

A. PERFORMANCE ASSESMENT FOR THE YEAR 2016

Employment Facilitation and Capacity Building Services

- Assisted 21,065 poor but deserving students to pursue their education through wages earned at the same time providing them exposure to the real world of work through the Special Program for the Employment of Students (SPES). Accomplishment rate was computed at 121% percent, surpassing the 2017 target of 17,347.
- From the 7,711 SPES Babies in year 2015, a 59 percent increase equating to 12,251 babies were registered this year 2016 while 100 percent of the last year's accomplishments were profiled and submitted to the BLE on June 13, 2016.
- Helped 1,436 youth-beneficiaries under the Government Internship Program (GIP), a Special Funded Project of the Department that enabled young graduates to obtain work experience in government service. This is 105 percent accomplishment of the 1,366 target for the year.
- Facilitated the placement of 236,597 qualified job applicants out of the 291,769 qualified jobseekers, achieving an 81 percent placement rate, a slight above the target of 80 percent.
- Conducted 8 capability trainings/orientations for PESO personnel on employment facilitation services and/or related trainings conducted. An astonishing 350 percent overshoot of the regional office's annual target of 2, on the following: (1) Holiday Inn, Clakfield, Pampanga on February 15-17, 2016; (2) Tagaytay City by Pampanga Field Office on July 20-22, 2016; (3) Baler, Aurora on August 18, 2016; (4) Cabanatuan City, Nueva Ecija on August 24, 2016; (5) Clarkfield, Pampanga on August 30 to September 1, 2016; (6) Baliuag, Bulacan on September 16, 2016; (7) Palayan City, Nueva Ecija on November 8-10, 2016; and (8) Morong, Bataan on December 1-2, 2016. These resulted with 200 participants trained.
- Processed a total of 135 job fair clearance and 4 job fair permit within 5 working days upon filing of application.
- The regional office's Labor Market Information (LMI) reached 336,750 individuals, recording a 143 percent overshoot of the 2016 target of 235,184. This also reached 3,468 institutions, achieving a 153 percent, overshoot of the 2016 target of 2,200.
- Completed the implementation the 6th wave of the Skills Registry System (SRS) in fifty-one (51) local government units (LGUs) last year, identified as follows: *Angat, Balagtas, Baliuag, Bulakan, DRT, Hagonoy, Meycauyan, Norzagaray, Paombong* and *San Rafael* in Bulacan; *Carranalan, Cabiao, Gabaldon, Cuyapo, Gen. Mamerto, Gen Tinio, Laur, Licab, Llanera, Lupao, Nampicuan, San Antonio, Pantabangan, Peneranda, Quezon, Rizal, San Isidro, San Leonardo, Gapan City, Sta. Rosa, Talugtog* and *Zaragoza* in Nueva Ecija; *Candaba, Macabebe, Masanton, Minalin, San Luis, San Simon, Sasmuan, Sto. Tomas* and *Sta Ana* in Pampanga; *Anao, Moncada, Mayantoc, Ramos, San Jose* and *San Manuel* in Tarlac; and *Botolan, Candelaria, San Antonio* and *Sta. Cruz* in Zambales.

The 6th wave is the last batch of LGU's for the full implementation of the SRS in the region.

Also, a Regional Validation Exercise at the PESO level was conducted on August 30-31, 2016 and the regional post-activity reports as a result of NSRP Regional Lessons Learned Workshop was submitted on September 14, 2016.

- The Career Guidance Advocacy Program carried out 9 Capacity Building Activities covering 261 or 130 percent of half of the number of 2015 membership of NCGAPs in the region on the following:
 - (1) Clarkfield, Pampanga – February 15-17, 2016
 - (2) Tarlac – April 27, 2016
 - (3) Clarkfield, Pampanga – August 30 to September 1, 2016
 - (4) Malolos, Bulacan – July 22, 2016
 - (5) Malolos, Bulacan – August 9, 2016
 - (6) Baler, Aurora – August 18, 2016
 - (7) Clarkfield, Pampanga – August 30 to September 1, 2016
 - (8) Cabanatuan, Nueva Ecija – November 23, 2016
 - (9) Tarlac – December 15, 2016

- Extended 498 career guidance advocacy to 94,974 parents and students in 350 schools/colleges/universities. This covered 51 percent of the 680 total number of public education and training institutions (public high schools, TESDA Training Institutions and State Universities and Colleges) in the region.
- Provided livelihood assistance to 10,503 beneficiaries divided into 6,399 individuals and 40 groups (4,104 beneficiaries) under the DOLE Integrated Livelihood and Emergency Employment Program (DILEEP) Projects.

