ANIBERSARYO NG

PESO ACT
1999–2019

Dalawang Dekada ng Paghahatid Serbisyo sa Manggagawang Pilipino
Acknowledgements

The Editorial Board would like to extend its gratitude to the legislators who authored R.A. 8759 and R.A. 10691, and those who championed for its passage.

Likewise, we express our appreciation to the former PESO Philippines, Inc./PESOMAP presidents who showed dynamic support for the completion of this special publication.

We would also like to acknowledge the support of all the staff of the Bureau of Local Employment (BLE) who provided the data used in this book, and of the Information and Publication Service (IPS) who contributed the photos for this undertaking.

Above all, we thank our Almighty God, who bestowed us with overflowing love, wisdom, and talent that helped realize this Coffee Table Book.

Preface

The Public Employment Service Office (PESO) has been established to be the mechanism to facilitate employment at a local level. For the past 20 years, it has been the key in fulfilling the mandate of the Department of Labor and Employment (DOLE) in promoting full and decent employment and providing equal work opportunities for all.

This book is a succinct overview of the milestones that have made the PESO a vital office in addressing unemployment, underemployment and job mismatch in the country. It traces the PESO’s humble beginnings to its gradual transformation as a multi-dimensional front-line institution providing Filipinos not only with employment facilitation services, but also with livelihood, labor markets trends and information, training and other capability-building initiatives.

Aside from PESO’s meaningful history, this book also showcases the accomplishments of the leaders of the PESO Phil./PESOMAP in their respective terms and how it contributed in the current situation of the employment facilitation in the country. It also features the programs offered by the PESO, and the success stories of individuals who availed them. Due recognition to outstanding PESOs who performed above and beyond expectations was also included in this book.

Finally, this book aims to capture the excellence, commitment, and sincere public service that this agency has always strived for. As PESO turns 20, its commitment to excellently serve the Filipino workers will not falter for the years to come.
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My warmest greetings to the Public Employment Service Office (PESO) as it celebrates its 20th Anniversary.

Over the years, PESO has remarkably fulfilled its mandate of providing immediate, timely and efficient facilitation of employment services for our people. Your collaboration with the Department of Labor and Employment and with various local government units to promote job opportunities is truly commendable.

As you chronicle your milestones and policy directions in this coffee table book, may you also inspire greater commitment to public service in your entire organization. I trust that you will continue to advocate the improved welfare of Filipinos in their workplace.

Together, let us work with renewed fervor as we realize our shared aspiration for a stronger and brighter future for the nation.

I wish you success in all your endeavors.

RODRIGO ROA DUTERTE
President, Republic of the Philippines
MESSAGE FROM THE VICE PRESIDENT OF THE REPUBLIC OF THE PHILIPPINES

Isang mainit na pagbati po sa Public Employment Service Office (PESO) sa pagdiriwang ng inyong ika-20 anibersaryo.


Sa inyong pagdiriwang ng dalawang dekada ng serbisyo, naawa’y lalong mag-alab ang inyong dedikasyong maasenso sa ating mga kababayan. Naniniwala ako na sa patnubay ng PESO, hindi lang magkakaraan ang oportunidad ang bawat manggagawaang Pilipino na makapagtrabaho ng masayos at makabuluhang kung hindi magkakaraan din sila ng lakas at kakayahang magpatuloy ang kanilang pamumuhay at ng kanilang pamilya.

Happy 20th anniversary, PESO at mabuhay kayong lahat.

MARIA LEONOR “LENI” GERONA ROBREDO
Vice President, Republic of the Philippines
Let me extend utmost greetings to the Department of Labor and Employment headed by Secretary Silvestre Bello III in celebrating the 20th anniversary of the promulgation of the Public Employment Service Offices (PESO) Act.

As we commemorate this important milestone, let us remember how this legislation has helped address the long-drawn issues of unemployment and underemployment in the country. I also acknowledge the hard work displayed by our PESO officers to provide a more efficient system in facilitating and regulating the labor market by bridging the gap between the job seekers and the employers.

Due to the current pandemic caused by the COVID-19 virus, the increase in the unemployment rate has been very alarming. In a recent findings issued by the Philippine Statistics Authority (PSA), unemployment rate rose to a record high of 17.7% accounting to 7.3 million unemployed Filipinos in April 2020.

With this data, it is even more crucial to strengthen efforts towards employment creation, facilitation, and enhancement to provide assistance to all Filipinos who have lost their sources of income.

As co-author of R.A. 8759 or the PESO Act of 1999 and its amended version, I encourage our PESO officers to take a more proactive role as employment policy advisers, creation managers, and training managers to provide employment opportunities tailored to each jobseeker through various trainings and consultations. I also encourage the Department to strengthen our existing labor laws and extend the programs down to the grassroots where many of our people are in need of work, have the skills and talents to start a livelihood, but do not have the access or knowledge as to how they can utilize their skills.

We may be in a difficult situation at the moment, but let us not be hindered by all these uncertainties. As public servants, let us be inspired by our fellow Filipinos who continue to strive despite of their current living situations. Let us pursue a strong and stable government so that equal opportunities can be provided for all Filipinos to help alleviate poverty and achieve inclusive growth.
Greetings!

As former Chairman of the Senate Committee on Labor, Employment and Human Resources Development and of the Congressional Oversight Committee on Labor and Employment, I am honored to have worked closely and collaborated with the capable men and women of the Department of Labor and Employment. Together, we developed and steered the passage of priority labor policies which responded to the needs of our time. One of the more important laws we have successfully passed into law was the strengthening of Republic Act No. 8259, or the Public Employment Service Office Act of 1999. Interestingly, the original law was enacted during the presidency of my father, former President Joseph Estrada.

Signed into law on October 26, 2015, Republic Act No. 10691 significantly expanded the network of Public Service Employment Office (PESO) around the country. Because of the measure, PESO was established in all provinces, cities and municipalities which were operated by the local government units. Previously, PESOs were only present in capital towns, key cities and other strategic areas. Moreover, the updated legislation facilitated the systematic coordination between the national and local governments in implementing employment strategies and in establishing labor market information infrastructure.

I congratulate the managers, officers and employees of the PESOs for your important contribution in providing access to employment and livelihood opportunities to our people. Through the years, you have all been reliable partners of our labor force, business sector, educational institutions and non-government organizations towards national development.

Your work becomes even more crucial at this time of pandemic, where millions of our countrymen went jobless or slipped into poverty. I am confident that with your unwavering commitment, competence and steadfast support to your respective communities, we will soon recover from the adverse effects of this health crisis as one.

Mabuhay! More power!

JOSE PIMENTEL “JINGGOY” EJERCITO-ESTRADA JR.
Former Senator, Republic of the Philippines
I extend my warmest congratulations to the Department of Labor and Employment (DOLE) and to all Public Employment Service Offices (PESOs) nationwide on the 20th anniversary of Republic Act (R.A.) No. 8759, or the PESO Act of 1999.

You have my deepest gratitude for being our partners in enhancing the landmark legislation that has helped provide millions of jobs to our countrymen. Unemployment and underemployment are perhaps among the most debilitating scourges our country faces today.

