



THE PHILIPPINE LABOR & EMPLOYMENT PLAN 2011-2016

**Inclusive Growth Through
Decent and Productive Work**

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Abbreviations

ADR	Alternate Dispute Resolution
ASEAN	Association of South East Asian Nation
ASEAN-AFAS	ASEAN Framework Agreement on Services
BMBEs	Barangay Micro Business Enterprises
BLES	Bureau of Labor and Employment Statistics
BLR	Bureau of Labor Relations
BWC	Bureau of Working Conditions
CBAs	Collective Bargaining Agreements
CBOs	Community Based Organizations
CDMS	Case Docketing and Monitoring System
CEDAW	Convention on the Elimination of Discrimination Against Women
CHED	Commission on Higher Education
CNAs	Collective Negotiations Agreements
COA	Commission on Audit
CPE	Continuing Professional Education
CSC	Civil Service Commission
CSR	Corporate Social Responsibility
DA	Department of Agriculture
DAR	Department of Agrarian Reform
DBM	Department of Budget and Management
DENR	Department of Environment and Natural Resources
DILG	Department of the Interior and Local Government
DO	Department Order
DOF	Department of Finance
DOLE	Department of Labor and Employment
DomWork	Domestic Workers
DOST	Department of Science and Technology
DOT	Department of Tourism
DPWH	Department of Public Works and Highways
DSWD	Department of Social Welfare and Development
DTI	Department of Trade and Industry
EBT	Enterprise-Based Training
ECC	Employees Compensation Commission
ECOP	Employers Confederation of the Philippines
FFCCCII	Federation of Filipino-Chinese Chambers of Commerce and Industry Inc.
GAA	General Appropriations Act
GATS	General Agreement on Trade in Services
GDP	Gross Domestic Product
GDP	Gross National Product
GIP	Government Internship Program
GOCCs	Government Owned and Controlled Corporation
GSIS	Government Service Insurance System
HRD	Human Resource Development
HSWs	Household Service Workers
ICT	Information and Communications Technology
IEC	Information Education Communication
ILO	International Labour Organization
ITCs	Industry Tripartite Councils

LEAP	Labor Enforcement Action Program
LGUs	Local Government Units
MSMEs	Micro, Small and Medium Enterprises
MTC	Maritime Training Council
NCMB	National Conciliation and Mediation Board
NEDA	National Economic and Development Authority
NGOs	Non-Government Organizations
NLRC	National Labor Relations Commission
NTEIB	National Tripartite Efficiency and Integrity Board
NTIPC	National Tripartite Industrial Peace Council
NYC	National Youth Commission
OFs	Overseas Filipinos
OFWs	Overseas Filipino Workers
OJT	On-the-Job Training
OSH	Occupational Safety and Health
OWWA	Overseas Workers Welfare Administration
PAOS	Post Arrival Orientation Seminar
PDOS	Pre Departure Orientation Seminar
PDP	Philippine Development Plan
PEOS	Pre Employment Orientation Seminar
PESOs	Public Employment Service Offices
PNQF	Philippine National Qualification Framework
POEA	Philippine Overseas Employment Administration
POLOs	Philippine Overseas Labor Offices
PRC	Professional Regulation Commission
PRC-NCR	Philippine Regulation Commission-National Capital Region
PSLMC	Public Sector Labor Management Council
Q &A	Question and Answer
RA	Republic Act
RCCs	Regional Coordinating Councils
ROs	Regional Offices
RTIPCs	Regional Tripartite Industrial Peace Councils
SALN	Statement of Assets and Liabilities and Networth
SENA	Single Entry Approach
SGISM	Shared Government Information System on Migration
SID	Seafarers' Identity Documents
SMEs	Small Medium Enterprises
SpeED	Speedy and Efficient Delivering of Labor Justice
SSS	Social Security System
TESDA	Technical Education and Skills Development Authority
TIPC	Tripartite Industrial Peace Council
TOR	Terms of Reference
UN	United Nations
WES	Walk-in Examination for Maritime Professionals
WINAP	Workers Income Augmentation Program
WODP	Workers Organization Development Program

Chapter 1

Deriving the Plan: An Introduction

The Platform of Government of President Benigno S. Aquino III is expressed in a Social Contract with the Filipino People. An explicit articulation of the national vision, the Contract served as the guiding principle by which the Philippine Development Plan (PDP) 2011-2016 was framed.

The PDP 2011 to 2016, as prepared and coordinated by the National Economic and Development Authority as the statutory national planning authority for socio-economic development in the country, provides the strategic policy framework for the Philippines in the medium-term. Attendant to the PDP are Sectoral Plans to be prepared by appropriate sectors to allow for sector specificities while remaining aligned to the PDP 2011 to 2016 goal of inclusive growth.

The Philippine Labor & Employment Plan (LEP) 2011-2016

A Sectoral Plan under the PDP, the LEP 2011 to 2016 provides the strategic directions for labor and employment in the medium-term. It represents a significant effort to work collectively towards the same goals and is important for the following reasons:

- It communicates the Philippine vision for labor and employment and shows the intended direction and emphasis over the next five years;
- It signifies commitment to bring about positive results;
- It informs policy, operational and budget decisions and connects them to the overall Philippine goals; and,
- It provides a structure by which accountability and strategic management of programs and services is ensured.

Deriving the LEP

Starting July 2010, the DOLE collected inputs from many stakeholders through a variety of ways. This process included:

- Discussions at the National Tripartite Industrial Peace Council (TIPC)
- Dialogues with workers and employers groups
- Dialogues with industry associations and chambers of commerce and industry
- Dialogues with non-government organizations
- Dialogues with the diplomatic corps and international organizations
- Island-wide consultation series and sectoral consultations among workers, employers, civil society, youth and government representatives
- National Tripartite Advisory Committee Assessment Meeting on the 3rd Cycle of the Philippine Decent Work Common Agenda

Accordingly, the hundreds of stakeholders who provided input agreed that labor and employment realities require that the country focus on a clear set of priorities. Their collective vision is therefore the basis for the LEP.

Further, source documents for the LEP included:

- The 1987 Philippine Constitution
- Philippine Millennium Development Goals
- Philippine Development Plan 2011-2016
- The President's Social Contract with the Filipino people (16-Point Agenda)
- DOLE 100 Days Accomplishment Report on Reforms Programs
- DOLE Legislative Agenda
- DOLE Employment Diagnostic Analysis 2010
- Results of island-wide and sectoral consultations
- Results of 2011 DOLE-wide Corplanning Exercises
- Assessment Report on the 3rd Cycle of the Philippine Decent Work Common Agenda (PDWCA)
- ILO Country Scan for the Philippines

The LEP therefore was framed in consonance with other frameworks and was cognizant of national and regional guidance in its preparation.

Using the LEP

Each chapter is laid out as follows: **Chapter 1** provides the context by which the LEP was framed; **Chapter 2** describes the labor market performance and situation that highlights the issues and challenges that the LEP needs to address; **Chapter 3** defines the LEP strategic framework and the policy principles by which the Plan will be carried out; **Chapter 4** outlines the strategic responses as collectively defined in the identified labor and employment reform areas; and **Chapter 5** sets out institutional responses aimed at sustaining outcomes in the medium term.

Monitoring the LEP

Attendant to the LEP is a Results Matrix (RM) that contains the objectives, indicators and benchmarks, preparation of which shall be addressed by a separate planning process. The RM will serve as the tool by which the LEP will be regularly monitored to assess whether its policies and proposals are satisfactorily completed. The plan will be kept relevant and up to date and will be reviewed yearly from its adoption.

Chapter 2

The Philippine Labor Market Performance: A Decade in Review

The Global Economy and Labor Market

Following the slowdown in GDP in 2001, the global economy experienced a relatively robust and uninterrupted expansion over the six-year period covering the years 2002 to 2007 with annual GDP growth accelerating from 3.0% to 5.3%. On the heels of bankruptcies among financial institutions in developed economies that led to a full blown global financial crisis, growth slowed down to 2.8% in 2008 and actually dipped to negative 0.6% in 2009, the worst economic slowdown since the Great Depression of the 1930s. In 2010, the global economy rebounded strongly posting a 4.8% GDP growth on the back of the robust recovery in the Asian region.

Global economic upturn in recent years not matched by expansion in employment

While the global economy has generally grown over the past ten years, the employment-to-population ratio, which represents the share of people of working age in employment, showed very little improvement and was on the downtrend in recent years. Correspondingly, the global unemployment rate in 2009 and 2010 remained high at 6.3% and 6.2%, respectively, and virtually unchanged over the past six years. This means that economic expansion and the recent recovery has not been matched by a similar expansion in employment opportunities in many countries.

TABLE 1 - Annual Growth Rates in Global GDP and Employment: 2000 and 2004-2010(in %)

Indicator	2000	2004	2005	2006	2007	2008	2009	2010 ^p
GDP Growth Rate	NA	5.1	4.6	5.2	5.3	2.8	(0.6)	4.8
Employment-to-Population Ratio	61.5	61.6	61.5	61.6	61.7	61.6	61.2	61.1
Unemployment Rate	6.3	6.4	6.2	6.9	5.6	5.7	6.3	6.2

p Preliminary.

NA Not Available.

Sources: IMF World Economic Outlook, October 2010

ILO, Trends Econometric Models, 2010.

The Philippine Economy and Labor Market

A country with a population of 92 million people, the Philippine economy expanded at a modest growth rate of 4.7% per annum over the ten-year period 2001-2010. Measured in terms of Gross Domestic Product (GDP), the economy grew almost uninterrupted from 2001 (1.8%) to 2004 (6.4%). The pace of growth slowed down in 2005 (5.0%) and 2006 (5.3%) but was up again in 2007 (as in the global economy) recording the second highest growth (7.1%) during the decade. With the onset of the global financial crisis, the growth figure declined sharply in 2008 (3.7%) and bottomed to 1.1% in 2009. With the global economic

recovery in 2010, the domestic economy again posted a rebound, growing by 7.3%, on the back of firm recovery in manufacturing, merchandise exports and service based industries (trade and private services), bolstered by strong consumption and sustained inflow of remittances.

Employment growth in "boom and bust pattern" and lags behind GDP growth

Over the same period, employment grew but at a slower pace on the average, at 2.9% annually. This trend follows the global trend of employment lagging behind economic growth and productivity.¹ Moreover, the movement of employment overtime was not in sync with the steady growth in GDP but followed a "boom and bust pattern".

Volatility in employment can be traced in large part to the effect of extreme weather disturbances (dry spells and destructive typhoons), which had a negative impact on agricultural employment (2000, 2003, 2005, 2009 and 2010). This occurred because the agriculture sector still accounts for a fairly large share (33% to 37%) of the country's employment in the past decade.

TABLE 2 - Annual Growth Rates in GDP and Employment: 2001-2010 (in %)

Indicator	Ave.	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
GDP (at constant prices)	4.7	1.8	4.4	4.9	6.4	5.0	5.3	7.1	3.7	1.1	7.3
Employment	2.9	6.2	3.1	1.9	3.2	2.2	2.0	2.8	1.6	2.9	2.8

**Sources: National Statistical Coordination Board, National Account of the Philippines
National Statistics Office, Labor Force Survey.**

Structure of the economy not in sync with the structure of the labor market

To a greater extent, the "disconnection" between growth in output and growth in employment can be attributed to the difference between GDP and employment with respect to their sectoral structures. In 2010, for instance, the agriculture, forestry and fishing sector accounted for less than one-fifth (16.8%) of GDP but this sector absorbed about one third (33.2%) of the country's total employed. In contrast, the industry sector which contributed a third (33.6%) to domestic output comprised only a small share (15.0%) of total employed. On the other hand, output and employment shares of the services sector were 49.7% and 51.8%, respectively.

TABLE 3 - Sectoral Shares of Gross Domestic Product and Employment: 2001 and 2010 (in %)

Sector	Gross Domestic Product		Employment	
	2001	2010	2001	2010
Total	100.0	100.0	100.0	100.0
Agriculture, Forestry and Fishing	20.2	16.8	37.2	33.2
Industry	34.0	33.6	16.2	15.0
Services	45.9	49.7	46.6	51.8

**Source: National Statistical Coordination Board, National Account of the Philippines
National Statistics Office, Labor Force Survey.**

Full-time employment largely contributes to economic growth

The relationship and behavior of aggregate output and employment over time can be better viewed when employment is distinguished between full-time and part-time workers. A closer look at the data series revealed that full-time employment with few exceptions tended to rise and fall with the growth and decline in domestic output. In contrast, part-time employment generally increases in times of economic slowdown and contracts in times of economic recovery.

In 2009 for instance, employment grew by 2.9% despite the slowdown in GDP to 1.1%. But the growth in employment occurred almost entirely among part-time workers (8.4%) while full-time employment actually fell (-0.5%). Another case in point is when the economy rebounded to a 7.3% growth in 2010. Full-time employment growth markedly improved to 6.3% compared with the 2.3% decline in part-time employment. This suggests that while the quantity of employment may expand in times of economic downturn, the quality of employment actually suffers because people will continue to work and accept part-time jobs most likely with lower pay to cope with the difficult situation.

TABLE 4 - Annual Growth Rates in GDP and Full-Time/Part-time Employment:2001-2010 (in %)

Indicator	Ave.	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
GDP											
(at constant prices)	4.7	1.8	4.4	4.9	6.4	5.0	5.3	7.1	3.7	1.1	7.3
Employment	2.9	6.2	3.1	1.9	3.2	2.2	2.0	2.8	1.6	2.9	2.8
Full-time	2.5	(2.1)	2.5	3.8	2.8	4.2	(0.6)	4.7	3.9	(0.5)	6.3
Part-time	3.8	21.2	3.4	0.2	2.7	0.2	6.3	0.3	(2.6)	8.4	(2.3)

**Sources: National Statistical Coordination Board, National Account of the Philippines
National Statistics Office, Labor Force Survey.**

Employment shifting towards services and away from agriculture and industry

Employment expanded by around 6.879 million or an annual average of 760,000 from 2001 to 2010. From 29.156 million to 36.035 million, it moved towards the services sector (74.0% of total employment generated) and away from the industry sector (10.0%) and agriculture, forestry and fishing (16.1%).