Conducted training of officers or members of 20 projects enrolled under DOLE Sustainable Livelihood Framework on the following dates:

1. San Luis, Aurora – November 17, 2016
 2. Abucay, Bataan – November 21, 2016
 3. Mariveles, Bataan – November 28, 2016
 4. Balanga, Bataan – November 29, 2016
 5. Malolos, Bulacan – November 29, 2016
 6. Llanera, Nueva Ecija – November 23, 2016
 7. Lupa, Nueva Ecija – November 28, 2016
 8. Gabaldon, Nueva Ecija – November 29, 2016
 9. Masantol, Pampanga – November 17, 2016 (Regular)
 10. Masantol, Pampanga - November 17, 2016 (BUB)
 11. Magalang, Pampanga – November 22-23, 2016
 12. Guardians of CL, Magalang, Pampanga – November 23, 2016
 13. Lubao, Pampanga – November 24-25, 2016
 14. Manapat Trg Ctr, Lubao, Pampanga – November 25, 2016
 15. WOW Lubao – November 25, 2016
 16. Minalin, Pampanga – November 29, 2016
 17. Mabalacat, Pampanga – December 2, 2016
 18. Gerona, Tarlac – December 13-14, 2016
 19. Sta Cruz, Zambales – November 16-18, 2016
 20. Masinloc, Zambales – November 21-23, 2016
- The regional office partnered with the Regional Tripartite and Wages Productivity Board (RTWPB) in assisting 908 Micro, Small & Medium Enterprises (MSMEs) or 121 percent of the 750 target, while 240 of them were trained in various productivity-related seminars.

Wage Order No. 19 was issued in accordance with RA6727 and NWPC guidelines, rules and regulations effective January 1, 2016.

Documented and awarded 7 MSMEs, namely, (1) Boast Inc., (2) Almatech Mfg Corp., (3) Dong-In Dawn Patrol, (4) Dong-In Sunbirds, Corp., (5) Edge Soft Solutions, Inc., (6) East Cam Tech Corp., (7) Mountaineering Instruments, Corp., with productivity/performance-based incentives scheme.

Labor Force Welfare Services

- Strengthened the 12 ITCs:

1. Bataan Construction ITC –

- 28% increase in member
- Included DPWH, PhilHealth for Public Sector; Bataan Contractors' Association for NGO; and, AbescoConst'n, Archem Tech., Inc., Standard Hauling and Equipment, BuildnetConst'n and Horam-Abi Const'n for Private Sector
- A Resolution of the Bataan ITC to Implement and Ensure their Compliance to the Voluntary Compliance on Good Practices
- Ms. PilarRagadio of Bataan Contractors' Association was capacitated to become partner

2. Bataan Education ITC

- 28% increase in member
- Included PESO, TESDA & DEPED representatives in its members
- Resolution on the implementation of the law on Security of Tenure, provision on regular employment and illegal practices of "Contractualization" was signed on Nov. 17, 2016
- Ms. Antonina Abella, Vice Chair for management sector was capacitated to become partner

3. Bataan Hospital, Dental, Medical & Therapeutic Clinic ITC
 - 10% increase in membership
 - Included Philhealth and EBGP Labtech Diagnostic Center
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Mr. Juno Miguel of Bataan Doctors' Hospital was capacitated to become partner
4. Bataan Hotels, Restaurants and Tourism ITC
 - 64% increase in membership
 - Included 6 members from the private sector
 - Resolution adapting the implementation of the Action Plan for Service Quality
 - Mr. Javier Coromina, Manager of The Plaza Hotel was capacitated to become partner
5. Bulacan Hotel and Restaurants ITC
 - 173% increase in membership
 - Included members from the Tourism (Public Sector), Women Sector and from the Youth Sector
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Mr. Gilbert de Jesus and Mr. Christopher Kenneth dela Cruz were capacitated
6. Bulacan Construction ITC
 - 6% increase in membership
 - Included member from the Provincial Engineering Office
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Mr. Alex Brylle Payongayong was capacitated
7. Bulacan Education ITC
 - 6% increase in membership
 - Included TESDA for the public sector
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Ms. April Joi Galasao was capacitated
8. Bulacan Health Care Services ITC
 - 15% increase in membership
 - Included DOH as public sector
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Mr. Venerando Centeno was capacitated
9. Pampanga Construction ITC
 - 19% increase in membership
 - Included LGU-CSFP as public sector
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Mr. Rommel Vitug of RM Vitug Construction was capacitated
10. Pampanga BPO ITC
 - 15% increase in membership
 - Included Clark Development Corporation (CDC) as Private sector
 - Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
 - Ms. Alija Villarosa, HR Head of The Outsourced Accountant, was capacitated
11. Pampanga Education ITC
 - 5% increase in membership
 - Included DepEd District Office (City of San Fernando) as Public sector
 - Resolution of the Pampanga Education ITC supporting the Implementation of K to 12 DOLE Adjustment Measures Program (K-12 DOLE-AMP)
 - Mr. Rogelio Eco Jr., HRD Director of University of the Assumption, was capacitated
12. Pampanga Aviation ITC
 - 10% increase in membership
 - Included Aviation Hub Inc. as representative from Private sector