The passage of R.A. No. 10691, or the Expanded PESO Law, transformed the PESO into a modern public employment service intermediary that provides multi-dimensional employment facilitation services with extended reach throughout the entire country. It ensures continued operations and sustainability with the support from both the local government units (LGUs) and the DOLE.

Now more than ever, PESOs are called to carry on with their duty of bringing proper and decent jobs to Filipinos whose livelihood and employment are threatened not just by the recent COVID-19 pandemic, but also by global shifts towards automation, artificial intelligence, and other profound transformations brought by the so-called 4th Industrial Revolution.

Together, with hope, sacrifice, and unity of effort, we shall overcome these tremendous challenges. Mabuhay ang mga PESO!

JUAN EDGARDO "SONNY" MANALANG ANGARA
Senator, Republic of the Philippines
Twenty fruitful years of the Public Employment Service Office is indeed a milestone in providing employment opportunities for our people. As the novel coronavirus has swept around the world, the PESO is challenged to embrace a “new normal” in performing its mandate.

The COVID-19 pandemic has resulted to job losses far beyond what we imagined - our jobless rate climbed to a record-high of 17.7% accounting to 7.3 million jobless Filipinos. Tens of thousands OFWs also lose their jobs and are forced to return home.

Thus, job facilitation services in the middle of a pandemic requires the use of innovative approaches, primarily the utilization of digital technology. And amid the uncertainty of our times, the PESO is expected to maintain its resolve in finding jobs, matching these jobs with skills, and connecting jobseekers and employers.

As the Trabaho Frontliners, I believe that PESO will continue to perform an essential role in preserving employment and placing our people in decent jobs, now and in the post-pandemic future.

May the celebration of your 20th Anniversary deepen your purpose and give you great courage in the course of performing your mandate: Bigyan ng magandang trabaho ang mga Pilipino.

May God bless you all.

EMMANUEL JOEL VILLANUEVA
Senator, Republic of the Philippines
I extend my warmest congratulations to the Public Employment Service Office on the occasion of your 20th anniversary!

As former Chairperson of the House Committee on Labor and Employment, I have had the honor and privilege of working with you all to bring the public employment service at the forefront of our efforts to strengthen labor and employment in our country.

From its promulgation in 1999, the PESO Act has always stood for providing equal opportunities for gainful employment, linking individuals to uplift their economic capitals and allow families to live prosperously.

Its amendments in 2015, defined the roles of the Department of Labor and Employment, Local Government Units, Nongovernment Organizations and the establishment and operationalization of a Public Employment Service Office throughout the country.

The inclusion of Educational institutions further strengthened our PESO provided much needed academic support in ensuring that the supply side of our labor force are equipped with the appropriate knowledge and skills to satisfy labor markets and providing guidance for our youth on career paths to address the ever changing needs of times and fast changing technology.

The transfer of supervision of PESOs to local government units provided continued operations and sustainability.

The PESO, together with partners and stakeholders, has been transformed to the modern public service intermediary that it is today. Through the years it has provided a multi-dimensional employment facilitation across the country to multi-sectoral stakeholders’ linking them apply to companies and organizations suited to their respective qualifications, thereby contributing to the upliftment of the country’s economy and the lives of Filipinos.

On the 20th anniversary, I join you all in celebration as our work continues towards enabling all Filipinos to enjoy the dignity of hard work and achieving their dreams of providing a better future for their families.

Saludo ako sa inyong laban!

KARLO ALEXEI BENDIGO NOGRALES
Cabinet Secretary, Republic of the Philippines
I would like to extend my warmest congratulations to the Public Employment Service Office (PESO) on its twentieth (20th) year anniversary.

As Chairperson of the House Committee on Labor and Employment, I fully support the goals and endeavors of the PESO program to facilitate, promote, and encourage individuals who seek jobs and employment.

The PESO has been able to refer millions of individuals for job placement locally and overseas and has referred many to training programs to enhance their skills and credentials.

We at the House of Representatives are aware of the existing programs under the DOLE that are being implemented by the PESO. We are also aware of the challenges that this program is facing, which is the full institutionalization of the program. Let us continue working hand-in-hand to form policies and source funding in order to fully implement this program.

Lastly, I commend the PESO's success, which would not be possible without the service and dedication of our hardworking PESO Managers all over the country. We, in Congress, look forward to seeing more great things and accomplishments from this program. Congratulations and best wishes!
We are pleased to release this Coffee Table Book of the Public Employment Service Office (PESO) on its 20th year of extending the labor department’s employment facilitation programs to our fellow Filipinos across the country.

In its early years, the first PESO managers faced the arduous task of lobbying for the institutionalization of the PESO and placing thousands of job seekers for overseas and local employment. The presence of PESOs in different regions has been instrumental in the empowerment of local communities where government-initiated employment facilitation programs and employment opportunities were made accessible.

Spanning twenty years of partnership and public service, the Department of Labor and Employment and the PESO Managers Association of the Philippines (MAP) recorded a lot of triumphs and sacrifices. Through this book, we are sharing the milestones of the PESOMAP and the dedication of its former presidents in institutionalizing the PESO in different local government units and the commitment to bringing DOLE’s employment facilitation programs in the provinces and remote areas.

As the DOLE continues to enhance its services to cater to the demands of the labor market, this book serves as a testament to DOLE and PESOMAP’s commitment in providing free and accessible overseas and local employment opportunities. May our story be the driving force of the future PESOMAP in continuing the relentless service to the Filipino people – further extending its reach to inaccessible areas and continuously improving its services to meet the demands of the job seekers and the Filipino workforce.

With our goal to be lifted up from poverty where every Filipino has a decent and productive employment and with the PESOMAP as our partner, it is not far from being a reality.

SILVESTRE H. BELLO III
Secretary, Department of Labor and Employment
20

Years of providing equal access to employment opportunities.

20

Years of excellent public service.
A step back in time:
The employment facilitation setup before the PESO Act

Every start-up story has a bold beginning—a great anecdote that started them on the path to growth. The country’s network of Public Employment Service Offices (PESOs) is no exception. It was reared for success through years of consistent hard work, cooperation, and unrelenting spirit to serve the Filipino people.

Pre-Martial Law Era

The conception of the PESO can be traced back to before martial law. During the said era, employment facilitation assistance, in its early stage, was already existing. The Department of Labor (DoL) has already been offering such service through its Office of Manpower Services (OMS) despite its very limited reach and scope.
Having established a new political environment, EDSA revolution shaped anew the services up to the level of regional offices through the establishment of the Community Employment Center (CEC). The operations of the CEC focused on making supply and demand meet; thus, it concentrated on areas where unemployment is high, but work opportunities were abundant.

Under the leadership of then DOLE Secretary Ruben D. Torres, the CEC was transformed into the Public Employment Service Office (PESO). He issued a Circular Order instructing all Regional Directors to implement in their respective place of work a PESO setup, then known as CEC, and its replication in every city and municipality. In the same year, the DOLE Regional/Field Offices in Cebu, Iligan, Laguna, and Angeles, Pampanga created their own PESOs—making them the first group of PESOs to be established. By that time, PESOs have already assumed frontline roles in livelihood and manpower development; training; skills registry updating and maintenance; and labor market information dissemination.
The PESOs stepped up at a time when the country was recuperating from the effects of the volcanic eruption of Mount Pinatubo, where hundreds were killed, thousands of homes were damaged, and livelihood seemed impossible.

