

**Department of Labor and Employment  
Regional Office No. 3**

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"The year 2015 rose up to the challenges in terms of program implementation as the DOLE Central Luzon continued its strong efforts in promoting the Labor Laws Compliance System (LLCS) which resulted to the unveiling of Labor Law Compliant Zone Markers in the Freeport Area of Bataan (FAB), PAFC Petrochemical Industrial Park; and Hermosa Industrial Park, earning the province the distinction as the first province to have labor laws-compliant markers in all its eco-zones on May 20, 2015. Aside from this, two (2) more labor law compliant zone markers were unveiled in the province of Pampanga namely the TECO Industrial Park and Angeles Industrial Park on May 28, 2015.

The Regional Office also promoted productivity at the workplace by supporting the Regional Tripartite and Wages Productivity Board's series of Productivity Seminars which benefited workers from various industries and groups.

Employment facilitation paved way for more jobseekers to land jobs both here and abroad while the provision of livelihood opportunities have benefited marginalized workers/groups through the DOLE Integrated Livelihood and Emergency Employment Program (DILEEP).

For the second year in a row, DOLE Central Luzon once again general complied and conformed to the requirements of its Quality Management System with minor areas to be improved and passed its second ISO-surveillance audit retaining its ISO 9000:2001 certification.

In light of our accomplishments for the past year, rest assured we are fully committed towards continuous improvement in the delivery of our programs and services to our clients and partners by providing quality service towards customer satisfaction."

*Ma C. Dione*

**Atty. ANA C. DIONE, CPA**  
Regional Director

In 2015, DOLE Central Luzon continues to soar high on its annual performance as far as implementation of its programs and services to the grassroots is concern.

**A. PERFORMANCE ASSESMENT FOR THE YEAR 2015**

**Employment Facilitation and Capacity Building Services**

- Assisted 21,667 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 135% percent, surpassing the annual target of 16,000.
- Monitored 206 or 3 percent increase in SPES beneficiaries who graduated or finished tech/voc courses.
- Helped 542 or 118 percent youth-beneficiaries (out of the 461 annual target) under the Government Internship Program, a Special Funded Project of the Department in 2015 that enabled young graduates to obtain work experience in government service.
- Facilitated the placement of 212,110 qualified job applicants of 229,336 qualified jobseekers referred for placement, achieving a 92.48 percent placement rate above the regional target of 80 percent.

- Conducted 14 capability trainings/orientations for PESO personnel on employment facilitation services and/or related trainings conducted for PESOs. An astonishing 350 percent overshoot of the regional office's annual target of 2.
- 26 region-wide job fairs (*National Labor Day, Araw ng Kalayaan, 82<sup>nd</sup> DOLE Anniversary*), with 1,103 participating employers and 129,687 jobs up for grabs were simultaneously held. A total of 5,390 jobseekers were hired on the spot (HOTS), registering a placement rate of 27 percent of 23,515 total applicants registered.
- Also, 130 regular job fairs were conducted with 2,725 participating employers and 277,502 job vacancies. A total of 8,116 HOTS were recorded, registering a placement rate of 23 percent of the 35,036 qualified applicants.
- The regional office's Labor Market Information (LMI) reached 401,170 individuals, recording a 171 percent overshoot of the annual target of 235,184. This also reached 3,276 institutions, achieving a 160 overshoot of the annual target of 2,049.
- Implemented the 6<sup>th</sup> wave of the Skills Registry System (SRS) in fifty-one (51) local government units (LGUs) 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, Talugtug* 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 6<sup>th</sup> 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 Aug. 20, 2015 and the regional post-activity reports as a result of NSRP Regional Lessons Learned Workshop was submitted on September 9, 2015.

- The Career Guidance Advocacy Program carried out Capacity Building Activities covering 467 or 100 percent of the total number of 2014 membership of NCGAPs in the region plus 114 additional/expanded members this 2015.
- Extended 750 career guidance and employment coaching to 111,365 students and parents in 663 schools/colleges/universities. This covered 63 percent of the 1,057 total numbers of public education and training institutions (public high schools, TESDA Training Institutions and State Universities and Colleges) in the region.
- Regional Career and Advocacy Congress conducted on October 1, 2015 and participated by 229 Registered Guidance Counselors (RGNs) and Career Advocates.
- Generated a total of 9,318 jobs or a 213 percent accomplishment rate from the annual target of 4,372 under the DOLE Integrated Livelihood and Emergency Employment Program (DILEEP) Projects.

Through this, (*direct and indirect*) rural, women, youth and other marginalized/disadvantaged workers in the informal economy were provided with entrepreneurial and capability-building assistance in form of livelihood formation, enhancement and restoration.

A P38,929,615.00 financial assistance was released to said DILEEP beneficiaries, creating a total of 7,530 projects.