By 2010, more than half (51.8%) of the employed during the year were in the services sector. On the other hand, the share of agriculture, forestry and fishing sector stood at 33.2% while that of industry was 15.0%.

In the same year, the biggest employment contribution came from agriculture, hunting and forestry (29.1%); wholesale and retail trade (19.5%); manufacturing (8.4%); and transport, storage and communication (7.6%). The smallest shares were attributed to mining and quarrying (0.6%); electricity, gas and water (0.4%); financial intermediation (1.1%); and health and social work (1.2%).

Employment gainers in industries with small employment ...

Substantial employment gains occurred in industries with small employment: real estate, renting and business activities²(expanded the fastest at 9.3% annual average) followed by mining and quarrying (7.8%) and hotels and restaurants (5.3%).

... and employment losers in industries with large employment

Lower annual growth rates were noted in two industries with bigger employment: agriculture, hunting and forestry, 0.9% and manufacturing, lesser at 0.5%.

TABLE 5 - Employment Shares by Major Industry Group: 2001 and 2010 (in 000 except %)

Major Industry Group	2001 Group		2010		2001-2010 Change		Annual Growth Rate (%)
	No.	% Share	No.	% Share	No.	% Share	
Total	29,156	100.0	36,035	100.0	6,879	100.0	2.4
Agriculture, Forestry and Fishing	10,850	37.2	11,956	33.2	1,106	16.1	1.1
Agriculture, Hunting and Forestry	9,716	33.3	10,487	29.1	771	11.2	0.9
Fishing	1,134	3.9	1,469	4.1	335	4.9	3.0
Industry	4,712	16.2	5,398	15.0	686	10.0	1.5
Mining and Quarrying	103	0.4	199	0.6	96	1.4	7.8
Manufacturing	2,906	10.0	3,033	8.4	127	1.8	0.5
Electricity, Gas and Water	119	0.4	150	0.4	31	0.5	2.7
Construction	1,585	5.4	2,016	5.6	431	6.3	2.7
Services	13,593	46.6	18,682	51.8	5,089	74.0	3.6
Wholesale and Retail Trade	5,255	18.0	7,035	19.5	1,780	25.9	3.3
Hotels and Restaurants	668	2.3	1,063	2.9	395	5.7	5.3
Transport, Storage and Communications	2,118	7.3	2,722	7.6	604	8.8	2.9
Financial Intermediation	292	1.0	400	1.1	108	1.6	3.6
Real Estate, Renting and Business Activities	516	1.8	1,147	3.2	631	9.2	9.3
Public Administration and Defense, Compulsory Social Security	1,382	4.7	1,847	5.1	465	6.8	3.3
Education	920	3.2	1,176	3.3	256	3.7	2.8
Health and Social Work	314	1.1	450	1.2	136	2.0	4.2
Other Community, Social and Personal Activities	906	3.1	914	2.5	8	0.1	0.2
Private Households with Employed Persons	1,218	4.2	1,926	5.3	708	10.3	5.3
Extra-Territorial Organizations	4	a	2	a	(2)		(0.9)

a Less than 0.05 %.

Source: National Statistics Office, Labor Force Survey.

One out of every three employed is a laborer

Laborers and unskilled workers remained to be the largest occupational group during the past decade, recorded at more than one-fourth of total in 2001 to around one-third in 2010. Farmers, forestry workers and fishermen, still was the second largest group although its share has slipped down to less than 20% because of employment shedding in the agricultural sector. Workers in trades occupations; plant and machine operators and assemblers also were observed with lesser employment shares in 2010 compared to their 2001 proportions.

The highest average annual employment growth during the period was observed among managerial workers at 6.2%. Clerks and service workers likewise posted relatively high growths at close to 5%.

TABLE 6 - Employment Shares by Major Occupation Group: 2001 and 2010 (in 000 except %)

Major Occupation Group	2001		2010		Annual Growth Rate (%)
	No.	% Share	No.	% Share	
Total	29,156	100.0	36,035	100.0	2.4
Official of Government and Special-interest Groups, Corporate Executives, Managers, Managing Proprietors and Supervisors	2,921	10.0	4,979	13.8	6.2
Professionals	1,323	4.5	1,686	4.7	2.8
Technicians and Associate Professionals	748	2.6	954	2.6	2.8
Clerks	1,317	4.5	2,003	5.6	4.8
Service Workers and Shop and Market Sales Workers	2,582	8.9	3,829	10.6	4.5
Farmers, Forestry Workers and Fishermen	6,353	21.8	5,746	15.9	(1.1)
Trades and Related Workers	3,075	10.5	2,793	7.8	(1.0)
Plant and Machine Operators and Assemblers	2,283	7.8	2,258	6.3	a
Laborers and Unskilled Workers	8,420	28.9	11,622	32.3	3.7
Special Occupations	135	0.5	156	0.4	1.8

a Less than negative 0.05 %.

Source: National Statistics Office, Labor Force Survey.

Unemployment rate less sensitive to development in the economy

Unemployment rates had little changes from 2005-2010. Following a small decline between 2006 and 2007 (-0.7 percentage point), unemployment rates in 2008 (7.4%) and 2009 (7.5%) rose marginally (7.4% in 2010). It can be observed that previous to 2005 the rates of unemployment were a little over 11%.³

The absence of a noticeable movement in unemployment rates in comparison with the observed trend in GDP and employment suggests that unemployment as an indicator is less sensitive to the developments in the economy and labor market. This validates the observation that while unemployment is a vital social concern, its measurement is less relevant to a developing country like the Philippines where the self-employed and unpaid family workers (vulnerable employed) account for a considerable proportion of the

employed. In 2010, these workers comprised more than two-fifths (41.7%) of total employed.

TABLE 7 - Levels and Rates of Unemployment: 2001-2010

Indicator	2001	2002	2003	2004	2005 ^a	2006	2007	2008	2009	2010
Total Unemployed (000)	3,653	3,874	3,936	4,249	2,748	2,829	2,653	2,716	2,831	2,859
Unemployment Rate (%)	11.1	11.4	11.4	11.8	7.8	8.0	7.3	7.4	7.5	7.4

a Average of April, July and October rounds. Beginning April 2005, unemployment definition was revised to include the availability criterion in conformance with the international standard.

Source: National Statistics Office, Labor Force Survey.

Higher rates of unemployment in developed regions

Statistics also showed a certain pattern wherein less developed regions exhibited extremely low rates of unemployment as in 2010 for the Autonomous Region of Muslim Mindanao (3.9%), Region II-Cagayan Valley (3.7%) and Region IX-Zamboanga Peninsula (3.7%). On the contrary, developed regions registered unemployment rates that were well above the national average of 7.4% such as the National Capital Region (11.6%), Region IV-A-CALABARZON (9.5%) and Region III-Central Luzon (8.8%).

High unemployment among the youth and college educated

Unemployment is largely concentrated among young workers (aged 15-24 years old) which in 2010 comprised more than half (1.460 million or 51.1%) of the total unemployed. This resulted to an unemployment rate of 17.6% which was more than twice the national rate.

Double-digit unemployment rate was also noted among the college educated⁴ at about 11%. Accounting for 1.163 million or 41.1% of total unemployed in 2009, most of them have high "reservation wage" and consequently can afford to be unemployed or wait for better job offers.

TABLE 8 - Youth and College Educated Unemployed: 2005-2010

Indicator	2005 ^a	2006	2007	2008	2009	2010
Total Unemployed (000)	2,748	2,829	2,653	2,716	2,831	2,859
Unemployment Rate (%)	7.8	8.0	7.3	7.4	7.5	7.4
15-24 years old	17.2	17.8	16.8	17.4	17.6	17.6
College Educated	11.2	11.2	10.1	10.6	10.7	NA

NA Not available.

a Average of April, July and October rounds. Beginning April 2005, unemployment definition was revised to include the availability criterion in conformance with the international standard.

Source: National Statistics Office, Labor Force Survey.

Poverty linked to underemployment

Underemployment is prevalent in many regions of the country particularly in areas where the agricultural sector continues to play a dominant role. 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. Under this condition, people often search for additional work or sources of income. Hence, they are not counted as unemployed but underemployed persons in the measurement of the local workforce. In the Labor Force Survey (LFS), the *underemployed* are those employed persons who expressed the desire to have additional hours of work in their present job, or to have additional job, or a new job with longer working hours.

Between 2001 and 2004, *underemployment rate* (the proportion of underemployed persons to total employed) remained unchanged at around 17%. It rose sharply to 21.0% in 2005 and peaked at 22.6% in 2006 along with the slowdown in GDP growth rates. In the past four years, however, the rate has been on a downtrend despite the sluggish economy, falling gradually from 20.1% in 2007 to 18.8% in 2010.

TABLE 9 - Levels and Rates of Underemployment: 2001-2010

Indicator	Ave.	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Underemployed (000)	6,186	5,006	5,109	5,221	5,575	6,785	7,371	6,757	6,579	6,692	6,762
Underemployment Rate (%)	19.0	17.2	17.0	17.0	17.6	21.0	22.6	20.1	19.3	19.1	18.8

Source: National Statistics Office, Labor Force Survey.

Several studies suggest that poverty in the Philippines is associated with the problem of underemployment than unemployment. Statistics on poverty, the latest of which is for 2009, tended to support this observation. As can be gleaned from the figures below, the five (5) poorest regions in the country were also among those that recorded the highest incidence of underemployment with the exception of ARMM. Moreover, the rates of underemployment in these areas were substantially higher than their corresponding unemployment rates which were quite below the national unemployment rate.

TABLE 10 - Poverty, Underemployment and Unemployment in Selected Regions: 2009(in %)

Region	Poverty Incidence of Population	Underemployment Rate	Unemployment Rate
Philippines	26.5	19.1	7.5
Poorest Regions			
Caraga	47.8	27.0	5.8
ARMM	45.9	12.8	2.3
Region V	45.1	36.2	5.8
Region IX	43.1	23.6	3.6
Region VIII	41.4	26.4	5.4
Least Poor Regions			
Metro Manila	4.0	12.5	12.8
Region IV-A	13.9	16.5	10.4
Region III	15.3	7.8	9.2

*Sources: National Statistical Coordination Board
National Statistics Office, Labor Force Survey.*

In contrast, the three (3) regions that occupied the bottom of the poverty ranking recorded the lowest incidence of underemployment. These regions which include Metro Manila, Region III-Central Luzon and Region IV-A-CALABARZON stood out across the 17 regional groupings because these registered unemployment rates that are way above the national figure.

Employment Indicators in the Millennium Development Goals

Four of the employment indicators in the MDGs fall under Goal 1: Eradication of extreme poverty and hunger, specifically Target 1.B: Achieve full and productive employment and decent work for all, including women and young people. The fifth indicator on gender equality in the labor market is listed under Goal 3: Promote Gender Equality and Empower Women, specifically Target 3.A: Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015.

Increasing but low growth in labor productivity

Labor productivity (output per employed person) reflects growth in output and productive employment, improvements in investments, technological progress and innovation. Increases in productivity positively influence the economic and social environments which in the long run lead to poverty reduction and expanded social protection.

Over the period 2001 to 2010, the growth trend in labor productivity has been generally increasing except during the 2008-2009 crisis years. Nevertheless, labor productivity, on average, grew annually by only 1.6% with the highest growths posted in 2007 (4.1%) and 2010 (4.4%). Note that it was during these years when the economy recorded the highest growth rates during the decade, 7.1% and 7.3%, correspondingly. Further, it was also during these years when full-time employment peaked at 4.7% (2007) and 6.3% (2010).

Employment growth during the decade averaged higher at 2.9%. However, a large proportion of the employed is made up of the self-employed and unpaid family workers which by the very nature of their work in agriculture, retail trade and transport contribute relatively less to total output.

Employment growth barely catching up with population growth

Employment-to-population ratio indicates the ability of the economy to provide employment to its working population or to provide jobs for those who want to work. Throughout the last decade and the decade earlier, the trend in employment-to-population ratio, at about 59%, has remained virtually stagnant (as in the global economy) which suggests that employment is just growing at the same pace as working age population.

It should be noted that in the span of the 2011-2016 development plan period, the working age population (15 years old and over) has already been born. A pressing concern then is to harness the productive potential of this segment of the population so that they can contribute to economic growth but within the bounds of decent work.

One out of every four (4) employed from a poor household

Statistics on working poverty give indication of the lack of decent work. If the work of individuals do not even provide incomes high enough to lift them and their families out of extreme poverty, then these jobs, at the very least, do not fulfill the income component of decent work. Available statistics on working poverty rate⁵ showed an erratic but slightly increasing trend. On average, based on the 2003 and 2006 data, around one out of every four (4) employed individual comes from a poor household.

Vulnerable employment, a serious dimension of the employment situation

Measured as the sum of the self-employed (without any paid employee) and unpaid family workers (in own family-operated farm or business), vulnerable employment is more than five-folds of unemployment. Individuals in this group work under relatively 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. Estimated at 15.015 million in 2010, their share to total employment remained high at 41.7% in 2010 (although this share has fallen from 45.2% in 2001). Further, close to one half of the underemployed are in vulnerable employment.

Share of women in wage employment hardly changed

The last out of the five (5) employment indicators in the MDG, this indicator measures the degree to which women have equal access as men to paid employment. Integration into the monetary economy particularly in the industry and services sectors presumably leads to productive and remunerative work. The share of women in wage employment in 2009 was placed at 41.9% which is of little change from the rate in 2001 at 41.2%.