The DOLE created the Task Force Pinatubo which gave a renewed sense of hope to the affected Mt. Pinatubo victims. Then Labor Secretary Nieves Confessor formed and organized a loose PESO informal association of previous CEC, which was also known at that time as the Special Employment Center, with the objective of helping address the economic impact of the disaster. This is where the first Job Fair took place.

From there on, the DOLE embarked on a series of activities, such as the first PESO managers training in Baguio City and the conduct of the first PESO-led Job Fair in Tuguegarao City, Cagayan.

1992

1993 -1994

The DOLE initiated the formation of PESO Phil., Inc. (PESOPhil)—an association of all PESO Managers across the country’s 16 regions. It also introduced the PESO Manual of Operations for employment services.

Councilor Mary Grace A. Ibuna, then designated PESO Manager of San Juan, became the first PESO Federation President. Councilor Ibuna was instrumental in campaigning for the formation of the PESO National Federation with the help of DOLE across the country’s municipalities, cities and provinces.

The National Federation, representing different institutionalized PESO, held its first convention in Baguio City. The assembly’s purpose is to help energize, lobby, and assist PESO LGUs that were not yet institutionalized.

Since then, the DOLE and PESO Federation’s leadership had been clamouring and lobbying for nationwide institutionalization of PESOs before the Congress.
Mary Grace A. Ibuna, former San Juan City Councilor, was the first president of the PESO National Federation. She sought the support of PESO managers and LGUs in lobbying for the institutionalization of PESOs across all the regions in the Congress. Since the PESO was newly established, she called for the first PESO Manager’s training in Baguio City, which aimed to promote and assist LGUs in the institutionalization of PESOs nationwide. The training had also provided the PESO Managers with the sufficient knowledge in delivering DOLE’s employment facilitation programs to their constituencies. LGUs have started to establish PESOs and the growing number of PESO Managers had called for a formal organization that would serve as a bridge between DOLE, the PESO Managers, and the LGUs.
1995 - 1999

In 1995, the DOLE and PESO Phil held the 1st National PESO Congress at the Amigo Terraces Hotel in Iloilo City. Peter C. Capitan from Laguna headed the third PESO National Federation for Luzon.

The 2nd National PESO Congress in 1996 took place at the Young Men’s Christian Association in Manila the following year.

From then on, the PESO Federation lobbied before the Congress the passage of the PESO Bill. Then Senator Loren Legarda co-authored the Senate version of the Bill, while Congressmen Percival Chatan, Jules Ledesma, Mar Roxas and Joaquin Chipeco co-authored the lower house version.
Republic Act No. 8759
The PESO Act of 1999:
The beginning of the vehicle of service towards full employment and equal work opportunities for all
Republic Act No. 8759, otherwise known as the PESO Act of 1999, was finally signed into law by former President Joseph Ejercito Estrada on February 14, 2000.

The PESO Act of 1999 is in line with the policy of the State to provide full and equal employment opportunities for all by strengthening and expanding the existing employment facilitation service machinery of the government, particularly at the local levels.

President Joseph Ejercito Estrada (center) signed Republic Act No. 8759, otherwise known as the PESO Act of 1999 on February 14, 2000.
The PESO Logo

The PESO logo in the circle represents the perpetual dedication of PESOMAP, Inc. in serving the Filipino people. Just like the national flag, the logo uses the blue, red, yellow, and white colors that symbolize valor (red), patriotism (blue), freedom (yellow), and equality (white) that the organization lives by while providing free charging services on labor market information, job referral and placement, and career guidance and employment coaching. The gear in red embodies the efforts of the organization in mobilizing the employment opportunities for Filipino job seekers and to combat illegal recruitment. On the center, the sun in yellow stands for a brighter future for the Filipino workers as the PESO strive to provide equal access to overseas and local employment opportunities. The silhouette, on the other hand, represents the constituents of the PESO – the students, people with disabilities, rural and urban job seekers, and the whole of the Philippine labor force. Lastly, the hands at the bottom represent the commitment of the stakeholders – the DOLE, the PESOMAP Inc., private employers, partner agencies, and the LGUs in uplifting the lives of the Filipino people.
During the formative years of the PESO Phil., Mr. Peter C. Capitan acted as the interim President, being the head of the PESO National Federation. He was formally elected as the first President of the PESO Phil. in 2005, during the conduct of the 5th National PESO Congress.

The term of Mr. Capitan paved the way for the PESOs to make their existence known to the public. Through the efforts of the PESO Phil. under his leadership and of the DOLE, PESOs had a leg to stand on with the passage of the PESO Act.

Along with the establishment of the PESO Phil. and its registration with the Securities and Exchange Commission (SEC), the amended constitution and by-laws of the organization was also conceived during his tenure as the leader of the organization.

After seven years, the conduct of the National PESO Congress was resumed when it was celebrated on 2003, at the the Grand Menseng Hotel in Davao City. On the succeeding years, the same was held again in different parts of the country to celebrate the remarkable triumphs of the PESO. At the end of his term (2007), the Search for Best PESO was introduced, where the significant contributions and outstanding accomplishments of the PESOs in the deployment of DOLE-initiated employment facilitation programs were recognized.

Throughout his stint as the leader of the PESO Phil., Mr. Capitan and the officers of the organization advocated for the institutionalization of the PESOs through local legislations. They have also marketed the PESO services to the employers in the private sector.

Through these achievements and efforts, the era of Mr. Capitan has set in motion the vehicle of service that provides for the Filipino people, and will continue to do so in the years to come.
Photos of the fourth National PESO Congress with Caption
Photos of the sixth National PESO Congress with Caption
Photos of the seventh National PESO Congress with Caption
The strong partnership between DOLE and of the PESO is incomparable. Through this alliance, the fast delivery of the programs of the government to the local level were made possible.

**MR. PETER C. CAPITAN**

PESO Phil. President, 2001-2007
School-based PESO/Job Placement Office

Former BLE Director Teresita R. Manzala advocated for the creation of school-based PESOs. Colleges and state universities have offices for alumni affairs where one of their objectives is to assist fresh graduates for employment. By establishing PESO in schools, the PESO Manager together with the help of the Alumni Affairs Office can offer career guidance and counseling and conduct job fairs for graduating students and fresh graduates. Since its inception, the PESO has successfully guided students in landing a career of their choice. Later renamed to Job Placement Office in 2015, the success of a school-based PESO had set an example for other educational institutions to have their own Job Placement Offices to provide career guidance and job referrals to fresh graduates. As of 2019, there are 278 Job Placement Offices accredited by DOLE.
During the conduct of the 7th National PESO Congress, Dr. Aurora G. Zaportiza of Butuan City, Agusan del Norte was elected as the second President of the PESO Phil.

During her tenure as the President of the organized PESOs in the country, PESO Phil. reached new heights, and accomplished many things in furtherance of the goal to effectively deliver the services of the government in every part of the nation. Among these achievements are the establishment of the Skills Registry at the local government unit (LGU) level that led to the launching of the National Skills Registry System (NSRS) in 2010, and the involvement of the PESOs as strategic partners in the Jobs Campaign of the DOLE.

Under her leadership, PESO Phil. also advocated for the protection of the Filipino workforce, by highlighting the Anti-Illegal Recruitment and Trafficking Campaign of the DOLE in coordination with other agencies, and by advocating HIV awareness through the active participation of the PESO.