- For 20 livelihood projects to be assisted towards transitioning to sustainable enterprise, a Training Needs Analysis was conducted in November 2015 while Training for Business and Work Improvement was conducted on July 30-31, 2015 likewise on September 15, 2015.
- The regional office partnered with the Regional Tripartite and Wages Productivity Board (RTWPB) in assisting 772 Micro, Small & Medium Enterprises (MSMEs) or 100 percent of the 720 target, while 231 of them were trained in various productivity-related seminars.
- Eleven (11) socio-economic situationer-reports were submitted to the National Wages and Productivity Commission; Notice of Consultation and Public Hearing published on October 21, 2015 in Sunstar Pampanga; Sectoral wage consultation conducted on October 27, 2015 in

Pampanga; Regional public hearing conducted on Nov. 5, 2015 in Pampanga; and finally Wage Order RBIII-19 was approved on Dec. 2, 2015 and it was published on Dec. 17, 2015 issue of the Philippine Star.

### **Labor Force Welfare Services**

- Established two (2) ITCs; Agribusiness ITC in Bulacan and Subcontractor ITC in Clarkfield, Pampanga, achieving 200 percent of the annual target.
- Accordingly, the regional office facilitated the review of the 28 existing Voluntary Code of Good Practices (VCGPs) to align with the standards.
- Extended 4 training grants to 179 members from 4 unions/associations namely: Mitsumi Workers' Union, AVI Manufacturing Inc. Workers Union, International Wiring Systems and Paralegal Association of RO3 (PAR3), attaining 100 percent of the annual target.
- Also, scholarship grants were 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 Program, conducted 191 LHP seminars, covering 203 establishments and benefitting 1,517 employers and 3,088 workers; 795 CLES seminars, covering 2,924 establishments and benefitting 5,775 employers and 10,765 workers representatives; and Oriented 26,344 graduating students in State Universities (14,573) and Colleges/ Private schools and institutions (11,771). Accomplishment rate is computed at 192 percent. (47,159 total accomplishment/24,536 annual target).
- Certified the following barangays as "child-labor free" **five (5) Low hanging barangays**; (1) San Jose, Maria Aurora (2) East Daan Bago, Samal, Bataan (3) Sisiman, Mariveles (4) Siksikang Matanda (5) Ligtasan, Tarlac. **ten (10) continuing low-hanging (C-LH) 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; and **one (1) new-frontier continuing (NF-C) barangay**: Camaya, Mariveles, Bataan.
- Aside from this, **six (6) establishments** were awarded as Child Labor Free Establishment (CLFE) during the Unveiling Ceremony at the Luisita Industrial Park on Sept. 30, 2014 (Essilor, ChunChiang, Petron Depot, Mekení Food Corp., International Wiring Systems & On-Semiconductor Phils.).
- Monitored **99 percent Social Amelioration Program (SAP)** Lien collections and remittances for the current crop year.
- Monitored **92** percent current crop year (2014-2015) bonuses as distributed, representing a **42 percentage points** above the **42** percent target.
- Monitored **107** percent of the previous crop year (2013-2014) bonuses as distributed, representing a 22 percentage points above the **80 percent** target.
- Processed and paid 100 percent of 35 death benefits and 4 maternity benefits within the Process Cycle Time (PCT).
- Reached 88 establishments with 42,814 management & workers through DOLE-initiated activities under the Family Welfare Program (FWP).
- Assisted 6,953 beneficiaries under the Tulong Panghanapbuhay para sa ating Disadvantaged Workers (TUPAD) Special Project (876 of which were from 1 Sagip Partylist).
- Provided 100 percent assistance to 1,586 affected workers through the DOLE Adjustment Measures Program (DOLE-AMP), of which, 214 of them came from Candaba and Aurora under TUPAD-DILEEP Projects, 24 workers from Yuphdong, 10 workers from Valisno Bus Co. due

to temporary suspension and 860 affected workers from Candaba & Aurora under TUPAD –FMS Funds, and another 478 from the 4<sup>th</sup> district of Pampanga under TUPAD-FMS Funds.

- Assisted 83 OFW returnees assistance sourced from the funds of the National Reintegration Center for OFWs (NRCO); 61 BPBH & 22 LDAP. Also provided Financial Awareness Seminar and Small Business Management Training to 385 OFW returnees/families.
- Regional Roundtable Discussion on the Reintegration Network Strengthening was conducted on Nov. 27, 2015.

### **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 **5,463** establishments or **116**percent of the annual target of 4,710. This also includes registered contractors/subcontractors, some branches of POEA manning agencies and 431 on-going construction projects.

Of the 5,463 establishments assessed, **76.6** percent compliance rate was achieved (In GLS: 3,333 or 61 percent of the establishments were found complying, and of the 2,130 establishments found with deficiencies, 927 or 17 percent of them were corrected/complied, thus achieving a 77.9 percent compliance rate; In OSHS 3,013 or 55.1 percent of establishments were found complying, and of the 2450 establishments with deficiencies, 1,105 or 20.2 of them were corrected/complied thus achieving a 75.3 percent correction rate).