TABLE 11 - Millennium Development Goals Indicators on Employment:2001-2010(in %)

Indicator	Ave.	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
1. Growth Rate of Labor Productivity	1.6	(4.2)	1.3	3.0	3.1	2.7	3.3	4.1	2.1	(1.7)	4.4
2. Employment-to-Population Ratio	59.3	59.6	59.7	59.1	59.5	59.4	59.1	59.3	58.9	59.2	59.3
3. Working Poverty Rate ¹	26.7	NA	NA	25.1	NA	NA	28.2	NA	NA	NA	NA
4. Vulnerable Employment Rate	43.9	45.2	45.7	44.6	42.8	44.8	44.5	43.6	43.5	42.6	41.7
5. Share of Women in Wage Employment in the Non-agricultural Sector	41.6	41.2	41.9	41.3	40.7	41.4	42.0	41.9	41.7	41.9	NA

NA Not available.

1 Based on old methodology of estimating poverty.

Sources: National Statistical Coordination Board, National Accounts of the Philippines

National Statistics Office, Labor Force Survey

National Statistics Office, Merged Files of the Family Income and Expenditures Survey and Labor Force Survey.

Employment and the Gender Gap

Gender gap remained wide

The men continued to dominate the workforce as they accounted for more than 60% of total employed over the past ten years. Relative to the labor force, their participation rate, at an annual average of 80.4%, exceeded that of women by 30.1 percentage points. Nevertheless, through the years, the gender gap has slightly narrowed down to 28.8 percentage points in 2010 from 30.6 percentage points in 2001.

TABLE 12 - Labor Force Participation Rate and Employment Share by Sex:2001-2010(in %)

Indicator	Ave.	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
LFPR	65.3	67.1	67.4	66.7	67.5	64.7	64.2	64.0	63.6	64.0	64.1
Men	80.4	82.4	82.0	82.2	83.8	79.6	79.3	78.8	78.8	78.6	78.5
Women	50.3	51.8	52.8	51.4	51.2	49.9	49.3	49.3	48.6	49.4	49.7
LFPR Gap	30.1	30.6	29.2	30.8	32.6	29.7	30.0	29.5	30.2	29.2	28.8
Share to total employment											
Men	61.4	61.5	60.9	61.6	62.1	61.6	61.3	61.2	61.5	61.0	60.8
Women	38.6	38.5	39.1	38.4	37.9	38.4	38.7	38.8	38.5	39.0	39.2

Source: National Statistics Office, Labor Force Survey.

Overseas Employment

OFWs, a key feature of the Philippine labor market over the past four decades

A key feature of the Philippine labor market is the presence of a large number of Overseas Filipino Workers or OFWs. The annual outflow of OFWs begun in the 1970's with the modest deployment of 14,366 in 1972. Since then annual deployment figures have grown by leaps and bounds breaching the one million mark in 2006 (1.063 million) which was followed by robust growth rates in 2008 (14.7% or 1.236 million) and 2009 (15.1% or 1.423 million). About three-fourths of them were land-based workers.

TABLE 13-OFW Deployment: 2001-2010(in 000 except %)

Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010 ^a
Total	867	892	868	934	989	1,063	1,078	1,236	1,423	1,079
Growth Rate (%)	3.0	2.9	(2.7)	7.6	5.9	7.5	1.4	14.7	15.1	-
Land-based	662	682	652	705	741	788	811	974	1,092	840
Sea-based	205	210	216	229	248	274	267	262	330	239

^aJanuary to September data only.

Source: Philippine Overseas Employment Administration.

Women in overseas employment

It is of interest to note that majority of OFWs were women workers. Statistics revealed that three-fifths (61.6%) of annual deployment of new hires over the past nine years were women who had to leave their homes and endure years of separation from their families. Nevertheless, their employment share to total new hires has slipped from 68.9% in 2001 to 52.7% in 2009. Over the 9-year period women were dominant in three (3) major occupation groups: services (55.7%) e.g., domestic workers or caregivers; professionals and technical

workers (27.7%) e.g. nurses and teachers; and production and related workers (11.2%) e.g. factory workers.

TABLE 14- Overseas Employment (New Hires) by Major Occupation Group: 2001-2009 (in 000 except %)

Indicator	Total	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total	2,640	270	286	242	280	284	303	306	338	332
Women	1,626	186	197	166	208	205	179	145	163	175
% of Total	61.6	68.9	68.9	68.6	74.3	72.2	59.1	47.4	48.2	52.7
<i>Women by Occupation Group</i>										
Services	905	84	88	76	102	123	128	86	101	117
Professional, Technical and Related workers	450	83	85	67	80	52	19	21	21	22
Production and Related Workers	182	14	20	19	21	23	23	20	21	20
Others	90	5	4	4	6	7	9	18	20	16

Source: Philippines Overseas Employment Administration.

Remittances as economic growth driver

Apart from helping ease the pressure of unemployment, overseas employment generates foreign exchange remittances that serve as a growth driver in the domestic economy because they boost consumption and spur economic growth. Data indicates that the share of remittances to the gross national product (GNP) over the past ten years has been substantial, ranging from 7.9% to 10.0% and it has kept the Philippine economy afloat in times of economic crisis. At the height of the global financial crisis in 2009, the economy narrowly escaped recession as it grew by 1.1% when most of its neighboring countries contracted.

TABLE 15- Overseas Filipinos' Remittances: 2001-2010 (in million US\$ except %)

Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Amount	6,031	7,189	7,640	8,550	10,689	12,761	14,450	16,426	17,348	18,762
Growth Rate (%)	(0.3)	19.2	6.2	11.9	25.0	19.4	13.2	13.7	5.6	8.2
% of GNP	7.9	8.8	8.9	9.1	10.0	10.0	9.2	8.8	9.4	8.7

Source: Bangko Sentral ng Pilipinas.

It should be noted though that remittances come not only from Filipino nationals who are temporary migrants due to employment but also from Filipinos permanently residing abroad, many of whom have already acquired citizenships in their countries of residence. Latest data from the Commission of Filipinos Overseas placed the stock of Overseas Filipinos as of December 2009 at 8.579 million. This figure is almost evenly divided between Filipinos with permanent residence status (4.057 million or 47.3%) and Filipinos who are temporary migrants (3.864 million or 45.0%). The rest (658,000 or 7.7%) were classified as irregulars/undocumented workers.

TABLE 16 - Stock Estimate of Overseas Filipinos: December 2009

Status	Number (in 000)	Percent
Total	8,579	100.0
Permanent	4,057	47.3
Temporary	3,864	45.0
Irregular	658	7.7

Source: Commission of Filipinos Overseas.

Chapter 3

Inclusive Growth and Decent Work: A Framework

Inclusive growth means employment growth

Growth is and always will be the development imperative. With growth comes greater affluence that translates to better jobs, better incomes and better lives. More than these material positives, growth also fosters greater opportunity, social mobility, tolerance of diversity, and even commitment to fairness and dedication to democracy.⁶

However, for growth to advance these positives and bring about social and political progress, it has to be broadly-based. This means that progress requires the affirmative experience of a sufficiently broad cross-section of the country's population to shape the national direction. In other words, growth has to be inclusive.

Inclusive growth is defined to be "sustained growth that massively creates jobs, draws the vast majority into the economic & social mainstream and continuously reduces mass poverty."⁷The fundamental requisite therefore to addressing the challenge of inclusive growth is employment growth.

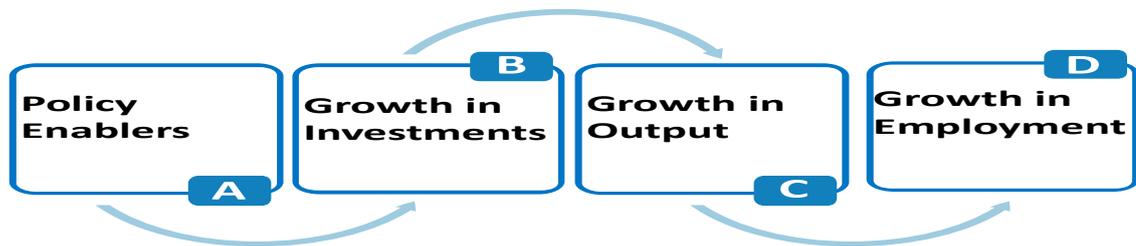
Pathways to growing employment

There are two paths to growing employment: the growth-led path and the employment-led path.⁸Both paths, while distinctive, similarly takes cognizance of the difficulty of growing employment - that is, employment growth, being the result of a chain of decisions and is highly dependent on whether these decisions and the processes embedded in them are reinforcing forces or limiting forces that will work in favor of or contrary to employment objectives.

The growth- led path

The growth-led path sees growth in output as a requisite condition to generating employment. Employment therefore is considered a residual outcome of growth and labor is regarded as a beneficiary of growth.

Figure 1. Growing employment: the growth -led path



Output growth requisites: investments & investment policy enablers

For growth in output to happen, investments are required. Specifically, investments in two categories are important:

- investments in creating opportunities for & returns to human capital (demand side); and
- investments in enhancing the level of human capital (supply side)

Capital investments

Capital investments can create opportunities for & returns to human capital. However, for capital investments to translate to employment opportunities rests on the application of the following policy principles:

- The package of macroeconomic policies is conducive to growth and competitiveness
- Attendant to the package are supporting sector policies conducive to employment growth: agriculture, infrastructure, education, health
 - As employment in agriculture comprise one third of total and where the bulk of vulnerable groups are found, sector policies with regard to the transformation of agriculture will receive high priority
 - Given the total infrastructure investment scenario using the PPP strategy and the potential of the sector to employ rural and semi-skilled workers will be targeted to facilitate growth
 - Education sector policies including well-targeted vocational, ladderized and continuing professional and entrepreneurial education will be given priority to improve the base knowledge and skills of the workforce
 - Health sector polices will receive priority to ensure the basic level of health of the workforce and improve productivity

- The dimensions of fiscal policy that favor most job creation in the real economy and maintain social protection for the most vulnerable are given priority
- The financial sector meets the need for investment, innovation, trade & consumption in the real economy and adopts financial policies and regulations which encourage resource flows and allocations – including development cooperation towards longer-term productive investment by sustainable enterprises
- Market oriented mechanisms allow for higher savings to be channeled into higher capital formation (especially for remittances)

Human capital investments

Human capital investments, focusing on the qualitative development of human resources, i.e. on education, skills, health among others, increase the prospects of individual's accessing productive employment, increasing their productivity and improving their incomes.

However for human capital investments to translate to growth in employment and to improvement in quality of employment outcomes will rest on the application of the following policy principles:

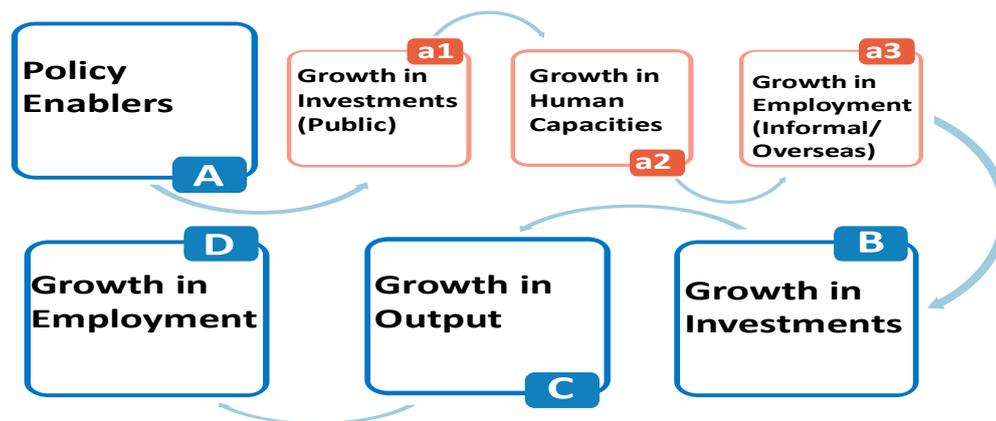
- Urban bias in program design is reduced to favor more of rural, agri-based initiatives
- Gender issues in work and in workplaces adequately addressed
- Access to capital, to common resources, technology for the vulnerable groups are greatly improved
- Labor market intermediation aided by technology to increase geographic, occupational and social mobility is promoted
- Mechanisms to facilitate transit of small-scale entrepreneurs from the informal to the formal sectors can be accessed
- Social protection as it positively impacts on equity, redistribution and social justice contributes to sustainable growth in the long-term
- Reintegration programs for OFWs to facilitate re-entry to the labor market is prioritized
- Mutual recognition agreements are delved into to provide equal access to professionals who opt to work abroad
- Bilateral agreements with OFW destination countries opened to improve market access and protection for OFWs
- Flexible and moderate wages policy linked to productivity improvement are in place

- Given differing work and representation requisites, human resource systems as envisioned are present for both domestic and overseas workers
- Conditions conducive to growth and development of the private sector (laws, land arrangements, labor market information, banking development) are promoted
- Cost of doing business greatly reduced
- Growth not concentrated in the “winner” sectors only but also in emergent sectors
- Efficiencies in the civil service strengthened and promoted

The employment - led path

The employment –led path is presented as an alternative approach. In this approach, the labor force is primarily viewed not just as beneficiaries of growth but also creators of growth.

Figure 2. Growing employment: the employment -led path



This approach is particularly deemed appropriate for economies with a large number of the labor force in vulnerable employment. People in this group create their own economic exchanges. They employ themselves & their families and are largely impervious to macroeconomic parameters and policies.⁹

Investments in health, knowledge and skills of people in this group will allow these workers to help themselves and their families. At some point when they have better capacities, they may even be able to transcend barriers to entry in the formal labor market and to access more productive employment. Also, if links with the formal markets are formed, they can even become producers themselves and improve opportunities not only for themselves but also for others.