During her term, PESO Phil. also took an active role in promoting and disseminating the use of PhilJobNet, an automated job and applicant matching system which aims to fast track search for jobs and employers search for manpower.
PESOMAP, Inc., used to be PESO Phil, Inc., is widely recognized as an institution which prime purpose is to facilitate people find dignified and decent jobs. It is primordial, therefore, to be deeply involved with the national programs of [the] government and let it be felt that we and the programs we advocate are indispensable.

Dr. Aurora G. Zaportiza
PESO Phil. President, 2008-2010
ELIZABETH L. ALONZO (2011-2013)
Third PESO Phil. President

Ms. Elizabeth L. Alonzo from Bulacan was elected as the third PESO Phil. President during the 10th National PESO Congress at Taal Vista Hotel, Tagaytay City. Being the first Hall of Famer of the SBP Awards, her dedication for excellence is undeniable, and she used this character to lead as the president of the organization.

Her tenure as the leader of the PESO Phil. focused, among others, on expanding the network of the PESOs. She continued the advocacy to encourage LGUs to establish and institutionalize their own PESOs.

Through her efforts and of the PESO Phil. officers during her term, they were able to ink Memoranda of Agreements with Union of Local Authorities of the Philippines (ULAP) / Governor’s League, League of Municipalities of the Philippines, and League of Cities of the Philippines to further strengthen the partnership with the local chief executives in support for the expansion of the PESO network in the country.

She also campaigned for the establishment of more school-based PESOs to increase the scope of employment facilitation services of the government and have a more sustainable program. These offices in educational institutions were also called as the Job Placement Offices (JPOs).

To fully equip the actors of the organization, the PESO Phil. under her governance has conducted series of training programs for PESO Managers and embarked on local and international benchmarking activities. One significant activity was the PESO Phil. Study Tour and Benchmarking Trip in Taipei, Taiwan on October 26-29, 2013 hosted by the Manila Economic and Cultural Office.

It was also during her incumbency that the PESO theme song was released. The song sought to capture the attention of the public towards the role of PESOs as employment facilitation service providers.
Photos of the 12th National PESO Congress with Caption

Photos of the 13th National PESO Congress with Caption
Ms. Elizabeth L. Alonzo received the Secretary’s Award in recognition and appreciation of her exemplary leadership and of her untiring service as Best Human Resource Practitioner in public service, and for her outstanding performance as the major partner of the Department of Labor and Employment in the delivery of its mandate of delivering and providing quality employment facilitation services during the 2013 Search for Best PESO Awards Night at the 14th National PESO Congress held at KCC Mall and Convention Center, General Santos, City. Posing with Ms. Alonzo (holding the award) is Rep. Karlo Alexei Nograles from the 1st district of Davao with DOLE Senior Officials and PESOMAP officers.
A strong PESO Manager equates to a strong employment office that implements effective and efficient employment facilitation programs to its constituency.

**Ms. Elizabeth L. Alonzo**
PESO Phil. President, 2011-2013
VISSIA MARIE P. ALDON (2014-2016)
Fourth PESOMAP President

Ms. Vissia Marie P. Aldon took oath as the fourth president of PESO Phil during the 13th National PESO Congress in Southern Leyte. It was during her term that the PESO Phil. was renamed to PESO Managers Association of the Philippines or PESOMAP. She vied for the organization's financial viability and enhancing the role of PESO Managers in assisting Local Chief Executives to address employment concerns. The heavy workload of PESO Managers in delivering DOLE's services had also prompted Ms. Vissia to seek the assistance of DOLE, the Department of Budget and Management (DBM), and Senator Sonny Angara in increasing the allowance of PESO Managers from 2,000 php to 5,000 php. With a strong sense of leadership and competent executive officers, the PESOMAP intensified their lobbying efforts with different Departments and in the Congress that later led to the signing of the amended PESO Act of 1999 or Republic Act 10691.
H.E. President Benigno S. Aquino III signed into law the amendments to the Public Employment Service Office (PESO) Act of 1999, during the 15th National PESO Congress at the Philippine International Convention Center in Pasay City. Witnessing the historical signing are (from left to right) Representatives Rodel Batocabe of Ako Bicol Party-list and Benjamin Asilo, First District of Manila; Labor and Employment Secretary Rosalinda Dimapilis-Baldoz; Senator Juan Edgardo “Sonny” Angara, Senate Committee on Labor and Employment Chairperson; Representatives Karlo Alexei Nograles, House Committee on Labor and Employment Chairperson; Representatives Emmeline Aglipay of DIWA Party-list and Imelda Calixto-Rubiano, Lone District of Pasay; PESO Managers’ Association of the Philippines President Vissia Marie P. Aldon; and Representatives Linabelle Ruth Villarica, 4th District of Bulacan; PESO Managers’ Association of the Philippines President Vissia Marie P. Aldon; and Representatives Emmeline Aglipay of DIWA Party-list and Imelda Calixto-Rubiano, Lone District of Pasay.
I see the new PESO Act as [a] mean[s] of professionalizing the ranks of the PESO managers, institutionalizing the office from the province down to the municipality level and the act also provides opportunities not only for employment of our citizens but also providing them chances for livelihood opportunities.

Ms. Vissia Marie P. Aldon
PESOMAP President, 2014-2016
NORMAN VICTOR M. ORDIZ (2017-2019)  
Fifth PESOMAP President

The fifth PESOMAP President hails from Region VIII in Southern Leyte. Before assuming presidency, Mr. Norman Victor M. Ordiz also received the Hall of Fame Award during the 14th PESO Congress in 2014. The amendment of the PESO Act or R.A. No. 10691 had strengthened the PESOMAP’s goal of the PESO’s institutionalization nationwide. With the newly amended PESO Act of 1999 or R.A. No.10691 to support Mr. Norman Ordiz’s leadership had paved the way for LGUs to sponsor capacity development trainings where PESO Hall of Famers would share their best practices, advices, and offer help to PESOs who sought institutionalization from their respective LGUs. It was also during Mr. Ordiz’s tenure that the largest PESO Congress was held. Hosted in Davao City, the 18th National PESO Congress had almost 1,500 participants that signified the strong support of LGUs to the PESOMAP and the commitment towards providing equal access to employment opportunities among Filipinos. The Memorandum of Agreement among DOLE, DILG, and PESOMAP signed in 2018, prompted Mr. Norman Ordiz and his executive officers to professionalize the PESO Manager’s position by lobbying at the House of Representatives. Their efforts led to the issuance of Civil Service Commission (CSC) Memorandum Circular No. 20 Series of 2019 that created the qualification standards for the PESO Manager position at the LGU level. By March 2019, there are 1,926 PESOs nationwide of which 1,592 are LGU PESOs, 278 JPOs, and the remaining 55 are NGO/GOCC PESOs.
Photos of the 18th National PESO Congress with Caption

Photos of the 19th National PESO Congress with Caption
As the forerunners of the mental growth through employment facilitation services and as associates of the DOLE, it is our utmost duty to deliver genuine public service to our respective constituencies.

