 liters and gross sales of Php 36,000. Profit earned is maintained in the staff's cooperative and utilized in its credit services.

- Launch of the Search for Team and Individual “Bests” in Good Housekeeping-a “sustenance” strategy in building the culture of safe and clean workplace following the principles of 5S of Good housekeeping.
- Warning Signages- to reduce the incidents of head bumps on glass doors.
- Eco Self-Assessment Checklist for GODP
- Tree Planting at Busol Watershed- Ring weeding and clearing of terrain are routinely performed to ensure high survival rate among the trees planted. Also, additional 30 seedlings of caleandra were planted last September 30.