The labor and employment plan medium-term strategy: blending the pathways

The labor and employment medium-term plan blends both pathways - the growth led path and the employment –led path- as the strategy to growing employment. What the combined approach is saying is that the point of departure for understanding and addressing constraints & challenges to inclusive growth is to put the human resource base as the core of all policy reform initiatives.

Therefore, for growth to be inclusive, there should be growth in employment but with a difference- that *employment growth should embody decent work elements*.

Defining inclusive growth through decent and 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.”¹⁰

The logic and outcome of decent work are articulated in its four strategic objectives in the area of employment, workers’ rights, social protection and social dialogue. The strategic objectives respond not only to individual human needs and those of the family and the community but also the development requirements of the country.

The *employment pillar* promotes the creation of sustainable enterprises and increased efficiencies in the economy – requisites if countries are to move out of poverty. It also explores opportunities for increased investments in human resource development and improved working conditions and seeks to achieve full and productive employment.

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

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

The *social dialogue* pillar seeks to strengthen tripartism and broaden representation of workers as a tool for attaining employment goals.

Table14-Defining inclusive growth through decent work

	Decent Work Pillars	Inclusive growth means employment growth that demonstrates ...
1	Employment	Increases in employment levels
2	Worker’s Rights	Improvements in the quality of employment
3	Social Protection	Expansions in access to employment opportunities
4	Social Dialogue	Advancements in social dialogue processes toward mutual or collective gains

Inclusive growth is therefore growth in employment that translates to increases in employment levels, improvements in quality of employment, expansions in access to employment opportunities and advancements in social dialogue processes toward mutual or collective gains. Essentially, it is growth that embodies decent work.

Decent work as imperative

Decent work introduces the notion of the rights and the observance of these rights. It introduces the notion of decency and what it means within the context of the community and the country. Decent work therefore, as the basic organizing element in designing policy and program interventions will help advance the goals of inclusive growth and accelerate its realization.

The ability of governments to address the issue of employment and inclusiveness and to deliver on what has been agreed and achieved in terms of basic rights and in particular social, economic and cultural rights are among the main sources of its legitimacy. Using decent work as an organizing principle by which we measure employment outcomes can reinforce this legitimacy.

Platform and Policy Pronouncements on Labor and Employment

The over-arching goal of the PNoy administration's 22-point labor and employment agenda¹¹ is to invest in our country's top resource, our human resource, to make us more competitive and employable while promoting industrial peace based on social justice. Platform and policy pronouncements include as follows:

On employment

- Address the labor-mismatch problem by promoting better coordination between employers, academia and government through strengthening both public (e.g. Public Employment Service Offices – PESO) and private sector labor market information and exchange institutions, especially at the local levels.
- Invest in the formal and regular skills training and upgrading of our services workers with TESDA and utilize returning OFWs to conduct training so that they may transfer skills learned abroad.
- Assist OFWs in achieving financial stability through training, investment and savings programs.
- Complete a global trading master plan than aims to establish worldwide trading posts that rely on the labor, knowledge and entrepreneurial spirit of Overseas Filipino Workers (OFWs).

- Facilitate the re-integration of returning OFWs by favorable terms of investment, tax incentives, access to government financial institutions and other benefits that are offered to foreign investors.

On workers' rights

- Promote not only the constitutionally protected rights of workers but also their right to participate in the policymaking process
- Align our country's labor policies with international treaties and ILO conventions in a sound and realistic manner.

On social protection

- Work with relevant government agencies in enhancing social protection programs such as social security, workmen's compensation, health insurance and housing for laid off workers while strengthening the Emergency Community Employment Program (ECEP) to create jobs immediately so people can still have income to spend for their basic needs
- Review the continued deployment of workers to countries, which are high-and medium-risk areas, as well the continued deployment of workers in high-risk occupations
- Audit the Overseas Workers Welfare Administration to rationalize the management of its funds, in terms of the benefits provided as well as how the funds are invested
- Work with the DFA to transform Philippine embassies, consular offices and Philippine Overseas Labor Offices (POLOs) into centers of care and service for overseas workers by assigning more foreign service officers to post where there are many OFWs and train them in the needs of the communities they serve
- Fully implement the Anti-Trafficking in Persons Act of 2003. Pursue and prosecute those engaging in illegal and predatory activities, including fixers, scammers and especially traffickers that target women and children
- Address the social costs of migration by working closely with communities and families of OFWs to provide effective social welfare services such as counseling and pre-departure orientation seminars. Support the creation or strengthening of community-based support groups for families of OFWs
- Improve the seafarer's upgrading program, credit/loaning program, self-insurance coverage program, which includes life insurance, burial, disability and dismemberment benefits, and reintegration program.

On social dialogue

- Review and evaluate the Department of Labor and Employment ruling allowing the Philippine Airlines Management to outsource its critical operations, resulting in the possible mass layoff of some 3,000 employees.
- Work with the private and labor sector to strengthen tripartite cooperation and promote industrial peace.
- Reform labor arbitration and adjudication systems by streamlining procedures, removing red tape, and at the same time, restore integrity and fairness in the system. Ensure that 98% of all pending labor cases are disposed of with quality decisions by April of 2011.
- Create an efficient “one-stop shop” for processing applications for overseas work and seeking redress for grievances.

On sustaining outcomes and improving internal governance

- Review existing plans and programs in accordance with the principles of a “zero-based” budgeting system where budget allocations are shaped by their performance and their compliance with COA reports.
- Regularly package and disseminate information on agency budgets, bidding and procurement documents and SALNs of senior government officials, to ensure transparency and accountability.
- Ensure that the DOLE and its attached agencies are streamlined and rationalized to have clear-cut and distinct mandates and that qualification standards, especially on eligibility, will be strictly followed.
- Work with the CSC to ensure that performances of government agencies and civil servants will be evaluated rationally and systematically through an effective and measurable performance management system to be approved by the CSC such as directly linking the CSC Performance Management System-Office Performance Evaluation System (PMS-OPES) with the DBM Organizational Performance Indicator Framework (OPIF) to ensure the accountability of government agencies and officials.

Further, based on the stakeholders’ collective view from the consultations, the following policy principles shall be observed:

- Recognizing that for inclusive employment-rich growth to be meaningfully realized, it is necessary to ensure a basic social and economic floor for all workers
- Acknowledging that for employment to be created, the blueprint that links industrial development with employment creation and its subsequent implementation be accelerated

- Ensuring that not only more jobs, but jobs that are decent and those that ensure minimum wages, safe working conditions and basic social security, are created
- Focusing on creation of wage and salary-based employment, but with equal emphasis given to the measures to strengthen the capabilities of the self-employed and unpaid family workers
- Providing protection mechanisms for workers who choose to work overseas in the interim to guarantee their protection and safety and establishing reintegration initiatives to facilitate their return
- Considering that development must be balanced, environmentally sustainable and promoting greener businesses and green jobs as the new innovation frontiers
- Pursuing a mutual gains strategy that is human resource or market enhancing – one that encourages firms and employees to focus on the joint outcomes of improving competitiveness of the enterprise and the economy through a high productivity and high skills labor force
- Acknowledging the importance of collaborative governance and public-private partnerships and public-public partnerships to sustain employment outcomes; and,
- Recognizing the critical role of governments in creating a facilitating environment for accelerating the growth of quality employment and implementing the policy in all its aspects.

Chapter 4

Strategic Responses

4.1: EMPLOYMENT

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

BACKGROUND

Inclusive growth as the central goal of the PDP2011 to 2016 is anchored on sustained growth and massive employment creation. The concept of inclusive growth puts primacy on achieving sustained high growth by placing decent and productive employment at the forefront of the overall development agenda and at the same time by ensuring the availability of job opportunities for all.

Employment creation in the country, however, has not been that robust, even during periods of marked growth. The challenge therefore is to ensure that high economic growth will translate to massive employment creation.

This section discusses issues and challenges in employment creation and the strategies in response to these challenges.

The following strategies will respond to the development goals that the country is committed to achieve:

- **22-Point Platform and Policy Pronouncements on Labor and Employment**, with the overarching goal of “investing in our country’s top resource... to make us more competitive and employable.”
- **PDP 2011-2016** (Chapter 1: Pursuit of Inclusive Growth; Chapter 2: Macroeconomic Policy; Chapter 3: Competitive Industry and Services Sector; Chapter 4: Competitive and Sustainable Agriculture and Fishery Sector; Chapter 5: Accelerating Infrastructure Development; Chapter 6: Towards a Dynamic and Resilient Financial System; Chapter 8: Social Development; Chapter 10: Conservation, Protection and Rehabilitation of the Environment and Natural Resources Towards Sustainable Development).
- **Decent Work Common Agenda Strategic Objective** on creating greater opportunities for women and men to secure decent employment and incomes.
- **Millennium Development Goals**. Under Goal 1 for the “eradication of extreme hunger and poverty,” Target 1B requires the “achievement of full and productive employment and decent work for all, including women and young people.”

ISSUES AND CHALLENGES

1. Deficit in decent and productive employment generated

Economic growth in the past decade (2001-2010) has not translated to equivalent improvement in employment levels. Employment growth (2.9%) tended to be slower than economic growth (4.7%). Likewise, unemployment rates showed little improvement despite periods of economic growth.

Low economic growth is attributed to low investments and slow technology progress. The country is also prone to economic shocks, natural disasters and extreme weather disturbances that affect agriculture, which is a labor-intensive sector.¹²

The inadequacy of employment opportunities in the country is causing the out-migration of professionals and skilled workers and is discouraging their return. Skilled migration is not inherently detrimental, as long as its optimal economic gains are ensured and social costs, including brain drain especially of so-called mission critical skills,¹³ are minimized. The challenge is how to translate the gains of skilled migration into productive investments in the country by transforming migrant workers and professionals into entrepreneurs and investors and by harnessing their capital, skills and knowledge to spur productive activities.¹⁴

A climate that promotes investments, both foreign and domestic, as well as savings, is inadequate. For instance, investment performance in 2010 (15.6% as a share of GDP) was lower compared to the 2004 level (16.7% as a share of GDP¹⁵).

Inadequate infrastructure and a resulting poor logistics have been identified as a cause of poor investments record. Weak investment in power generation and transmission is also a problem, resulting in short supply of energy and causing disruptions in production and other economic activities.¹⁶

Labor productivity is low, primarily because of lack of investments, economic disruptions, calamities, low technology and lack of skills and training.

The state of the environment is deteriorating. Urban centers are polluted and wastes are improperly managed. Continued deforestation is exacerbating loss of watersheds, which affects water supply. Land and water resources are fast depleting. Consequently, industries, which inevitably rely on natural resources for inputs, are threatened. Vulnerable workers are also at risk because they mostly depend on natural resources for their livelihood.¹⁷

2. Need for greater access to employment opportunities

- **Vulnerable employment.** A more serious dimension of the employment problem is the number of persons in vulnerable employment. Accounting for two (2) out of every five (5) employed persons, workers in vulnerable employment are under relatively precarious circumstances i.e., less likely to have formal work arrangements or access to benefits or social protection, and are more at risk to adverse impact of economic cycles.
- **Youth unemployment.** Globally, one out of four in the working age population is between 15 and 24 years old. About half of them are unemployed. This is also the

case in the Philippines. In 2010, of the total 2.9 million unemployed, more than half were in the age range of 15-24.

Among the unemployed youth, only a little more than half looked for work. This might be explained by the requirement of schooling. However, statistics show that half of the total unemployed youth were without work not because of schooling but because of lack of employment opportunities or slow entry or reentry to the labor market. These youth were either discouraged due to perceived lack of employment opportunities (believed no work was available), were awaiting results of previous job applications or were waiting for rehire or job recall.

Youth unemployment can also be partly attributed to inadequate academic preparation due to weaknesses in the education system, such as inadequate facility, poor instruction and outdated programs or curriculums. Of equal concern are high drop-out rate, low cohort survival rate, high level of out-of-school youth and low achievement rate.

- **Educated unemployed.** Unemployment among the educated is also high. In 2005 to 2010, an average of 39.8% of the unemployed or 1.1 million reached college. The unemployment of the educated means lost opportunities for productive work among this population group.
- **Job and skill mismatch.** Due to inadequate employment opportunities in the formal economy, limited labor market information and inadequate academic preparation, the mismatch between jobs and skills compounds the problem of high levels of unemployment of youth and the educated.

Based on a survey of the Bureau of Labor and Employment Statistics, covering a period of January 2007 and January 2008, despite unemployment affecting more than two (2) million Filipinos, employers had difficulty filling up their vacancies because of shortage of applicants with the right competencies and qualifications for the jobs.¹⁸

OBJECTIVES AND STRATEGIES

OBJECTIVE: Improve employment levels and access to employment opportunities

STRATEGIES

- **Improve employment levels by:**
 1. **Generating an average one (1) million local employment per year.** Given the targeted economic growth of 7-8% per year, an average of one (1) million additional employment annually is expected to be generated, largely in industry and services sectors. Since net job loss is expected in the agriculture sector, strategies such as agrarian reform, infrastructure development and agribusiness packages will be supported.