MR. NORMAN VICTOR M. ORDIZ
PESOMAP President, 2016-2019
Faces of Leadership: The People Behind the Public Employment Service Office Milestone

Mary Grace A. Ibuna
1993

Peter C. Capitan
2001-2007

Dr. Aurora G. Zaportiza
2008-2010

Elizabeth L. Alonzo
2011-2013

ViSSia Marie P. Aldon
2014-2016

Norman Victor M. Ordiz
2017-2019
The Department of Labor and Employment (DOLE) started its operations in 1956. In 1986, the employment facilitation services of DOLE were established in local government areas. The Employment Center (CEC) was renamed to Employment Service, later renamed to Employment Community Service (ECS) in 1998.

In 1991, the volcanic eruption of the Mount Pinatubo in the Philippines affected US bases and the economic impact on the local community. PESO associations, known as the Philippine Employment Services Organization (PESO), worked to help address the social impact of the eruption. Their efforts led to the formation of the Philippines Employment Services Organization (PESO) in 1992.

In 1993, the Philippine Employment Services Organization (PESO) introduced the PESO Project in the local government area of Quezon City. This was followed by the establishment of PESO offices in Metro Manila and the formation of a federation with the Philippines Employment Service Managers (PESM) as a corporate entity.

In 1995, the PESO Project was introduced in the local government area of Bulacan, and the National Federation of PESO Managers (PESOM) was established.

In 1999, the Philippines Employment Services Act (Republic Act No. 8759) was passed in December. The law, otherwise known as the PESO Act, was signed into law by President Joseph Ejercito Estrada on February 14.

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Upholding excellence and providing quality service to constituents has always been the utmost priority of the PESOMAP. Every year, the PESOMAP strives to reach a larger audience with dynamic strategies to deliver DOLE’s employment facilitation programs. One way of motivating the PESO Managers to uphold excellence and improve the PESO’s services is through awarding the prestigious “Hall of Fame” award. Introduced by the BLE during the 9th PESO Congress held in Angeles Pampanga in 2009, qualifying for the award requires the PESO Manager to win the Best PESO Award for three consecutive years. As the most prestigious award of the annual Search for Best PESO, the Hall of Fame awardees had exemplified professionalism, dedication, and passion for public service. They had employed compelling strategies in improving the lives of their clientele through the delivery of employment facilitation programs.
Province of Bulacan
Region III
PESO Manager: Ms. Elizabeth L. Alonzo
2008 SBP

Isulan, Sultan Kudarat
Region XI
PESO Manager: Mr. Ricardo T. Dagcuta
2009 SBP

San Fernando, Pampanga
Region III
PESO Manager: Mr. Dominador M. Sayre
2011 SBP

Braulio E Dujali, Davao del Norte
Region XI
PESO Manager: Mr. Abel T. Pegatpat
2011 SBP

General Trias, Cavite
Region IV-A
PESO Manager: Mr. Ariel M. Mugol
2012 SBP

Angeles City, Pampanga
Region III
PESO Manager: Ms. Adelina G. Deocales
2010 SBP

Province of Pampanga
Region III
PESO Manager: Ms. Luningning Y. Vergara
2011 SBP

Province of Zambales
Region III
PESO Manager: Vice Governor Ramon G. Lacbain II
2013 SBP

Southern Leyte
Region VIII
PESO Manager: Mr. Norman Victor M. Ordiz
2013 SBP

Davao City
Region XI
PESO Manager: Ms. Lilibeth D. Pantinople
2013 SBP
University of Mindanao
Tagum Campus
REGION XI
PESO Manager: Ms. Alicia N. Sulayan
2015 SBP

Panabo, Davao
DEL NORTE
REGION XI
PESO Manager: Ms. Charelle B. Espinosa
2017 SBP

Iloilo Province
REGION VI
PESO Manager: Mr. Francisco T. Heller Jr
2017 SBP

Bulacan State University
REGION III
PESO Manager: Dr. Ken C. Pied
2018 SBP

Olongapo City,
Zamboales
REGION III
PESO Manager: Ms. Maricio D. Esquillo
2018 SBP

Mabalacat City,
Pampanga
REGION III
PESO Manager: Mr. Bernard B. Delos Reyes
2018 SBP

Quezon City
national capital region
PESO Manager: Mr. Carlo Magno F. Abella
2014 SBP

Province of Pangasinan
REGION I
PESO Manager: Mr. Alex F. Ferrer
2014 SBP

Tagum City, Davao
DEL NORTE
REGION XI
PESO Manager: Ms. Rogeneth Pagdilao-Llanos
2014 SBP

Northern Samar
REGION VIII
PESO Manager: Ms. Elina P. Irinco
2017 SBP

San Juan, Abra
CORDILLERA ADMINISTRATIVE REGION
PESO Manager: Ms. Marietta B. Ta-a
2017 SBP

Masinloc, Zambales
REGION III
PESO Manager: Ms. Josephine P. Barcena
2017 SBP

Valenzuela City
national capital region
PESO Manager: Ms. Josephine P. Osea
2018 SBP

Universidad de Mindanao
Tagum Campus
REGION XI
PESO Manager: Ms. Alicia N. Sulayan
2015 SBP

Panabo, Davao
DEL NORTE
REGION XI
PESO Manager: Ms. Charelle B. Espinosa
2017 SBP

Iloilo Province
REGION VI
PESO Manager: Mr. Francisco T. Heller Jr
2017 SBP

Bulacan State University
REGION III
PESO Manager: Dr. Ken C. Pied
2018 SBP

Olongapo City,
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Mabalacat City,
Pampanga
REGION III
PESO Manager: Mr. Bernard B. Delos Reyes
2018 SBP

Dolawag Dekada ng Paghatid Serbisyo sa Manggagawang Pilipino
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Over a thousand delegates attended the 17th National PESO Congress, held in Cauayan, Isabela on October 4-7, 2017.

Cauayan City Mayor Bernard Faustino M. Dy (first from left) receives a token of appreciation from Secretary Silverstre H. Bello III (second from right) for hosting the 17th National PESO Congress. Also in the photo are BLE Director Dominique Rubitas-Tutay (second from left), and PESOMAP President Norman Victor M. Ordiz.
Davao City Mayor Sarah Duterte posed with DOLE senior officials during the conduct of the 18th National PESO Congress at SMX Convention Center in SM Lanang Premier, Davao City.

DOLE Secretary (center) with DOLE officials during a senate hearing. (from left to right, Undersecretary Joji V. Aragon, Undersecretary Dominador R. Say, Undersecretary Joel B. Maglunsod, and Undersecretary Danilo P. Cruz).

DOLE Senior Officials and Regional Directors

The Public Employment Service Office (PESO) of Angeles City Pampanga bagged the PESO Hall of Fame Award during the conduct of the 11th National PESO Congress for besting other contenders in the highly urbanized city category for three consecutive years.

Pampanga PESO Manager Luningning Vergara turned over the PESO Hall of Fame after it was hailed as the Best PESO in 1st class province category for the third time during the conduct of the 12th National PESO Congress in Baguio City.

The PESO of San Fernando City, Pampanga received the Hall of Fame award during the conduct of the 12th National PESO Congress at the Baguio Country Club in Baguio City.