- Resolution to Implement The Law on Security of Tenure, Provide Regular Employment & End Illegal Practices of "Contractualization"
Ms. Gladys Mae Ferber was capacitated
- Accordingly, the regional office facilitated the review of the 29 existing Voluntary Code of Good Practices (VCGPs) to align with the standards.
- Extended 6 training grants to 171 members from 7 unions/associations namely: (1) Guagua National Colleges, (2) International Electric Wiring Phils., (3) Coalition of Labor Unions in Bataan (4) Pepsi Cola (5) Hi-Steel Industrial Workers Union – PTGWO, and (6) Tarelco Employees Association
- Also, on-going scholarship grants were still extended to two dependents of union officers: Mara Jonabel M. Lazaro (Chevalier School Union) & Carl Amiel Louie D. Rivera (Pepsi-COLA Employees' Union) under the Workers Organization and Development Program (WODP).
- Under Labor and Employment Education Services (LEES) Program, conducted 899 seminars from Labor Relations, Human Relations and Productivity (LHP) seminars, Continuing Labor Education Seminar (CLES) and Labor Education for Graduating Student (LEGS), COVERING 6,431 workers. This is almost 161 percent above the target of 4,000 for this reference year.
- Certified the following barangays as "child-labor free" 10 Low Hanging barangays (1) Nonong Senior, San Luis, Aurora (2) Santa Elena Orion, Bataan (3) Tangos, Baliuag, Bulacan (4) Gen. Luna Rizal, Talavera, Nueva Ecija (5) Marawa, Jaen, Nueva Ecija (6) Bulac, Minalin, Pampanga, (7) Matatalaib, Tarlac (8) San Vicente, Tarlac (9) Burgos, Zambales, (10) San Marcelino, Zambales; 1 continuing barangay updated to low-hanging barangay (1) Camaya, Mariveles, Bataan, and 2 new-frontier continuing (NF-C) barangay: (1) Villa Rosario-Talugtug, Cabanatuan City, Nueva Ecija and (2) Brgy. D.S. Garcia, Cabanatuan City, Nueva Ecija.
- Monitored 100 percent Social Amelioration Program (SAP) Lien collections and remittances for the current crop year.
- Monitored 168 percent current crop year (2015-2016) bonuses as distributed, representing a 118 percentage points above the 50 percent target.
- Monitored 97 percent of the previous crop year (2014-2015) bonuses as distributed, representing a 17 percentage points above the 80 percent target.
- Processed and paid 100 percent of 39 death benefits and 2 maternity benefits within the Process Cycle Time (PCT).
- Reached 48 establishments with 13,360 workers served including those LLCO-initiated activities under the Family Welfare Program (FWP). This is 120 percent of the 48 target establishments and a massive 267 percent of the 5,000 workers served target.
- Assisted 44,765 beneficiaries under the Tulong Panghanapbuhay para sa ating Disadvantaged Workers (TUPAD).
- Provided services to 100 percent to 90 tobacco farmers as endorsed by the National Tobacco Farmers consisting of 1.2 million Starter NegoKart for San Miguel, Tarlac within the required PCT thru the DOLE Adjustment Measures Program (DOLE-AMP)-BWSC
- Assisted 132 OFW returnees assistance sourced from the funds of the National Reintegration Center for OFWs (NRCO); 62 BPBH & 70 LDAP. Also provided Financial Awareness Seminar and Small Business Management Training to 338 OFW returnees/families. There were also 43 OFW returnees and/or families as participants of the conducted of the Byaheng Agri-preneur.
- Finalized and firmed up directory of the Reintegration Network and the services they provide for returning OFWs and their families on August 4, 2016.

Employment Regulation Services

- Under the Labor Laws Compliance System (LLCS), the regional office, through the Labor Laws Compliance Officers (LLCOs), conducted Joint Assessments (JAs) in 8,694 establishments or 127

percent of the target of 6,822. This also includes registered contractors/subcontractors, some branches of POEA manning agencies and on-going construction projects.