On the other hand, unemployment is expected to range from 6.8% to 7.2% given 2.75% labor force growth.¹⁹

2. **Formulating a national industrial policy** through social dialogue that will pave the way for an industrial plan. The plan will lay down the mapping of opportunities, planning, coordinating, and promoting the growth of forward and backward linkages in priority areas including manufacturing and high-potential growth sectors, as well as prepare other industries toward attracting investments and promoting job generation.²⁰
3. **Focusing policies and programs on key job generating areas toward increasing productivity and employment.** To increase exports and encourage foreign and domestic investments and thus spur employment generation, the government will pursue intensive promotion, industry development and a more focused incentives package in key areas, such as tourism, business process outsourcing, mining, housing, agribusiness, logistics, shipbuilding, infrastructure, and other high-potential industries including production of homestyle products (furniture and furnishings, holiday décor, houseware, woodcraft), wearables, garments, motor vehicles parts and components, and construction and related materials.²¹
4. **Formulating through social dialogue sectoral, trade and investment policies that promote employment-rich growth,** through strategies, as follows:
 - Pursue mainstreaming of employment generation in trade and investment policies;
 - 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; and²²
 - Review performance of export processing zones to determine decent and productive employment generating capacity.
5. **Promoting better business environment** with the overall goal of raising the competitiveness of the country and improving productivity and efficiency, through the following strategies:
 - 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;²³
 - Provide financing, productivity enhancement and marketing, including e-marketing, support to MSMEs;²⁴
 - Pursue industry cluster development to foster linkages among MSMEs through human resources development and productivity enhancement;²⁵
 - Support amendments to the Barangay Micro Business Enterprises (BMBEs) Act so that it will support the growth and development of microenterprises, and will enable them to fully comply with labor standards;²⁶
 - 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 to domestic companies and to mitigate adverse

impact on employment; and

- Explore incentives to employers that preserve or create jobs and comply with labor standards.

6. **Promoting employment-intensive undertakings through infrastructure.**

Employment-intensive schemes in infrastructure development, where applicable, will be adopted by harnessing the skills and technical expertise of Filipinos.²⁷ Priority infrastructure development should include irrigation, farm-to-market roads, post-harvest facilities, reforestation including mangrove reforestation in coastal areas, river dredging, seaport development, water supply systems, drainage and sewage systems and classroom construction.

7. **Promoting entrepreneurship**

- Implement community based entrepreneurial activities, such as but not limited to personal, household, office and repair services, waste recycling for organic fertilizer production and food supplements production;²⁸
- Transform livelihood undertakings of workers groups into community enterprises through public-private partnerships and convergence of services and resources;
- Support initiatives that will transform knowledge-based workers into suppliers of products and services, thus creating value added of supply chains; and
- 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.²⁹

8. **Promoting productive investment and entrepreneurship among overseas Filipinos (OFs) and their families**

- Establish opportunities for OFs³⁰ 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;
- Pursue measures toward the reduction of remittance fees, including standardization of remittance fees by region of destination and ensuring transparency in remittance charges; and
- Enhance financial literacy in the countryside and OF-rich areas abroad.

9. **Developing and harmonizing green programs.** Enhancement of productivity and efficiency will be undertaken through the development and implementation of green programs and promotion of sustainable consumption and production patterns. These programs will include public-private initiatives and will also entail investments

promotion. Government agencies will also harmonize their green programs toward the promotion of green jobs.³¹

Initiatives to promote green jobs and industries will be pursued particularly in automotive, manufacturing, MSMEs, construction, housing, shipbuilding, mining, solid waste management, community contracting for employment-intensive green infrastructure, natural resource management and renewable energy. Local value added of renewable energy, such as local manufacturing of supply and materials and infrastructure development, will be promoted to ensure local employment generation. Alternative fuel industries will also be promoted, consistent with the goals of food security, protection of tenurial rights and environmental protection and conservation.³²

Measures to reduce pollution and waste generation through the promotion of green jobs and green industries will be promoted.³³

- **Improve access to employment opportunities by:**

1. **Adopting reforms in employment facilitation.** Reforms on employment facilitation will be pursued to support a policy environment that will increase labor demand, improve labor supply using pro-employment labor market policies, and improve the employability of the youth and the educated through measures that will include addressing oversubscription to academic degree and skills training programs among others.

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.

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.³⁴

Career advocacy, coaching and counseling will also be enhanced to improve the employability of graduates and workers and professionals, particularly among the youth.³⁵

2. **Addressing the job and skill mismatch** problem by promoting better coordination between employers, academe and the government, and by strengthening both public and private sector labor market information and exchange institutions, especially at the local levels.³⁶ Toward this end, DOLE will conduct labor market signaling activities on a regular basis to flag the suppliers and demanders of skills with critical information that will lead to better management of skills availability in the labor market. Industry career guides containing critical indicators on the growth potentials of key industries in the next medium term, together with the projected skills requirements will also be published.

3. **Enhancing human capital through education and training.** Qualitative attributes such as education, skills, health cognitive abilities, set the parameters for individual's ability to access productive employment as well as the scope for technological advancement, increased labor productivity and returns to labor at the aggregate level. A focus on inclusiveness requires a special focus on the working poor and unemployed, including the youth, which comprise a large portion of the labor force. Toward this end, the following strategies will be adopted:³⁷

- Promote demand-driven and quality assured education and training, effective skills assessment and certification systems and career advocacy especially in key employment generating areas as identified in the PDP;
- Strengthen the national licensing, competency assessment and certification systems to promote worker acceptance and industry recognition;
- Promote continuing professional education (CPE) to sustain and strengthen competencies;
- Improve levels of competencies of trainers and assessors in skills development;
- Enhance mobility of students between higher education and middle-level skills development based on the Philippine National Qualification Framework (PNQF);
- Expand the Ladderized Education Program to cover applicable degree programs;
- Ensure emphasis on generic competencies including trainability, work ethics, ICT literacy, critical thinking and problem-solving skills and good communication skills to produce globally competent and flexible workforce with positive work values responding to highly demanded critical skills, especially in the growth corridors;
- Sustain scholarship funding support and strengthen advocacy for technical-vocational education and training, apprenticeship, learnership and dual training;
- Implement education and training programs directed to create supply of workers for hard to fill occupations;
- Encourage LGUs and industry to directly participate in the delivery of technical-vocational education and training and skills development services;
- Negotiate arrangements with destination countries to invest in Filipino human resource development;
- Develop green skills standard setting and certification as well as capacity building for employers and workers;
- Harness industry tripartite councils for human resource development initiatives;

- Strengthen partnerships with institutions demonstrating sterling records in technical-vocational education and in the placement of their graduates; and
- 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.

4.2: RIGHTS AT WORK

OUTCOME: Strengthened compliance with the Constitutionally protected rights of workers

BACKGROUND

Achieving inclusive growth through decent work calls for the promotion and protection of the rights of workers. These rights are guarantees found in the 1987 Constitution and which affirm Philippine commitments to international treaties.

These international treaties refer to the Universal Declaration of Human Rights. These also includes the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the International Convention on the Protection of the Rights of all Migrant Workers and Members of their Families.

Particularly, these rights are embodied in ILO Conventions on the fundamental principles and rights at work that cover the following:

- The rights to form or join trade unions and workers' organizations of one's choosing and without distinction whatsoever and the promotion of the right to organize and the right to free collective bargaining with management (C87 on Freedom of Association and Protection of the Right to Organize; C98 on Collective Bargaining)
- Freedom from forced and bonded labor, involuntary servitude, slavery or slave-like conditions at work (C29 on Forced Labour; C105 on Abolition of Forced Labour)
- Freedom from discrimination at work, including getting equal pay for work of equal value (C100 on Equal Remuneration; C111 on Discrimination [Employment and Occupation])
- Elimination of the worst forms child labor (C138 on Minimum Age for Employment; C182 on Worst Forms of Child Labour)

Specific ILO Conventions also guarantee rights for migrant workers, particularly, C23 on Repatriation of Seamen Convention (1960); C97 on Migration for Employment Convention (2009); C143 on Migrant Workers Convention (2006); C165 on Social Security (Seafarers) Convention (2004) and C179 on Recruitment and Placement of Seafarers Convention.

ISSUES AND CHALLENGES

Toward ensuring that the rights of workers are protected and promoted in the Philippines, the following issues and challenges must be taken into account in the Plan:

- 1. Need to align the 1974 Labor Code and other labor and social legislations with relevant provisions of the 1987 Constitution.** The country's Labor Code will turn 37 years old by May 2011. In that span of time, substantial changes have occurred in the labor and social policy environment in the country that have yet to be reflected in the Labor Code. Observations from stakeholders also point out the fact that certain provisions in the Labor Code reflect the political environment

during the 1970s and would thus be irrelevant if not inconsistent with the present day environment that pushes for more democratic mechanisms and institutions in the promotion and protection of rights at work.

- 2. Inconsistencies between national laws and ratified conventions.** Much effort is still required to make national laws consistent with conventions ratified by the Philippines and to strengthen its application. Meanwhile, there are conventions to which the Philippines has committed that may no longer be applicable in the present work environment. Thus, there is a need to amend labor laws and to prioritize legislation that would operationalize, in a sound and realistic way and which remains consistent with decent work, the principles of social dialogue, productivity and competitiveness, and business self-regulation while at the same time prescribing policy directions on emerging employment arrangements, including those that are detrimental to workers.
- 3. Need to expand the welfare and protection measures under the Labor Code to workers in the informal economy.** Government statistics shows that nearly half of the country's workforce is comprised of workers in the informal economy (BLES, 2009). They include, among others, micro-entrepreneurs, unpaid family workers, vendors, landless farmers, and domestic workers, a large majority of which are beyond the scope of the Labor Code and other legislations that could ensure protection of their rights. The absence of consistent policies to address their concerns, thus, prevents their access to productive resources, social protection and just and humane conditions of work and makes them subject of abusive and exploitative work arrangements.
- 4. Limitations in the enjoyment of fundamental rights, particularly in respect of freedom of association and collective bargaining.** Freedom of association and collective bargaining are linked to the guarantees of basic human rights and civil liberties. These rights cannot be realized if there is rampant violation of human rights and where enjoyment of these rights are limited to specific groups of workers and excludes groups such as those in the informal sector and those in the public sector. The Philippines faces this challenge in view of reports to the ILO on various cases of detention, arrest, physical threats, assaults or disappearances of leaders and workers' and employers' organizations for activities in connection with the exercise of their right to organize. This concern reinforces the climate of violence and insecurity that further threatens and limits the exercise of trade union rights by hampering the development of genuine, free and independent workers' and employers' organizations.³⁸
- 5. Lack of protection of workers through labor standards.** With the changes in work arrangements in the country, it is observed that implementation of labor standards have become challenging. This gap in promoting and protecting the rights of workers have manifested in: low wages, weak enforcement of minimum standards, weakening trade unionism and collective bargaining and limited representation of workers in policy-making.³⁹ These are challenges that impinge on

the Philippines' efforts in promoting and ensuring workers' rights and are central to meeting the objectives of decent work in the country.

- 6. Need to address the need for security among workers in flexible arrangements.** Competition in global markets has pushed businesses to resort to outsourcing as one of the strategies to decrease labor cost and increase flexibility. This strategy, however, raises labor issues that are seen throughout Asia such as the increased insecurity of jobs, lower wages, and the weakening of the influence of workers and unions. Most commonly, these include the duration, nature and termination of employment contracts and the conditions for the use of temporary or outsourced labor. The Philippines, as with other countries in the Asian region, faces the challenge of balancing the legitimate needs of employers for flexibility with the equally legitimate demands by workers for stability and protection.
- 7. Increasing vulnerability among migrant workers.** Migration among Filipinos today is largely contract migration or migration for temporary work and is progressively on the rise and getting diverse. Whereas before, workers were involved mainly in infrastructure; in more recent times, they have moved into service occupations. Previously, migrants were mostly men; now women have become more significant in the migration flows. This trend calls for responses from countries of origin such as the Philippines to ensure the protection of overseas workers from exploitative practices not only during employment in the destination country but also during the recruitment and pre-deployment phase both in the country of origin and destination as well as upon return and reintegration.
- 8. Non-recognition of domestic and international laws protecting the rights of migrant workers in destination countries.** While the constitution imposes upon the government the obligation to extend its protective reach beyond the national borders to the points of destination of migrant workers, the host country, being sovereign, within its territory has the power and duty to implement its own laws to govern the entry and stay of foreigners. On the other hand, international treaties are still subject to sovereign acts and therefore upon the will of destination countries. Supposed that the destination country has ratified an international instrument for the protection of migrant workers, the absence of a counterpart domestic legislation for its implementation will render the law ineffective. These situations call for responses to improve the country's strategy to advocate for the promotion of the rights and welfare of Filipino migrants abroad.
- 9. Vulnerability among domestic workers.** Domestic workers include both OFWs working abroad as domestic workers and Filipino domestic workers working within the Philippines. Their work situation that are usually private households, either overseas or locally, exposes them to vulnerabilities particularly abuse and exploitation. While a package of reforms was introduced to establish higher standards of protection for migrant domestic workers resulting to reduction in their deployment, an upsurge in deployment has lately been observed. On the other

hand, social legislations and reforms in the protective mechanisms for domestic workers in the local economy are also called for.

OBJECTIVES AND STRATEGIES

OBJECTIVE: Improving quality of employment

STRATEGIES:

- **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 proposals⁴⁰:**
 1. Study of relevant international treaties as a benchmark for aligning labor policies
 2. 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 childcare 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.
 3. 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.
 4. 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.
 5. 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.
 6. 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.

7. 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.⁴¹
- **Provide 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 process⁴² and in other avenues for dialogue and cooperation based on the spirit of mutual benefits⁴³. Through consultations and with tripartite support, reforms will focus on the following⁴⁴:**
 1. 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.
 2. Amendment to Article 243 of the Labor Code toward strengthening the rights of non-regular workers in the informal economy to self-organization and collective negotiation and pursue the passage of the Magna Carta for Workers in the Informal Economy.
 3. Amendment of Articles 213 to 233 of the Labor Code toward introducing reforms at the National Labor Relations Commission (NLRC).
 4. Amendment of Articles 263, 264 and 272 of the Labor Code, as amended, considering the national experience on the exercise of the assumptive powers of the Secretary of Labor; the ILO concept of essential services; and, the decisions on cases regarding the application of Conventions 87 and 98, with a discussion on the possible amendment to be made through the National Tripartite Industrial Peace Council (NTIPC) or through the industry tripartite councils (ITCs).
 5. 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.