The PESO of General Trias, Cavite won the Most Outstanding PESO for 1st-2nd Class Municipality Category during the 13th National PESO Congress at the Oriental Hotel, Palo, Leyte. After winning the same award for three consecutive years, PESO General Trias advanced to the Hall of Fame.
Labor and Employment Secretary Rosalinda Dimapilis-Baldoz (first from right), together with OIC Undersecretary Nicon F. Fameronag (third from right), and Assistant Secretary Katherine Brimon (fourth from right), confers the Best Public Employment Service Office (PESO) Hall of Fame award to PESO Manager Carlo Magno F. Abella (second from right) of PESO Quezon City, National Capital Region.

Davao City was awarded Best PESO for highly urbanized city category during the 14th National PESO Congress in General Santos City. With three wins in a row, they were elevated to the Hall of Fame for the said category.

Provincial PESO of Southern Leyte under PESO Manager Norman Victor Ordiz received the Hall of Fame Award for third class province category during the conduct of the 14th National PESO Congress at the KCC Convention Center in General Santos City.

PESO Zambales, under the helm of PESO Manager and Provincial Vice-Governor Ramon Lacbain II, was hailed as Best PESO under the second class province category for the third time during the conduct of the 14th National PESO Congress. With this achievement, PESO Zambales was elevated to the PESO Hall of Fame.

The Hall of Fame Award was handed to PESO Panabo, Davao del Norte during the conduct of the 18th National PESO Congress at the SMX Convention Center in Davao City for winning the Best PESO Component City category for the third time.

The University of Mindanao–Tagum City Campus bagged the Best PESO award for Educational Institution/Non-governmental Organization/Community-based Organization category for the third time during the 16th National PESO Congress. With this award, they advanced to the PESO Hall of Fame.

DOLE Region XI Director Joffrey M. Suyao handed the highly coveted PESO Hall of Fame award to Mayor Allan L. Rellon after Tagum City was awarded as the Best PESO in the component city category for three consecutive years.

Pangasinan PESO Manager Alex Ferrer presented the National Best PESO Hall of Fame award for 1st class province category to their provincial governor during the regular flag raising ceremony of the provincial government.

DOLE Burgos Al-Borlator Mahaling, Senior National Director, presented PESO Hall of Fame award to Mayor Allan L. Rellon after Tagum City was awarded as the Best PESO in the component city category for three consecutive years.

PESO General Santos City was awarded Best PESO for highly urbanized city category during the 14th National PESO Congress in General Santos City. With three wins in a row, they were elevated to the Hall of Fame for the said category.

The Hall of Fame award was handed to PESO Panabo, Davao del Norte during the conduct of the 18th National PESO Congress at the SMX Convention Center in Davao City for winning the Best PESO Component City category for the third time.

The University of Mindanao–Tagum City Campus bagged the Best PESO award for Educational Institution/Non-governmental Organization/Community-based Organization category for the third time during the 16th National PESO Congress. With this award, they advanced to the PESO Hall of Fame.
Northern Samar PESO received the Best PESO award, Second Class Province category and the Hall of Fame Award for winning three consecutive years under the Second Class Province category during the 18th National PESO Congress.

DOLE Assistant Secretary Alex V. Avila (3rd from left) presented the Hall of Fame Award to PESO San Juan, Abra as winner for the 5th and 6th class municipality category during the 18th National PESO Congress.

Davao representative Karlo Alexei B. Nograles (in white barong) and Cagayan 3rd District Representative Randolph S. Ting (1st from left) presented to the PESO Iloilo Province the Hall of Fame Award for winning three consecutive years under the First Class Province category during the 18th National PESO Congress.

PESO Masinloc, Zambales nabbed the Hall of Fame Award for winning the Best PESO 1st and 2nd class Municipality category three years in a row. The award was given during the 18th National PESO Congress in Davao City.

The Bulacan State University PESO receives the Hall of Fame award for their exemplary delivery of job facilitation services at the Best PESO Awards Night, conducted during the 19th National PESO Congress at the SMX Convention Center in Bacolod City.

PESO Olongapo City acquired the Hall of Fame status under the highly urbanized city category during the conduct of the 19th National PESO Congress in Bacolod City.

City of Valenzuela, NCR is victoriously joined by the PESO Association of Metro Manila (PAMM) for attaining the Hall Of Fame status under the highly Urbanized Category. Acting the 19th National PESO Congress that was held in Bacolod City.

PESO Mabalacat City Pampanga earned the Hall of Fame award when it was hailed as the Best PESO for the Component City category for the third time during the celebration of the 19th National PESO Congress.
PESOs in Action

PESO Valenzuela briefing clients on opportunities that may be availed through their office.

Olongapo City PESO Manager Mr. Mario Esquillo briefing clients on their services.

Mabalacat City PESO in a typical busy working day.

Province of Tarlac PESO Manager Ms. Nida A. Duco supervising a job fair organized and conducted in coordination with other PESOs.

Iloilo Provincial PESO in the midst of a job fair organized and conducted in coordination with other PESOs.

Mr. Joulhlan Aralar presiding a meeting with PESO Angono’s stakeholders.

Polomolok PESO Manager Malou Hormigos poses with DOLE XII Regional Director Sisinio B. Cano (front row, center) and client beneficiaries during the release of livelihood assistance.

Masinloc PESO conducting a livelihood training.

Northern Samar Provincial PESO.

A Career Counseling Seminar being conducted by the staff of Northern Samar Provincial PESO.
LMI Beyond the Numbers: Translating Labour Market Information into Proactive Interventions on Job-Skill Matching

is a forum hosted by the World Association of Public Employment Services (WAPES) and the Philippine Department of Labor and Employment (DOLE), through the Bureau of Local Employment (BLE) on 22-23 October 2015 at Taal Vista Hotel, Tagaytay City. The WAPES, operating since 1988, is a platform for exchange of information/knowledge between member-countries and a global speaking partner in the field of employment and labor market issues. The hosting of the global forum was a first for the Philippines where it was attended by 130 delegates from WAPES member-countries, international organizations, national government agencies, PESOMAP, Inc., PESO Hall of Fame Awardees, and National Federation of Career Guidance Advocates of the Philippines (NFCGAP).

DOLE Secretary Rosalinda Dimapilis-Baldoz (extreme left) delivers the keynote address during the opening ceremony of the two-day forum on "Translating Labour Market Information into Proactive Interventions on Job-Skill Matching." Seated on the back row are (from left to right) ILO Manila, OIC ad Interim Director Mr. Simon Hills, ISKUR Deputy Director General Asim Keskin, WAPES Vice-President for Asia-Pacific Mr. Kilsang Yoo, and WAPES Executive Secretary Lenka Kint.
PESOMAP officials pay a courtesy visit to Ambassador Jose P. Laurel V of the Philippine Embassy in Japan (6th from left, front row) together with Cagayan 3rd District Representative and House Committee on Labor and Employment Chairperson Randolph S. Ting (5th from left, front row), Labor Attache Marie Rose C. Escalada (4th from left, front row), and DOLE Assistant Secretaries Federico V. Abuan Jr. and Alex V. Avila (7th and 8th from left, front row) during the JobStart Study Tour in Japan. The tour aimed to expose DOLE Central and Regional Offices staff, the PESOs and PESOMAP officers to a modern full cycle employment facilitation service in another country thereby acquiring new learnings and observe best practices based on international standards.

