EMPLOYABILITY OF WORKERS
AND COMPETITIVENESS OF MSMEs ENHANCED

Public Employment Service Office (PESO)

The Public Employment Service Office or PESO is a non-fee charging multi-employment service facility or entity that is community-based and is maintained by Local Government Units (LGUs) and Non-Governmental Organizations (NGOs). The main objective of this program is to guarantee a fast and resourceful transfer of employment services from the employers and job-seekers. The program also serves as an information center for different programs and services of all government agencies existent in the area. Its function is to provide seminars and trainings, counseling, career guidance, mass motivation and value development activities. PESO offers special services such as Livelihood and Self-Employment Bazaars, Special Program for Employment of Students and Out-of-School Youth (SPES-OSY) and Job Fairs – the widely known service under the program that is conducted in order for the job seekers and employers to have a direct matching. PESO doesn’t only accommodate students, jobseekers and employers but also they provide help to migratory workers, planners, researchers, persons with disabilities, returning OFWs, displaced workers and labor market information users.

Career Guidance Advocacy Program

Career Guidance was developed to help raise awareness and support for career advocacy and employment counseling to lead the youth and students to select their courses to sidestep skills mismatch and underemployment. Career Guidance materials, sponsored by the Bureau of Labor and Employment, includes various handbooks for high school and college students. In addition to that, Career Guidance provides basic information on the professions identified in the latest labor market. It features in-demand jobs and careers practicable in the next five to ten years. The Career Guidance describes the basic DOLE Programs, Activities and Projects 2 education requirements of a job, skills and competencies, attributes and characteristics, salary/compensation, prospect for career advancement, employment opportunities and cost of education or training. It seeks to aid and supplement students and jobseekers alike, with current information on particular jobs to make informed decisions about their chosen careers.
National Skills Registration Program (NSRP)

National Skills Registry Program or commonly known by its acronym NSRP is the government’s online manpower database. The government invites workers all over the country to register in Public Employment Information System (PEIS) to make themselves visible to the employers. PEIS is launched to ease poverty through substantial employment. Using the PEIS, the list of available workers in the country could be easily tracked down as well as the lists of establishments with vacancies. The said program is connected to the PhilJobNet, the government’s online job portal, which is open for public access thus bringing job seekers, recruitment agencies, and local and foreign employers all in one place. PEIS will serve as a bank of information on skills and accreditations, licensures, and local and overseas employment.

Special Program for the Employment of Students (SPES)

Mandated under RA 10917, Special Program for the Employment of Students (SPES) is an act that is commonly known as an avenue to help those poor but deserving students in finding ways to cater some of their needs financially. Its objective is to hone and develop the skills and potentials of the youth for the country’s well-being. Before, the program was only offered during summer and December breaks but as the demand for the assistance rises, the program is now offered all year round. Employers pay only 60% of the minimum salary while the remaining 40% is shouldered by the Department of Labor and Employment. SPES is open to all 15-30 year-old high school, college or vocational students or drop-outs and interested employers.

JobStart

Jobstart Philippines is a DOLE implemented project in partnership with the Asian Development Bank and the government of Canada. It is being implemented through the local PESO offices of the target areas. Qualified “JobStarters” will undergo ten days of life skills training (a 10-day training which mainly focused on attitudes to work and workplace environment, job hunting skills and networking, personal branding and interpersonal skills, and health and financial management), up to three months of JobStart-funded technical training and another three months of work experience with a “matched” employer/establishment. The interns in return will be receiving at least 75% of the minimum wage in the relevant city/municipality.
PROTECTION OF WORKERS' RIGHTS AND MAINTENANCE OF INDUSTRIAL PEACE ENSURED

Labor Inspection Program

Formulated to operationalize the constitutional mandate to protect the interest and welfare of the employees towards the promotion of social justice and maintenance of industrial peace through the encouragement of voluntary compliance and enforcement of labor laws. Assessment refers to the determination of compliance by establishments with all Labor Laws, which include the General Labor Standards (GLS), Occupational Safety and Health Standards (OSHS) and other related labor laws and issuances.

Single Entry Approach (SEnA)

SEnA is an administrative approach to provide a speedy, impartial, inexpensive, and accessible settlement procedure of all labor issues or conflicts to prevent them from ripening into full-blown disputes or actual labor cases. It was first introduced through Department Order 107-10 and later institutionalized through the enactment of Republic Act 10396 in 2013 providing for 30-day mandatory conciliation-mediation for issues arising from labor and employment (i.e., governed by employee-employer relations).

As a form of conciliation-mediation intervention, the main objective is to effect amicable settlement of the dispute among the differing parties wherein a neutral party, the SEnA Desk Officer (SEADO), assists the parties by giving advice, or offering solutions and alternatives to the problems.