6. 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.
7. 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.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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; 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.

- **Pursue the process of ratification of ILO Conventions that promote the rights of workers, particularly⁴⁵:**
 1. 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.
 2. 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.
 3. ILO Convention 187 or the Promotional Framework for Occupational Safety and Health (OSH) Convention⁴⁶ 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.
 4. ILO Convention No. 172 or the Convention on Working Conditions in Hotels and Restaurants and Similar Establishments.
 5. ILO Convention No. 151 Labour Relations (Public Service)
 6. ILO Convention No. 177 on Homeworkers;
 7. ILO Convention No. 183 on Maternity Protection to the Philippines.
- **Promote better observance of labor standards toward protection of workers, through⁴⁷:**
 1. Intensified labor inspection program through the Labor Enforcement Action Program, or LEAP toward ensuring compliance with payment of minimum wage, overtime pay, night shift differential pay, service incentive pay, holiday pay and other labor standards like payment of SSS and Philhealth premiums, incidence of child labor and labor-only contracting arrangements, and issuance of alien employment permit.⁴⁸ The program should also ensure the active involvement of local government units in the enforcement of these labor standards.

2. Compliance Certification System/Tripartite Assessment, which promotes pro-active involvement of tripartite partners.
 3. Recognition and support for trade union initiatives in promoting labor standards compliance and human resource development.
 4. Recognition of trade unions which have concrete programs that promote compliance to labor standards, have collective bargaining agreements and have settled disputes through bipartite schemes.
 5. Promotion of labor law compliance among business and industry groups by jointly developing a Q & A on all labor laws including components on culture and values to be translated into various languages and dialects and to be used during seminars for member companies including small and medium enterprises.
 6. Development of a wage system where minimum wage as a safety net/social floor is set through a tripartite process. Wages above the minimum wage based on productivity are set through industry and enterprise collective bargaining or negotiations.
 7. Development of a national productivity and competitiveness agenda, including gain-sharing schemes through a tripartite consultative process.
 8. 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.
- **Guarantee the rights and protection of workers in mutually agreed upon work arrangements⁴⁹ while also balancing the legitimate needs⁵⁰ of employers for flexibility by⁵¹:**
 1. 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.
 2. Review current outsourcing strategies among industries toward balancing protection of workers' rights and ensuring business competitiveness⁵² and determining the application of relevant provisions of the Labor Code and its implementing rules to company decisions to outsource

3. 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.
 4. 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
 5. 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.
- **Ensure protection of overseas Filipino workers, including those in vulnerable occupations⁵³**
 1. Actively encourage the documentation of overseas Filipino workers as a form of protection.
 2. Enactment of laws and regulations as well as signing of bilateral agreements on the protection of migrant workers upon proper consultation with various stakeholders.
 3. Review RA 10022 in coordination with the Congressional Oversight Committee on Migrant Workers and strengthen its protective measures against the illegal recruitment of migrant workers.
 4. Decrease the deployment of workers in work prone to abuse and exploitation.
 5. Review of bilateral and multilateral agreements toward the crafting of standard employment contracts as well as making such agreements binding to the extent possible.
 6. Conduct intensive information campaigns, in coordination with the social partners, on the protective measures set forth in RA 10022.
 7. Support the adoption and ratification of the DomWork Convention and generate international support, particularly among labor-receiving countries.
 8. 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.
 9. Promotion of collective job contracts instead of individual contracts among overseas Filipino workers.
 10. 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

11. 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.
12. 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.
13. 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.
14. 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
15. 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.
16. Strengthen inter-agency coordination including signing and implementation of memoranda of agreement to enforce laws against human trafficking and illegal recruitment.
17. Include information on the employer in the accreditation system of Foreign Placement Agencies engaged in the deployment of household service workers (HSWs).
18. 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.
19. 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.
20. 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
21. Development of strategies addressing forced labor and human trafficking to include the formulation of guidelines on enforcement of laws and regulations-

4.3: SOCIAL PROTECTION

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

BACKGROUND

The Philippine Development Plan 2011-2016 on Social Development seeks to improve the quality of life of all Filipinos by ensuring equitable access to adequate and quality social services and assets. Central to achieving this goal is the implementation of social protection interventions to reduce vulnerabilities of individuals and households against risks (e.g. loss of income, unemployment, sickness among others) particularly during crisis brought about by economic downturns or natural disasters that can push them down to poverty. Social protection policies and strategies are guided by the government's social operational framework that identifies four major areas for intervention, namely:

- **Labor market intervention** thru policies and programs designed to promote and facilitate enhance employment opportunities, the efficient operation of labor markets and the protection of the rights and welfare of workers;
- **Social insurance** programs that seek to mitigate income risks associated with old age, ill health, disability, work-related injury, unemployment among others;
- **Social welfare** as preventive and developmental interventions that seek to support the minimum basic needs of the poor usually in the form of direct assistance in the form of cash or in-kind transfers as well as social services; and,
- **Social safety nets** as stop-gap mechanisms or urgent responses that address effects of crises or shocks on vulnerable groups. ⁵⁴

These shall be carried out taking into consideration the convergence of social protection programs and partnership building through participatory governance. Policies and programs that were identified under the PDP 2011 to 2016 were likewise highlighted as priority interventions under the 22-point Aquino Administration Labor and Employment Agenda and the 3rd Cycle of the Philippine Decent Work Common Agenda.

ISSUES AND CHALLENGES

- **Limited social protection coverage.** The country's social security schemes currently cover a mere 31 percent⁵⁵ of the total employed, effectively marginalizing the larger part of the workforce which are found in informal, less permanent, and vulnerable occupations. While there are windows for social protection coverage among workers in the informal economy, membership or access to these institutionalized social protection schemes is generally on a voluntary basis. Thus, in addition to making social protection schemes more inclusive, policy responses must be able to address the needs of workers that suffer from external shocks in the labor market and from natural disasters that lead to loss of incomes or livelihoods. Moreover, the upsurge in more flexible forms of

employment give rise to an increased need for social protection for workers in these schemes, particularly toward guaranteeing full portability of their social security benefits. Among migrant workers, social protection responses should be able to respond to concern of lack of social security coverage particularly for land-based OFWs and also ensure facilitation of their effective reintegration when they eventually return home from overseas work.

- **Minimum wage as a social protection measure has limited coverage.** There is difficulty in making the policy of wage fixing translate into wages that serve as safety net for vulnerable workers, due to its limited coverage, either because of exclusions or of exemptions. Minimum wage fixing as a means to afford equity among workers is also yet to be achieved.
- **Growing need for workforce-focused occupational safety and health programs.** With a labor market characterized by higher informality and a large deployment of OFWs, there may be a need for workforce-specific OSH interventions. While a National OSH Plan has been drafted and is ready for adaptation, OSH policies, programs and services as well as compensation and rehabilitation programs and services would have to take into account the varying needs of workers in the informal economy and those taking the option of overseas employment. Given the potential role of local government units in this area, there is also a need to promote and cultivate a culture of OSH in the communities and integrate this concern in the local health development plans. The challenge also includes addressing the emergence of contentious diseases such as mental health problems among OFWs suffering from depression, psychosis, anxieties and phobias and the incidence of HIV/AIDS among workers both in the domestic market and those deployed overseas.
- **Children remain vulnerable as they continue to work and engage in hazardous occupations/industries.** Working children remain vulnerable given their presence in industries considered to be hazardous such as agriculture, mining and fishing. Their chances and opportunities to develop more skills decrease as they continue to find themselves at work to augment their families' income rather than in school.

OBJECTIVES AND STRATEGIES

OBJECTIVE: Expand access to employment opportunities

STRATEGIES

Strengthen the Community Based Employment Program particularly the Emergency Employment Component to create jobs that provide income to vulnerable workers and their families⁵⁶

1. 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.
 2. Sustain dialogue with government agencies at the local level to scale up employment and expand opportunities for community-based emergency employment schemes
 3. Prioritize placement of disadvantaged/vulnerable groups of workers (e.g. youth, women, low-skilled) for available employment opportunities under community-based emergency employment schemes.
 4. Prioritize children of displaced workers in the Student Employment Program
 5. Formulate through social dialogues a Guaranteed Jobs Program
- **Develop sustainable livelihood and entrepreneurship opportunities for vulnerable workers⁵⁷**
 1. Intensify advocacy on financial literacy and promotion of community-based cooperatives
 2. Establish partnership with other entities to facilitate product-market linkage for livelihood project of vulnerable workers ensuring marketing of products/services of assisted beneficiaries as an integral part of programs.
 3. Train CARP beneficiary-families on livelihood and entrepreneurial activities
 4. Sustain the Workers Income Augmentation Program (WINAP)
 - **Intensify 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)integration⁵⁸**
 1. Invest in the formal and regular skills training and upgrading of Filipino service workers with TESDA to develop new and in-demand skills
 2. Expand coverage of tech-voc trainings and scholarship especially through the training voucher system particularly on skills and occupations required by identified growth areas
 3. 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
 4. Facilitate placement of TESDA-certified workers

5. Enhance coaching and counseling services for workers trained/re-trained
 6. Establish linkages with companies with CSR programs to initiate HRD training and workplace experience for vulnerable youth
 7. 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)
 8. Strengthen enterprise-based or industry supported competency based training, assessment and certification using a dual training delivery mode
- **Initiate policy interventions, program/project measures to ensure the transformation of the brain-drain phenomenon into a brain-gain benefit and enhance capabilities and entrepreneurship opportunities of the returnees⁵⁹**
 1. Facilitate reintegration of OFWs and assist them and their families in achieving financial stability through training, investment, savings and entrepreneurship programs
 2. Utilize returning OFWs to conduct trainings so that they may transfer skills learned abroad
 3. Engage LGUs to implement the Skills Registry System for skills profiling of their constituents including OFWs

OBJECTIVE: Enhance quality of employment

STRATEGIES

- **Develop 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 workers⁶⁰**
 1. Dialogue with concerned government agencies (e.g. SSS, GSIS, Insurance Commissions) and social partners on the proposed establishment of an unemployment insurance scheme
 2. Develop alternative schemes of social security initiatives which may include: promoting firm-based retirement program, promote workers cooperative in the community for mutual protection programs, and supporting indigenous insurance schemes (e.g. micro-insurance/paluwagan, micro-finance)

3. 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)
 4. Explore hazard insurance for workers in highly hazardous industries
 5. Expand rehabilitation program and services for occupationally disabled workers
 6. Propose an expanded health and hospitalization coverage for catastrophic illnesses in Philippine Health Insurance Corporation
 7. 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)
 8. Review GSIS policy on premium-based payments which penalize government employees for late remittances by their employer/agencies
- **Expand 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 occupations⁶¹**
 1. Monitor strict compliance to the social protection provisions of RA 8042 as amended by RA 10022 (e.g. Compulsory Insurance Coverage, Certification, etc)
 2. Intensify anti-illegal recruitment and anti-trafficking in persons programs in compliance with RA 8042 as amended by RA 10022 and RA 9208
 3. Strengthen the implementation of the Reform Package for Household Service Workers
 4. Support the strengthening or creation of community-based support groups for families of OFWs (e.g. faith-based groups, CBOs)
 5. Explore mandatory SSS coverage for land-based OFWs similar to sea-based OFW arrangement
 6. Adopt and promote Crisis and Contingency Management Manual for OFWs both through PDOS and onsite programs
 7. Develop, adopt and maintain an accurate global tracking system to monitor the conditions of OFWs upon deployment and eventual return
 8. Strengthen PEOS, PDOS, PAOS and on-site programs to educate OFWs on the basic Do's and Don'ts of living and working abroad including immigration and criminal laws of the host countries and on the scope and limits of the government's

assistance to Philippine nationals who are charged with or convicted of offenses in a foreign country, in partnership with NGOs and LGUs

9. Ensure proper utilization of OWWA, PAGIBIG and Phil-Health funds in accordance with existing laws, rules and regulations and the 22-point agenda towards greater transparency and accountability
10. Dialogue with social security agencies and social partners on the following:
 - a. Unemployment insurance
 - b. Amendment of Executive Order 182 to include as dependent of Single OFWs his or her parents who are below 60 years old
 - c. Mandatory coverage for war-risk insurance
 - d. Portability arrangement of social security benefits with host countries

- **Limit the unintended outcomes of the current wage system**

1. 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.
2. Enhance monitoring of compliance to minimum wage and intensify strict compliance to criteria for exemptions or exclusions

- **Intensify workforce-focused occupational safety and health (OSH) programs⁶²**

1. 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
2. Intensify IEC campaign on OSH standards in hazardous and highly-hazardous industries
3. Intensify campaign on the integration of OSH in local development plans for workers in the informal economy
4. Advocate for the integration of OSH in the secondary and tertiary educational curriculum
5. Ensure implementation gender-responsive OSH programs
6. Ensure implementation of enhanced workplace emergency plans and disaster risk reduction program under the OSH program
7. Intensify workplace health and safety education program towards increasing health consciousness among public and private sector workers and employers

8. Intensify advocacy on Family Welfare Program and DO 102 - 10 on HIV and AIDS
- **Strengthen measures to prevent and eliminate the worst forms of child labor⁶³**
 1. Strengthen strategic partnerships and intensify advocacy and action at the national, regional, community and firm levels
 2. Improve access of child laborers and their families to quality integrated services (e.g. livelihood, entrepreneurship, health, education and training programs)
 3. Establish a functional multi-level child labor knowledge management system
 4. Strengthen enforcement and compliance of RA 9231 and other related laws
 5. 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

4.4: SOCIAL DIALOGUE

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

BACKGROUND

Social dialogue is primarily indicated by how much workers are being organized, how many collective agreements are concluded, and how labor education services are being extended. It also refers to a labor relations system which encourages less adversarial modes of settling disputes and which aims to ensure speedy disposition of labor justice.