- A total of 2,999 establishments were provided appropriate assistance leading to compliance.
- 2,014 assessed establishments with deficiencies with status reports were submitted to BWC on August 30, 2015.
- Through Compliance Visits, **100** percent of Single Entry Approach (SEnA) referrals and complaints were acted upon **within five (5) days** and provided appropriate assistance to **100** percent of establishments with deficiencies.
- Through OSH Investigation, **100%** of incidents/reports were acted upon **within 24 hours upon receipt of information** of the presence of imminent danger/dangerous occurrence/disabling injury/plain view.
- Issued work stoppages to **7** establishments where disabling injury/injuries occurred/imminent danger existed; (1) Holcim , Bulacan (2) HDL, Clark (3) Petron Freeport (4)Santeh, Bulacan (5)Anda, (6) DQ Roque (7) Mega Subic.
- Validated and issued Tripartite Certificate of Compliance with Labor Standards (TCCLS) to two (2) establishments under Incentivizing Compliance Program. These are DeskTop Bags Phil. Inc. and Boast Inc in Mariveles Bataan. While four (4) establishments were awarded Child Labor Free Certificate under the same program; Anvaya Cove, Bataan, La Rose Noire, Mayer Knitting Corp. and Pharmatechnica Lab. Inc.
- Endorsed two (2) establishments as nominees for Secretary's Award; Mekení Food Corp. and La Rose Noire Phil.
- Nominated Sabang Beach, Baler, Aurora as Labor Laws Compliant Tourist Destination Zone in 2015.Submitted Strategies to include high-impact clustering in tourism destination zones (and) industries using the ITCs to BWC on February 26, 2015.
- 1,365 Requests For Assistance (RFAs) or 100 percent were disposed through the Single Entry Approach (SEnA). Of the disposed RFAs, 1,284 RFAs or 94 percent were settled benefiting 3,037 workers with monetary benefits amounting to P40,995,37.00, thus, exceeding the target settlement rate by 24 percent.

- Disposed 100 percent or 1,192 labor standards cases under the DOLE's Project SpeED 6 benefiting 12,070 workers with monetary claims amounting to P49,410,126.00.
- Disposed 47 or 100% (within 45 PCT) of the med-arbitration cases handled.
- Processed 100% of 12,030 applications for permits, licenses, registration, certificates, and clearances within PCTs and efficient service delivery.
- Conducted Technical Safety Inspection on 100% of 547 establishments employing a total of 76,021 workers.

### **Institutional Support**

- Submitted monthly reports on *Job Displacement Monitoring System (JDMS)*, days ahead of the prescribed period of 15 days after the reference month.
- Disseminated/published 69 press releases; 33 TV/radio guestings; 25 press briefings and submitted 41 good news reports to the DOLE Labor Communications Office (LCO). Approved Communication Plan and two (2) AVPs on success stories of programs submitted to Labor Communications Office on time.
- 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 *2015 OPCR /2015 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.
- Sustained implementation of a Quality Management System (QMS) S and ISO-Certification through Management Reviews, Improvement of processes, Enhancement training and Surveillance Audit.
- 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.
- Adopted the Individual Competency Assessment (ICA) Forms to complement 2015 IPCR and submitted to HRDS the Summary of the ICA and Capacity Building Plan on July 7, 2015 and on Nov.27, 2015 as required.
- Utilized 99.8 percent of its allotted annual budget.
- Conducted Gender Sensitivity Program, Stress Management, Team Enhancement, PhilGEPS Orientation, Bangko Sentral ng Pilipina (BSP) Orientation on the Demonetization of Legal Tender, 3<sup>rd</sup> Regional Career Advocacy Congress and many other in-house trainings and orientations.
- Submitted required Greening Our DOLE Program (GODP) Plan and other GODP Accomplishment Reports on or before prescribed set deadlines.
- Implemented 100% Efficiency and Integrity Development Programs (EIDP) as scheduled.

- Posted in the regional office's official website (<http://ro3.dole.gov.ph>) the Transparency Seal requirements pursuant to 2014 General Appropriations Act (GAA).
- Submitted Report on Actual Physical Count of Property, Plant and Equipment (RPCPPE) for CY 2015 to AS on Dec. 18, 2015.

#### **B. KEY EVENT HIGHLIGHTS FOR THE YEAR 2015**

- Achieved ZERO Non-compliance in the 2<sup>nd</sup> Surveillance Audit in ISO 9000:2008 Certification from the DQS, I-NET, and UL.
- Unveiling of the Labor Laws Compliant Zone Markers in three (3) Bataan economic zones namely the Freeport Area of Bataan (FAB); PAFC Petrochemical Industrial Park; and Hermosa Industrial Park-earning the province as the first province to have labor laws-compliant markers in all its eco-zones on May 20, 2015. Two (2) Markers in Pampanga- TECO Industrial Park and Angeles Industrial Park were unveiled on May 28, 2015.
- Held a Provincial Inter-Agency Consultation Meeting on the Construction Industry Stakeholders as Region 3's initiative on the Kentex Fire Incident and serve as preventive action amongst construction industry to ensure their compliance with the requirements of building, company, and business permits, D.O.18-A, and occupational safety and health standards.
- Held a Motorcade on April 28, 2015 to increase awareness in Safety and Health at the workplace and distributed Personal Protective Equipments (PPEs) to on-going construction sites in the observance of World Safety Day in the region.
- Reactivation and Reorganization of the Paralegal Association of Region 3 (PAR3) in Supreme Hotel, Clarkfield, Pampanga on May 27-29, 2015.