Registration and Permits

Contractor and Sub-Contractor (D.O. 174)

The key concept of the contracting and sub-contracting arrangements is to secure the employment and rights of the workers to just and humane conditions of work, security of tenure, self-organization and collective bargaining. Such rules cover all parties of contracting and subcontracting arrangements where an employer-employee relationship exists. Examples of parties involved in these arrangements are manpower agencies, janitorial services, and security and allied agencies. These parties are mainly involved on putting out or farming out with a contractor the performance or completion of a specific job, work or services within a specified period of time. They are just limited to these acts and are prohibited from engaging in recruitment and placement activities, whether for local or overseas employment.

All registrations must be transacted at Field Offices/Regional Offices of the Department of Labor and Employment to where it principally operates.
**Alien Employment Permit (AEP)**

An Alien Employment Permit (AEP) is a document issued by the Secretary of Labor and Employment through the DOLE – Regional Director, who has jurisdiction over the intended place of work of the foreign national, authorizing the foreign national to work in the Philippines. Foreign nationals who are seeking employment in the country whether they are non-residents or refugees, who are allowed to practice their profession in the country under reciprocity and other international agreements and consultancy, are required to apply for an AEP. Basically, AEP is created in order for the foreign nationals to work in the Philippines but holding only those positions that could not be done by Filipino workers or professions that are not yet available in the country. This is to ensure the employment of Filipino workers and to avoid competition against foreign nationals.

**Working Child Permit**

Working Child Permit is issued to a child 15 years old and below to prevent the child’s exploitation and discrimination such as payment of minimum wage, hours of work and other terms and conditions required by law and shall ensure the protection, health, safety, morals and normal development of the child during the course of his/her employment. Moreover, this is to make certain that the child’s employment will not involve production materials promoting alcoholic beverages, intoxicating drinks, tobacco and its by-products or exhibiting violence in any public entertainment or information.

**Construction Safety and Health Program (CSHP)**

Construction Safety and Health Program (CSHP) is one of the important provisions in D.O 13 and JAO-MOA signed by the Department of Labor and Employment (DOLE), Department of Public Works and Highways (DPWH), Department of Interior and Local Government (DILG), Department of Trade and Industry (DTI) and Professional Regulation Commission (PRC). It aims to promote the safety and health of construction workers and avert the recurrence of construction-related incidents by requiring the contractors to secure an approved CSHP from the DOLE before an infrastructure project commences.

**Tripartite Industrial Peace Council (TIPC)**

Tripartite Industrial Peace Council (TIPC) is established to serve as a continuing forum for tripartite advisement and consultation to aid in the streamlining the role of the government, thus empowering workers and employers organizations, enhancing their respective rights, and thereby, attaining industrial peace and improved productivity. Its main function is to monitor the implementation and compliance of all concerned sectors the provisions of all tripartite instruments, conventions, declarations, codes of conduct and social accords. TIPC is established in national, regional and industrial wide with representatives from the government, workers and
employers. TIPC is also functioned to review labor laws, economic and social policies, recommendations and proposals, and serve as a communication channel and a mechanism in undertaking joint programs among the government, workers and employers toward enhancing labor management relations.

**SOCIAL PROTECTION FOR VULNERABLE WORKERS STRENGTHENED**

**DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)**

DILEEP is a project that helps in making existing livelihood transform into viable and sustainable business or community enterprise by maximizing the community resources and skills. It enhances, restores and forms livelihood through trainings on productivity improvement, workers’ safety and health, entrepreneurship development, and the likes, networking and business alliance and social protection advocacy. The integrated assistance will allow the economic undertaking to transform from a mere subsistence family livelihood undertaking to a community or micro-enterprise managed by community group. The program can be availed by utilizing other program components including Training-cum-Production and Common Service Facility.

**Tulong Pangkabuhayan sa ating Displaced Workers (TUPAD)**

A community-based (municipality/barangay) package of assistance that provides emergency employment for displaced workers, the underemployed and the unemployed poor for a maximum of 30 days, depending on the nature of work. • Only one member of a household shall be accommodated to extend the benefits to the most number of households. A worker who has been employed under the TUPAD program shall not be eligible for repeat employment within a given year.

**Government Internship Program (GIP)**

GIP is a DOLE program that aims to provide young workers, particularly the poor/indigent and young workers, opportunity to demonstrate their talents and skills in the field of public service with the ultimate objective of attracting the best and the brightest who want to pursue a career in government service, particularly in the fields and disciplines related to labor and employment. Government Interns are granted a stipend of 75% of the region’s minimum wage.

**Child Labor Prevention and Elimination Program (CLPEP)**

Pursuant to RA 9231, An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child, Amending for this Purpose Republic Act No.
7610, As Amended, Otherwise Known as the “Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act,” the DOLE has the following programs and services:

- Provision of livelihood assistance to parents of child laborers or children-at-risk of becoming child laborers
- Provision of educational assistance to child labor victims or children at risk of becoming child laborers
- Act as a lead agency in the rescue of child laborers under the National Program Against Child Labor (NPACL) which aims to respond to cases of child labor in extremely abject conditions
- Advocacy activities which will strengthen the monitoring of child labor activities in the local communities thereby creating of child labor-free barangay and affording services and protection to children