The Philippines has ratified ILO Convention No. 144 on Tripartite Consultation. Tripartism in the Philippines, however, has a broader context since it functions beyond Convention 144. Tripartism is a declared state policy as enunciated in the Labor Code. In order to realize this state policy, laws were enacted to establish tripartite representations in a number of government bodies and agencies whose mandates respond to labor and employment concerns. The objective is not only to give workers and employers the opportunity to be heard but more importantly to give authority to their voices by ensuring that they are represented and deeply entrenched in many policy and decision-making bodies of the government.

In general, the Philippines has been recognized for its labor relations environment that fosters strong tripartite mechanisms and processes for social dialogue, as well as bipartite mechanisms. The labor dispute settlement system, however, receives criticism for having a litigious and adversarial process despite tripartite involvement, leading to complaints that the Constitutional mandate of speedy disposition of cases is not realized. In turn, delays in the delivery of labor justice have adverse effects on the free exercise of collective rights among workers with many denied of labor justice due to alleged corruptions and inefficiency in labor justice administration.

ISSUES AND CHALLENGES

- 1. Decreasing representation of workers in trade unions and collective bargaining agreements.** During the past medium term, actual union membership is increasing while figures of union registration appear to be static. From 2006 to 2009, there was a general decline recorded on annual union registration from 777 in 2004 down to 384 in 2009. A reverse trend, however, is seen in the number of collective bargaining agreements (CBAs) and collective negotiations agreements (CNAs) forged as total CBAs and CNAs of 417 in 2004 rose to 476 in 2009, covering about 81,978 workers from the private and the public sector. Contrasts appear in terms of coverage of collective agreements between the private and public sector with great increases in the coverage of collective agreements among government workers while indicating a slow downward trend in coverage of workers in the private sector, this, despite an increase in employment in the private sector (98 % are SMEs).

- 2. Need for a more conducive policy environment for social dialogue and new forms of representation of workers.** Achieving an atmosphere for more vibrant tripartism and social dialogue in the country is currently fettered by old policy and workplace practices that do not encourage free organization and representation of workers and by existing structures in government, as well as by governance issues. The Labor Code, which sets the basic policies for employment relations upon which social dialogue and freer exchange among tripartite partners are founded, has long been overdue for a legislative overhaul. Also, the Labor Code does not explicitly provide for avenues of representation of the much larger population of workers such as those in informal work arrangements and those who belong to micro and small enterprises.
- 3. Multiple layers in labor adjudication and delay in the disposition of labor cases.** Perceived labor governance issues, including concerns on the disposition of Labor cases, the NLRC structure, multiple layers in labor adjudication, accessibility to agencies which have possible jurisdiction over labor cases by workers in unorganized establishments, as well as the need for workers to legal assistance are immediate issues that contribute to the over-all climate that are seen as impediments to making social dialogues as a means to achieve industrial peace.

OBJECTIVES AND STRATEGIES

OBJECTIVE: Promote participative governance, sectoral accountability and ownership of the Philippine Labor and Employment Plan through social partnership.

STRATEGIES:

- **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 by⁶⁴:**
 1. 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.⁶⁵
 2. 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.
 3. 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.

4. 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.
 5. 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.
 6. 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.⁶⁶
 7. Instituting the appearance of accredited paralegals to handle cases in the NLRC, other agencies, even for non-member cases.
 8. 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.
 9. 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.
 10. 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 PSLMC.
 11. Strengthening conciliation-mediation by reviewing existing POEA policies covering adjudication of cases.
- **Provide 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, by:

1. Reviewing representation in tripartite bodies toward mainstreaming emerging labor organizations and employer organizations
 2. 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.
 3. 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.⁶⁷
 4. Developing processes to ensure better coordination of regional and national TIPC.
 5. NTIPC-endorsed genuine labor and employer representation in tripartite policy and decision-making bodies, including in GOCCs.
 6. Ensuring greater transparency in the selection and appointment of Labor Arbiters and Commissioners
 7. Instituting workers education and support for organizations of domestic workers, similar to the WODP provided that they are formed into workers' association.
 8. Creating avenues for meaningful participation of domestic workers in dialogues provided that they have to be part of the union representation.
 9. Providing for a regular GAA funding of the NTIPC.⁶⁸
 10. Amending Article 275 of the Labor Code toward the institutionalization of a framework for tripartism and social dialogue.⁶⁹
- **Promote venues for social dialogue particularly at the plant/firm, industry and local government levels by:**
 1. 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.
 2. 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.

3. Develop capacity-building processes for social partners.⁷⁰
4. 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.⁷¹
5. 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.⁷²
6. Adoption of co-determination schemes in all state owned enterprises or government owned and controlled corporations.

Chapter 5

Sustaining Outcomes

BACKGROUND

The Philippine Development Plan 2011-2016 notes that “underpinning inclusive growth must be a bedrock of sound institutions that promote transparency, accountability, the rule of law, and effective and impartial performance of the regulatory function of government.” It also recognizes that “a big part of the solution to the governance problem lies outside government itself and resides rather in the active participation of civil society and the media in governance, monitoring, and feedback.”⁷³ The PDP also underscores that these solutions and the involvement of the private sector in governance are essential in the competitiveness of enterprises.⁷⁴

Toward this end, the Philippine Labor and Employment Plan 2011 - 2016 provides for mechanisms that promote better labor governance institutions as well as partnerships that shall ensure the realization and sustainability of outcomes.

STRATEGIES

To sustain outcomes envisioned by the LEP 2011 - 2016 follow-through activities that involve multi-stakeholders are integral to the Plan. This include a broad-based consultative process toward the adoption of a Philippine Jobs Pact that embodies multi-stakeholder commitment and a regular review process of programs and activities identified in a Results Matrix that shall be formulated as the monitoring instrument of the Plan. Reforms shall focus on: broadening public-private sector partnership to maximize limited resources and establishing 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. Capacity-building for DOLE personnel is also a priority through a human resource development program that rewards competence and builds character and ethical standards for excellence public service. Specifically⁷⁵:

- **Partnerships in governance toward developing industry-based approaches on self-regulation and the crafting of voluntary codes of good practice. These include partnerships toward:**
 1. Sharing of good industry practices in the seven big winners identified by the Joint Foreign Chambers of Commerce
 2. 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

3. 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.
- **Institutional reforms that pursue responsive public service delivery and efficient use of resources through⁷⁶:**
 1. Simplified and unified system of overseas operations, financial management and reportorial and administrative support services involving DOLE, POEA and OWWA
 2. 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.⁷⁷
 3. Convergence of programs on labor law compliance toward incentivizing compliance with a tripartite seal of excellence on the establishment and its products
 4. 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.⁷⁸
 5. Integration of livelihood and community enterprise development programs to ensure better targeting of beneficiaries and maximizing of resources.⁷⁹
 6. 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 acts⁸⁰
 7. 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.
 - **Institutional reforms toward transparency, accountability, and respect for the rule of law through:**
 1. 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.⁸¹⁸²

2. Engaging civil society organizations and other stakeholders in the preparation, execution and monitoring of budget.⁸³
3. Publication in the DOLE website of relevant information on budget allocation and disbursement and status of programs and projects.⁸⁴
4. Economy measures seeking to eliminate wasteful spending and which monitors fund utilization on a monthly basis
5. 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.
6. 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
7. 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
8. 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).
9. Posting of net worth of DOLE officials based on their submitted Statements of Assets and Liabilities (SALN).
10. 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.
11. Development of DOLE Internal Auditing Manual to enhance the integrity of operations and improve organizational outcomes and results to achieve Departmental goals.
12. Regular conduct of review of management controls of the operating or support units to determine if the control objectives are being achieved.

13. Regular conduct of evaluation of outcome, output, process and input to determine whether Department operations are effective, efficient, ethical and economical.
14. Institutionalization of labor and employer participation in formulating DOLE's annual budget, in line with DBM initiatives for participatory budgeting.

- **Capacity-building toward ensuring better service delivery through:**

1. Pilot implementation of the CSC-Strategic Performance Management System in all DOLE offices including its attached agencies⁸⁵ toward aligning individual performance with organizational performance through linking of the Department's Organizational Performance Indicators Framework (OPIF) with the Performance Management System⁸⁶
2. Monitoring of CES Eligibility Compliance of DOLE Officials⁸⁷
3. 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
4. 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.
5. 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.

END NOTES

Chapter 2

- 1 ILO, Global Employment Trends Brief, January 2006.
- 2 Business Process Outsourcing (BPO) activities belong in this sub-sector.
- 3 Based on the old data series. The break in the data series in 2005 due to the adoption of a new official definition of unemployment precludes an analysis of the movement of unemployment over a longer period of time.
- 4 With some college schooling or completed college education.
- 5 Data based on old methodology of estimating poverty and available for 1997, 2000, 2003 and 2006.

Chapter 3

- 6 The Moral Consequences of Economic Growth, Benjamin M. Friedman, 2005
- 7 The Philippine Development Plan 2011-2016
- 8 Employment diagnostic analysis: concepts & methods, ILO, 2010
- 9 Philippines Country Scan, ILO, 2010
- 10 Philosophical and spiritual perspectives on Decent Work, ILO, 2004
- 11 The P.Noy's administration 22-point labor and employment agenda, 2010

Chapter 4-4.1

- 12 PDP Chapter 1. In pursuit of economic growth; Chapter 2: Macroeconomic policy; BLES, 2010, Employment and Economic Milestones 1998-2009.
- 13 Based on POEA Governing Board Resolution No. 01, Series of 2006, mission critical skills are skills that reflect the primary function of an organization without which mission critical work cannot be completed and which skills are internally developed and require extensive training, thus, are not easily replaceable.
- 14 PDP Chapter 1. In pursuit of economic growth; Chapter 2: Macroeconomic policy.
- 15 National Statistical Coordination Board,
http://www.nscb.gov.ph/stats/statdev/2008/finance/Chapter_FinancialSector.asp,
retrieved 06 April 2011.
- 16 PDP Chapter 1. In pursuit of economic growth; Chapter 3: Competitive industry and services sector
- 17 PDP Chapter 9: Conservation, protection and rehabilitation of the environment and natural resources towards sustainable development.
- 18 PDP Chapter 3: Competitive industry and services sector.
- 19 PDP Chapter 1: In pursuit of inclusive growth.
- 20 PDP Chapter 3. Competitive industry and services sector.
- 21 PDP Chapter 3: Competitive industry and services sector.
- 22 Ibid
- 23 Labor and Employment for Philippine Development: Summary of DOLE Inputs to the PDP 2011 to 2016.
- 24 Labor and Employment for Philippine Development: Summary of DOLE Inputs to the PDP 2011 to 2016.
- 25 Ibid
- 26 PDP Chapter 3. Competitive industry and services sector.
- 27 PDP Chapter 5: Infrastructure Development.
- 28 Results of the consultations for the National Summit on Labor and Employment.

29 PDP Chapter 3: Competitive industry and services sector. Technology-based business
incubation projects refer to centers where workers and would-be entrepreneurs with
advanced engineering, ICT-oriented or science based degrees can grow their technology
ideas into business ventures. Example of this is the DOST-PEZA Open Technology
Business Incubation project in the UP-Ayala Techno Park.

30 OFs or overseas Filipinos include not only Overseas Filipino Workers (OFWs) but also
Filipino permanent residents and Filipinos staying or working in irregular conditions
abroad

31 PDP Chapter 3: Competitive industry and services Sector
32 Results of the roundtable on greening the Labor and Employment Plan, 05 April 2011
33 PDP Chapter 9: Conservation, protection and rehabilitation of the environment and
natural resources towards sustainable development.
34 Labor and Employment Policy Reforms and Program Implementation for the First 100
Days of President Benigno S. Aquino III Administration.
35 Results of the consultations for the National Summit on Labor and Employment.
36 22-Point Platform and Policy Pronouncements on Labor and Employment.
37 PDP Chapter 2: Macroeconomic Policy.