- A total of 2,999 establishments were provided appropriate assistance leading to compliance.
- Assessed on year 2015, 2,473 establishments with deficiencies with status reports were submitted to BWC on June 30, 2016.
- Reported 25 incidents that were acted upon within 24 hours upon receipt of information of imminent danger/dangerous occurrence/disabling injury/plain view. The 25 incidents were the following:
 1. New Golden City Builders Dev't
 2. CMZ Engineering Contractor Fabricator Shop
 3. GTC Global Dongwang Clark Corp
 4. Subickor Corp (HHIC)
 5. Hansei Corp.
 6. JCTA Construction (ENTEC 2)
 7. Wan Hong Construction Corp
 8. Best Element Industrial Ltd.
 9. ZAMECO II, Inc.
 10. Coronation Premium Mfg., Inc.
 11. Peerles Integrated Services, Inc.
 12. Masinloc Power Plant/AES Phils.
 13. GoldenbayPhilis., Corp
 14. HHIC Gallardo Bus/ZAMODCA
 15. Fontana Leisure Parks & Casino
 16. Dreams Mgt& Employment Services
 17. Redondo I-Tech Corp
 18. MDC Build Plus
 19. CY Plastic Inc.
 20. JT Cargo & Handling
 21. AA Fireworks
 22. Lashero Underwater Services
 23. HHIC-Hanjin
 24. Servicio Filipino
 25. Karpa Builders c/o PanAsia Energy Inc.
- Nine (9) work stoppage orders issued within 24 hours to the following establishments where disabling injury occurred/imminent danger exists:
 1. New Golden City Builders Dev't
 2. Hansei Corp.
 3. Masinloc Power Plant/AES Phils.
 4. Fontana Leisure Parks & Casino
 5. Dreams Mgt& Employment Services
 6. Redondo I-Tech Corp
 7. JT Cargo & Handling
 8. AA Fireworks
 9. Lashero Underwater Services
- Some 1,745 Requests For Assistance (RFAs) or 100 percent were disposed through the Single Entry Approach (SEnA). Of the disposed RFAs, 1,721 RFAs or 98 percent were settled benefiting 5,385 workers with monetary benefits amounting to Php221,788,688.71. All these were disposed at the average of almost 8 days and settled at the average of 7 days.
- Disposed 100 percent of the filed cases for 2016, which were divided into the Mediation-Arbitration (Med-Arb) with 44 cases disposed within the PCT and Labor Standard (LS) Cases with 1,450 cases. These were disposed within the 50 days process cycle time from the date of the 1st Mandatory Conference.
- Processed 100 percent of 8,671 applications for permits, licenses, registration, certificates, and clearances within PCTs and efficient service delivery.

Institutional Support

- Submitted monthly reports on *Job Displacement Monitoring System (JDMS)*, on or ahead of the prescribed period of 15 days after the reference month.
- Disseminated/published 62 press releases; 37 TV/radio guestings; 28 press briefings and submitted 40 good news reports to the DOLE Labor Communications Office (LCO). Approved Communication Plan and 4 AVPs on success stories of programs submitted to Labor Communications Office on time. The AVPs were the *Mushroom Production of the Parista Multipurpose Cooperative of Lupao, Nueva Ecija* and "*Transisyon*" *Ang ASAP (Accelerated Sustainable Anti-Poverty Program) Initiatives ng ALabat, Quezon* submitted on the first semester. Second semester AVPs were *Tatlong Mukha ng Pagbabago: Anti-Child Labor Program sa Calauag Quezon* which features 3 stories, namely, "*Iskeyts*", "*Tsokbord*", and "*Abaniko*"
- Intensified dissemination of news releases and good news reports through social network sites or new media to target public.
- Validated/ submitted monthly on *Statistical Performance Reporting Systems (SPRS)* and *2016 OPCR /2016 IPCRs Accomplishment Reports* before prescribed deadline.
- Submitted Special Monthly Reporting Requirements to Bureau of Working Conditions (BWC) days ahead of the prescribed period of 5 days after the reference month.
- Submitted required Gender and Development (GAD) Plan and other GAD Accomplishment Reports on or before prescribed set deadlines.
- Expanded ISO-Certification from 9001:2008 to 9001:2015 through Management Reviews, Improvement of processes, Enhancement training and Surveillance Audit. Sustained ISO-Certification by complying 100 percent with the internal and external surveillance audit findings and recommendations based on set timelines
- Submitted to HRDS quarterly reports on ARTA implementation and monthly report on citizens feedback results, using the following prescribed forms on or before the deadline set.
- Conducted programs, orientations and in-house trainings with the objective of enhancing the capability and growth of personnel in our agency.
- Accomplished GODP Plan 2016 containing activities that contribute to cost-efficiency and submitted required Greening Our DOLE Program (GODP) Plan and other GODP Accomplishment Reports on or before prescribed set deadlines.
- Posted in the regional office's official website (<http://ro3.dole.gov.ph>) the Transparency Seal requirements pursuant to the General Appropriations Act (GAA).
- Submitted Report on Actual Physical Count of Property, Plant and Equipment (RPCPPE) for CY 2015 to Admin Service after completion of physical stock taking and the accomplished printed copy of the RPCPPE on February 26, 2016.