Bureau of Local Employment (BLE) Director Dominique Rubia-Tutay (4th from left, front row), together with DOLE Regional Directors and selected PESO Managers pose with the resource speakers of the Labor Market Information System (LMIS) Study Tour in Victoria City, British Columbia, Canada. The main objective of the Study Tour is to expose JobStart implementers, such as DOLE and PESOs, to an advanced LMIS of another country.

DOLE Undersecretary Clare A. Arellano (second row, center) led the second batch of delegates in the JobStart Study Tour in Tokyo, Japan. The delegation includes DOLE Regional Directors and selected PESO Managers.
Nepal’s Joint Secretary of the Ministry of Labor Krishna Prasad Gyawali presented a token of appreciation to DOLE Undersecretary Renato L. Ebarle with Assistant Secretary Mariana R. Alquiza (extreme left), and BLE Director Dominique Rubia-Tutay (extreme right).

The Government of Nepal led by its Ministry of Labor, Employment and Social Security (MoLESS) benchmarks on PH employment facilitation services of the DOLE’s Bureau of Local Employment.

DOLE-BLE Director Dominique Rubia-Tutay (center) together with the JobStart Philippines program staff posed with the the Indonesian delegates, composed of staff of government ministries and regional employment service providers during their study visit at the DOLE Central Office in Intramuros, Manila.

DOLE Undersecretaries Renato L. Ebarle (left) and Ana C. Diane (center), and DOLE-BLE Director Dominique Rubia-Tutay (right) oriented the Indonesian delegates on the implementation of the JobStart Philippines program which is set to be replicated by the Indonesian government.
The Department of Labor and Employment is committed to providing equal access to local and overseas employment opportunities for all. In doing so, the Department has also rolled out employment facilitation programs for the youth that will financially aid them for continuing their education (Special Program for Employment of Students), increase their employability through life and technical skills training required by industries (JobStart Philippines Program), and training ground for the public service sector (Government Internship Program). These programs are available in the PESOs across the country, and through the years it has helped change the lives of our countrymen. In the next pages of this publication, let us look into these programs and the triumphs of the people who achieved greater heights through the help of DOLE in partnership with the PESO.
The Special Program for Employment of Students (SPES) is an employment-bridging program which aims to provide temporary employment to poor but deserving students, out-of-school youth (OSY), and dependents of displaced or would-be displaced workers during summer and/or Christmas vacation to augment the family’s income and to help ensure that beneficiaries are able to pursue their education.
Orson E. Sabuga
Professor and Director of Student Affairs, Camiguin Polytechnic State College
SPES Beneficiary 1999-2002

Mambajao, Camiguin – Orson E. Sabuga, a SPES baby/beneficiary under the Local Government of Mambajao from 1999 until 2002, is now a Professor II and designated Director of Student Affairs of Camiguin Polytechnic State College, Balbagon, Mambajao.

Coming from a large family, Orson was the ninth among his other ten siblings. His persistence and commitment to finish his studies was rooted to lift his family out of poverty as his parents’ income solely depended on farming. He finished his tertiary education in the Central Mindanao University in Musuan, Maramag, Bukidnon, where he was also a university scholar.

As a SPES beneficiary, he used his salary for transportation and purchasing school requirements and materials. He was able to continue with SPES until he graduated with a Bachelor of Science degree in Environmental Science in 2003. Sabuga then worked for one year with Xavier Science Foundation, a Non-Government Organization based in Cagayan de Oro City. He applied for a teaching position at the Camiguin Polytechnic State College in 2005 and was fortunately accepted as an associate professor. His passion for excellence paved the way for his promotion as Professor II and was further designated as Director of Student Affairs at the age of 38, the youngest among the Directors in the said state college.

“I heartily remembered PESO Manager Atanacio Lusdoc’s explanation of the program that it is intended for poor but deserving students to finish school. I could say that SPES is indeed very helpful to students. I had quality learning and working experiences during my school vacation breaks which made it more meaningful,” Sabuga said.

Brylle P. Gilbuena
1st Placer - 2017 Mechanical Engineer Licensure Exam
SPES Beneficiary 2011-2016

The 22-year-old said that luck was on his side, when he landed as a working scholar at the University of Cebu, Lapu-Lapu, and Mandaue (UCLM). The benefits he availed for being a scholar were a big help, he added, while he lived by what his elder sister could afford to support his studies. Then another blessing came to him unexpectedly, when he qualified to become one of the beneficiaries of the Special Program for the Employment of Students (SPES) of the Department of Labor and Employment (DOLE-7).

“When I defended my thesis, my SPES payment was a big help. Timing kayo kay pagka-dawat naku sa payment, ma to akong gi-gamit pagpalit ug akong attire. Ako sad gigamit ang kwarta pagpalit sa uban nakung reviewer books for the board exams,” he said.

When asked for his message for fellow SPES beneficiaries, he said that: “Please put your SPES salaries to good use. Ipalit ni sa inyong mga gamiton ug uban pang mga panginahanglan sa skwelahan. Ayaw gyud ni i-gasto sa bisan unsa lang,” he advised.
GIP

Government Internship Program

The Government Internship Program or GIP is a component of KABATAAN 2000 under Executive Order (EO) no. 139 s. 1993, and DOLE Administrative Order No. 260-15, which aims to provide young workers, particularly the poor/indigent, 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.
Jazylene Louise A. Matro
House of Representatives CHED Focal Person
GIP Beneficiary June - December 2014

Jazylene Louise A. Matro joined the DOLE’s GIP in June 2014. She was first assigned in the 3rd Congressional District of Cavite (Office of District Representative Alex L. Advincula). In the same month, she was transferred to the House of Representatives in Quezon City to work under the Office of Congressman Alex L. Advincula. Her diligence, perseverance and ability to adapt with work environment she is in, she was offered to be a permanent member of the Team. She later became the CHED Focal person where she will take care of responsibilities and matters concerning CHED. “One thing I have learned from my past experiences is to be flexible, so I see no problem into assigning me into different work areas for I know that I can adjust. I learned to love my job and the people around me, which make working much easier and enjoyable.”

Jeaza Gem Cabigas
PESO Manager of Villanueva, Misamis Oriental
GIP Beneficiary March - September 2016

A Government Internship Program (GIP) beneficiary from Barangay Imelda, Sta. Marcela, Apayao is now the Public Employment Service Office (PESO) Manager of her town. Jeaza Gem Cabigas, from Santa Marcela, Apayao, is a daughter of a farmer and a plain housewife worked as an intern at DOLE Apayao Satellite Office from March 25, 2016 to September 25, 2016 and has demonstrated talents and skills in the field of public service. Because of dedicated commitment to serve, she was detailed at the Mayor’s Office of LGU Santa Marcela, Apayao under the supervision of the Municipal PESO Officer. After her contract as GIP, she was hired as Administrative staff with a Job Order status from Oct 2016 to January 2019 and was assigned at the Engineering Office of LGU Sta. Marcela. Then on February 2019, she was hired on a permanent status as Administrative Aide under the office of the Municipal Mayor and after nine (9) months and she was designated as the new PESO Manager of LGU- Sta. Marcela. “As a government intern, I was exposed to the different programs being implemented by the DOLE in partnership with the PESO and had hands-on experiences on projects implementation and monitoring as well as document review.”
JobStart Philippines enhances the employability of youth by reducing their job-search period and increasing their employability through training (life skills and technical skills required by industries), paid internship and full cycle employment facilitation services. The program is also designed to increase the capacity of PESOs in providing full cycle employment facilitation services.
With every door that closes, a new one opens—especially if we work hard to make it happen. Out of the 7,685 Bar examinees last 2019, Atty. Erna Arrida Delfin, a JobStart graduate, is one of the successful passers. Behind her success is a story of hope, rejection, and resilience.