Chapter 4-4.2

38 DOLE (2009). Proceedings of the National Tripartite Conference on Principles of
Freedom of Association
39 ILO (2009). Technical Memorandum: Philippines Labour Inspection Audit.
40 DOLE Priority Legislative Proposals
41 Items 4 to 7 which had been proposed to be transferred to 4.1 (Employment) strategies
are retained in this section as 4.2 (Rights at Work) covers policies on labor and
employment
42 Agenda 3 of 22-Point Labor and Employment Agenda
43 PDP Chapter 3: Competitive Industry and Services Sector
44 DOLE Priority Legislative Proposals
45 Ibid
46 Labor and Employment Policy Reforms and Program Implementation for the First 100
Days, 30 June - 08 October 2010
47 Ibid
48 ILO (2009). Technical Memorandum: Philippines Labour Inspection Audit.
49 As discussed in Chapters 1 and 2 of the Philippine Development Plan 2011-2016, pages
10 and 19 (25 February 2011 Draft)
50 Based on proposals of the Joint Foreign Chambers of the Philippines (2010). Arangkada
Philippines 2010: A Business Perspective, Part 4. Labor Headline Recommendations,
page 313.
51 Cited in ILO Country Scan and issue and recommendations raised in consultations
leading to the National Summit on Labor and Employment
52 Agenda 4 of 22-Point Labor and Employment Agenda
53 Agenda 9 of 22-Point Labor and Employment Agenda
54 PDP Chapter 8: Social Development

Chapter 4-4.3

55 2009 data, Yearbook of Labor Statistics, DOLE – Bureau of Labor and Employment
Statistics
56 PDP Chapter 8: Social Development p. 46, Agenda No. 8 of 22-Point Aquino
Administration Labor and Employment Agenda. The said strategy was also surfaced
during the island-wide and sectoral consultations

57 PDP Chapter 8: Social Development p. 46
58 Ibid, Agenda Nos. 13 and 15 of the 22-Point PNOY Labor and Employment Agenda.
Identified also as a priority during the island-wide and sectoral consultations
59 PDP, Chap. 8 Social Development p. 46
60 PDP, Chapter 8 Social Development, also in the 22-Point Aquino Administration Labor
and Employment Agenda
61 PDP, Chap. 8: Social Development p. 47, Agenda No. 9 of the 22-Point PNOY Labor and
Employment Agenda. Identified also as a priority during the island-wide and sectoral
consultations
62 PDP, Chap. 8: Social Development p. 46. Identified also as a priority during the island-
wide and sectoral consultations
63 Ibid

Chapter 4-4.4

64 Unless otherwise indicated, all strategies contained in this section reflect the strategies
being pursued under the President's 22-Point Labor and Employment Agenda and
monitored previously under the Labor and Employment Policy Reforms and Program
Implementation for the First 100 Days, 30 June - 08 October 2010.
65 Raised by both worker and employer groups since the island-wide consultations, last
reiterated during the Multi-Stakeholder Consultations on 01 April 2011.
66 An issue which is commonly raised during the island-wide consultations among PRC
participants.
67 Technical Integration Workshop, Social Dialogue Group, 07-08 April 2011.
68 Ibid.
69 Ibid.
70 Labor and Employment Agenda Multi-Sectoral Consultations, 01 April 2011, worker and
tripartite-plus groups.
71 Labor and Employment Agenda Multi-Sectoral Consultations, Workers Group, 01 April
2011.
72 Recurring issue among workers in the sectoral consultations.

Chapter 5

73 As cited in Chapter I Introduction and Chapter 6 Good Governance and the Rule of Law
of the Philippine Development Plan 2011-2016, page 8 and pages 10 to 20, respectively
74 As cited in Chapter 3 Competitive Industry and Services of the Philippine Development
Plan 2011-2016, page 1
75 Labor and Employment Policy Reforms and Program Implementation for the First 100
Days, 30 June - 08 October 2010
76 DOLE Corplanning Exercises 2011-Workshop Outputs
77 Agenda 2 of 22-Point Labor and Employment Agenda
78 Agenda 6 of 22-Point Labor and Employment Agenda
79 Agenda 8 of 22-Point Labor and Employment Agenda
80 Labor and Employment Policy Reforms and Program Implementation for the First 100
Days, 30 June - 08 October 2010
81 Agenda 1 of 22-Point Labor and Employment Agenda
82 Agenda 20 of 22-Point Labor and Employment Agenda
83 As discussed in PDP 2011 to 2016, Chapter 7 on Good Governance and the Rule of Law.
84 Ibid
85 Agenda 22 of 22-Point Labor and Employment Agenda

86 As discussed in PDP 2011 to 2016, Chapter 7 on Good Governance and the Rule of Law.
87 Ibid

LIST OF PARTICIPATING ORGANIZATIONS

Labor Organizations

1. Association of Construction and Informal Workers
2. AICHI
3. AGLO
4. ALLIANCE-MASA
5. Alliance of Workers in the Informal Economy/Sector (ALLWIES)
6. Alliance of Progressive Labor (APL)
7. ALMAGATE
8. American Fishing Wire (AFW)
9. Associated Professional, , Supervisory, Technical Employees Union
10. Batis Center for Women
11. BITC-NATU
12. Bluestar
13. BPI Union
14. Cebu Institute of Medicine Employees' Union (CIMEU)
15. Confederation of Independent Unions (CIU)DWSP
16. Democratic Socialist Women of the Philippines
17. EIU
18. Fair Trade Alliance
19. Federation of Free Workers (FFW)
20. Bisig-AGCO Goldilocks
21. HCTSSU
22. Honda Cars
23. ISCP
24. ISUZU Union
25. Kilusang Mayo Uno
26. KMOAPL
27. KMTMI
28. LIBO BCEU
29. Makabayan
30. Manggagawang Pilipino Inc. (KAKAMMPI)
31. MCU-FDT
32. Metrobank Union
33. Metropolitan Bank and Trust Company (MBTC-EU)
34. Misubishi
35. MOFYA – NCR
36. NEEDA
37. National Union of Building and Construction Workers (NUBCW)
38. National Labor Union (NLU)
39. National Federation of Labor Unions Nissan Union
40. Nissan AIWA
41. OFW Federation – NCR
42. Pambansang Tagapag-ugnay ng mga Manggagawa sa Bahay (PATAMABA)
43. PCCEU
44. Philippine Metal Workers Alliance
45. PGTWO
46. Temic Union
47. Toyota-AIWA

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48. Trade Union Congress of the Philippines (TUCP)
 49. Unified Filipino Service Workers (UFSW)
 50. UNITED FIL-SEA
 51. Victoria Manufacturing
 52. VP Banking Industry

Employers Group

1. ABBA Personnel Services, Inc.
2. Aegis People Support - Cebu
3. All Pro Staffing and Consulting Services
4. American Chamber of Commerce in the Philippines
5. AsiaPro Cooperative (AsiaPro)
6. Association of Human Resource Managers in the Hospitality Industry (AHRM)
7. **Australian-New Zealand Chamber of Commerce (Philippines) Inc.**
8. Blue Manila Incorporated
9. Bright Maritime Corporation
10. BSM Crew Service Centre Philippines, Inc.
11. Business Processing Association of the Philippines (BPAP)
12. Butuan Chamber of Commerce
13. **Cámara Oficial Española de Comercio, Industria y Navegación en Filipinas, Inc.**
14. **Canadian Chamber of Commerce of the Philippines**
15. Career Philippines Shipmanagement, Inc
16. Confederation of Garments Exporters of the Philippines
17. Contact Center Association of the Philippines
18. Convergys - Banawa
19. Crossworld Marine Services, Incorporated
20. Davao Chamber of Commerce
21. DOHLE-PHILMAN Manning Agency
22. EEI Corporation
23. Employers Confederation of the Philippines
24. **European Chamber of Commerce of the Philippines**
25. Federation of Filipino-Chinese Chamber of Commerce and Industry, Inc. (FFCCII)
26. Federation of Philippine Industries (FPI)
27. Filipino Association for Mariners' Employment
28. FOREMOST Farms, Inc.
29. France Asia International, Inc.
30. Garments Business Association of the Philippines
31. Grand Placement and General Services Corporation
32. HJR International Corp.
33. Honda Cars Philippines
34. HUREDA – PMAP, Socsksargen Chapter
35. IBM Philippines
36. Iloilo Business Club
37. INC Navigation Company Philippine, Inc.
38. Industrial Personnel & Management Services, Inc.
39. Interior Basics Export
40. Inter-Orient Maritime Enterprises, Inc.
41. International Wiring Systems (Phils.) Corp.
42. International Skill Development Incorporated
43. **Japanese Chamber of Commerce and Industry of the Philippines, Inc. (JCCIPI)**
44. Jebsens Maritime, Inc.
45. Jobstreet

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46. JobsDB Philippines
 47. **Korean Chamber of Commerce Philippines, Inc.**
 48. LBS Recruitment Solutions Corporation
 49. Makati Business Club (MBC)
 50. MAERSK-FILIPINAS Crewing Inc.
 51. Magsaysay Shipping Lines, Inc.
 52. Mandaue Chamber of Commerce and Industry
 53. Manpower Resources of Asia, Incorporated
 54. Marlow Navigation Phils. Inc.
 55. MST Marine Services (Phils.) Inc.
 56. Northsea Marine Services Corporation
 57. Omanfil International Manpower Development Corporation
 58. *OPAP*
 59. PAGASA Supermarket Association
 60. PAMADEL
 61. People Management Association of the Philippines (PMAP)
 62. Philippine Retailers' Association
 63. Philippine Associated Smelting and Refining Corp.
 64. Philippine Assn. of Local Service Contractors, Inc.(PALSCON)
 65. Philippine Association of Multinational Companies Regional Headquarters Inc.,
 66. Philippine Association of Service Exporters Inc. (PASEI)
 67. Philippine Chamber of Commerce and Industry
 68. Philippine Contractors Association, Inc.
 69. Philippine Exporters Confederation
 70. Philippine Transmarine Carriers, Inc.
 71. *PHILAAK*
 72. Scanmar Maritime Services, Inc.
 73. Sealanes Marine Services, Inc.
 74. Semiconductor and Electronics Industries in the Philippines, Inc. (SEIPI)
 75. Stolt-Nielsen Philippines, Inc.
 76. **Taiwan Chamber of Commerce (Philippines), Inc.**
 77. TEDCO – Davao
 78. Textile Mills Association of the Philippines
 79. Universal Access to Competitiveness and Trade (U-ACT)
 80. United Global Manpower Resources, Inc
 81. Wallem Maritime Services, Inc.

Youth Sector

1. Bohol Federation of Differently Abled Persons Inc.
2. Cebu Normal University
3. Cebu Technological University
4. Euphrasia Youth Organization
5. GIP
6. Maayon Educational and Civic Association – Maayon, Capiz
7. National Youth Commission
8. Pag-asa Youth Association – Talisay, Cebu
9. Pamulaan – IP Youth
10. Philippine Normal University – Student Government
11. Saceda Youth Lead
12. SAWS
13. Siquijor SK Federation
14. Southwestern University

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15. St. Theresa's College, Cebu City
 16. Tambal Organization
 17. TeamAsia
 18. Tsinelas
 19. United Church of Christ of the Philippines
 20. University of Cebu
 21. University of San Agustin – Student Council
 22. University of San Carlos – Junior Jaycees
 23. University of San Carlos – CAWSA
 24. University of San Carlos – PSSCI
 25. Volunteer Youth Leaders for Health – Biliran
 26. Volunteer Youth Leaders for Health – Iloilo
 27. Westernwats Philippines
 28. 4-H Club Regional Federation Region VI

Tripartite-Plus Partner

1. Achieve, Inc.
2. Albay Provincial Network for Development (Alprodev)
3. Aquinas University
4. ALMACOP
5. Ateneo de Manila University (ADMU)
6. Bicol University
7. Catholic Bishops' Conference of the Philippines-Episcopal Commission for the Pastoral Care of Migrants and Itinerant (CBCP-ECMI)
8. Center for Migrant Advocacy
9. CYLN
10. Dagco - PGCA
11. DAWN
12. Dire HUSI
13. DMMA College of Southern Philippines
14. Economic Resource Center for Overseas Filipinos (ERCOF)
15. INNOTECH
16. Institute for Development and Econometric Analysis, Inc.
17. Kabalikat ng Malayang Pilipino (KAMPI)
18. Kaibigan ng OCWs
19. Kanlungan Center
20. Kapisanan ng mga Kamag-anak ng Migranteng Pilipino (KAKAMMPI)
21. Knights of Columbus
22. Liceo de Cagayan University
23. Lihok Pilipina
24. MACFI
25. MECA
26. National Union of Bank Employees
27. Notre Dame University
28. Philippine Call Center Institute
29. Philippine League of Labor-Management Cooperation Practitioners (Philamcop), Inc.
30. Philippine Institute for Development Studies (PIDS)
31. PS Link
32. QC Consumer Coop.
33. Scalabrini
34. Sun Star Davao

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35. United Filipino Seafarers (UFS)
 36. University of the Philippines – SOLAIR
 37. Visayan Forum (VF)
 38. West Visayas State University – Iloilo
 39. Xavier University
 40. YWFPFI

Government

1. Armed Forces of the Philippines
2. Bangko Sentral ng Pilipinas
3. BFPDI
4. Board of Investments
5. Civil Service Commission
6. Climate Change Commission
7. Commission on Higher Education
8. Commission on Higher Education – Region VII
9. Commission on Human Rights – Govlink
10. Cooperative Development Authority
11. Department of Agriculture
12. Department of Agriculture Employees' Association
13. Department of Agriculture – Region XI
14. Department of Education
15. Department of Education – Region XI
16. Department of Education – Region VIII
17. Department of Finance
18. Department of Foreign Affairs
19. Department of Interior and Local Government
20. Department of Interior and Local Government – Region VI
21. Department of Justice – Region XI
22. Department of Public Works and Highways
23. Department of Public Works and Highways – Region IX
24. Department of Public Works and Highways – Region XIII
25. Department of Science and Technology
26. Department of Science and Technology – Region VII
27. Department of Science and Technology – Region XI
28. Department of Trade and Industry
29. Department of Trade and Industry - BSMED
30. Department of Trade and Industry – Region XII
31. Department of Trade and Industry – Region VIII
32. Department of Trade and Industry – Region VI
33. Department of Transportation and Communications
34. Government Service Insurance System
35. Insurance Commission
36. Local Government Unit, Talisay, Cebu
37. Maritime Industry Authority
38. National Commission on Indigenous Peoples
39. National Economic and Development Authority
40. National Economic and Development Authority – Region VI
41. PhilHealth
42. Philippine Economic Zone Authority
43. Philippine National Police
44. Presidential Management Staff

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45. Public Employment Service Office – Quezon City
 46. Public Employment Service Office – Southern Leyte
 47. Public Employment Service Office – Tacloban City
 48. Regional Planning and Development Office - ARMM
 49. RTCOPB - 13
 50. Social Security System

International Organizations

1. Children International Philippines
2. International Labour Organization
3. International Organization for Migration
4. United Nations Development Programme
5. United Nations Children's Fund
6. United Nations Population Fund