Delfin joined the JobStart Philippines program through the Quezon City Public Employment Service Office during its pilot phase in 2014 in partnership with Asian Development Bank - ADB Philippines and Embassy of Canada in the Philippines. As a fresh graduate of BS Cruise Ship Management, the JobStart became her training ground to prepare her for the world of work, specifically in the food and hospitality industry.

She took her technical training at the Pacific Global Hospitality Institute where she trained as a service ambassador. This experience became an avenue for her to eventually land a job in a coffee shop in Makati City.

However, unfortunate events happen when we least expect it. The door for Erna’s career path in the food and hospitality industry suddenly shut her off. She was about to begin working for the said coffee shop when the Human Resource officer informed her that she is no longer qualified to continue, simply because of a scar in her face. Appalled and devastated, this rejection set her back and Erna lost hope to further pursue this career.

But remembering the lessons of positive attitude towards work and how to effectively handle challenges which she learned from her JobStart training, she realized that she should not waste time regretfully looking at closed doors, and rather see that a better one has opened.

With courage and support earned from her family, Erna decided to pursue her Law degree at the University of Iloilo which led her to this day.

Indeed, JobStart has helped Erna to become resilient and that there are no limitations to what she can do. For every door that closes, every failure, rejection, or lost opportunities, a new and better one will always open. Her faith has also guided her for a greater purpose, with a simple quote she instills in her mind and let everyone know, “If God brought you to it, He will bring you through it.”
Disability is not inability. Marc Louie Gunting, Jersia Capurihan and Mark Carupo were born with hearing impairment, but this silence did not hinder them to communicate with the world. They learned sign language in order to express themselves and understand the people around them.

Because of their inability in verbal communication, employers often dismiss the idea of hiring deaf applicants. This is the silent battle the deaf has been fighting for so long in securing a job. The Tagum City Public Education and Employment Services Office (PEESO) regularly allot slot for disabled persons to avail the employment programs of DOLE though PEESO and has been advocating for PWD sensitivity on the workplace. With this, the PEESO partnered with the McDonald’s Tagum (ASM Foods) for JobStart Philippines Program and agreed with them for the technical training and internship of the JobStart Deaf Beneficiaries with the commitment of absorbing them to regular wage employment. An interpreter was also sent to the employer to assist them during the interview and orientation.

Though they were not able to express themselves verbally, they proved their competence to the employer by showing what they got and the things they have learned during the Life Skills Training. The deaf beneficiaries of JobStart were able to look beyond their disability and focused more of their strengths, skills and competencies. They set aside their insecurities and hesitations, and strived hard to learn and performed the tasks needed for Service crew on McDonalds. In fact, one of them, Marc Louie Gunting, was one of the three Service Crews given with a commendation for having a positive feedback during the company’s internal audit last October 2019. Mr. Gunting was later absorbed by McDonalds to be one of their Service crew members.
Job Fair is an employment facilitation strategy aimed to fast-track the meeting of job seekers and employers/overseas recruitment agencies in one venue at a specific date to reduce cost, time, and effort particularly on the part of the applicants. This is open to all unemployed, skilled and unskilled workers, fresh college graduates, graduates of training institutions, displaced workers, and employees seeking advancement. During the Job Fair, applicants select vacancies suited to their qualifications and employers could interview and hire on the spot qualified workers.
Successful hired-on-the-spot (HOTS) applicants posed with (from left to right, first row) DBM Secretary Benjamin E. Diokno, DOF Secretary Carlos G. Dominguez III, DOLE Secretary Silvestre H. Bello III, DPWH Secretary Mark A. Villar, DOTr Secretary Arthur P. Tugade, DTI Secretary Ramon M. Lopez, PCOO Secretary Martin M. Andanar, and Pasay City Mayor Imelda G. Calixto-Rubiano during the Jobs, Jobs, Jobs caravan held at the SMX Convention Center in Pasay City on August 12, 2018.

Filipinos looking for employment opportunities flock at the “Build, Build, Build = Jobs, Jobs, Jobs” caravan held in Subic Bay Freeport Zone on February 9, 2019.
As the PESO program continues under the full tutelage of the LGUs as backed up by DOLE, there is much to look forward in this vital and laudable employment facilitation program. It both entails a promise and a continuing commitment to the spirit and mandate laid down by the amended PESO law.

HON. SILVESTRE H. BELLO III
DOLE Secretary
While the nation celebrates the 20 great years of the PESO as the frontline institution in employment facilitation, the dedication of the DOLE and PESOMAP to deliver the services of the government will not be weakened in the years to come. The 20 years will serve as the beginning of more years of excellent public service.

As of 2019, there are 1,592 LGU PESOs in which 531 are institutionalized, 334 Job Placement Offices, and 6,676 Barangay PESOs that are strongly committed to uplifting the lives of Filipinos by promoting equitable access to local and overseas employment opportunities and decent work.

As we continue to move forward, the labor department and the organization of PESO managers will forge strong partnerships with more national government agencies, local government units, and private institutions to bring the services of the government in all islands of the country. With each locality having institutionalized PESOs, no one will be left behind. We will make our presence known in every corner of the archipelago, and we will stand behind the Filipino workforce the best way we can for without them, PESO would not have reached this milestone in the delivery of employment facilitation programs in the areas of referral and placement, career guidance and coaching, and labor market information.
Pillars of the Government's Employment Facilitation Programs

DOLE Secretaries and BLE Directors
1999-Present
DEPARTMENT OF LABOR AND EMPLOYMENT SECRETARIES

Bienvenido E. Laguesma 1998-2001
Patricia A. Sto. Tomas 2001-2006
Arturo D. Brion 2006-2008
Marianito D. Roque 2008-2010
Rosalinda Dimapilis-Baldoz 2010-2016
Silvestre H. Bello III 2016-Present
Bureau of Local Employment Directors

Teresita R. Manzala 1995-2003

Elena L. Calindingan 2003-2004

Ma. Luisa Gigette S. Imperial 2004-2006

Jalilo O. dela Torre 2006-2008

Ma. Celeste M. Valderrama 2004

Ma. Teresa M. Soriano 2003

Ma. Celeste M. Valderrama 2004

Ma. Teresa M. Soriano 2003

Ma. Luisa Gigette S. Imperial 2004-2006

Jalilo O. dela Torre 2006-2008

Ma. Celeste M. Valderrama 2004

Ma. Luisa Gigette S. Imperial 2004-2006

Jalilo O. dela Torre 2006-2008

Ma. Celeste M. Valderrama 2004

Maria Criselda R. Sy 2008-2013

Ponciano M. Ligutom 2008

Dominique Rubia-Tutay 2013-Present

Maria Criselda R. Sy 2008-2013

Ponciano M. Ligutom 2008

Dominique Rubia-Tutay 2013-Present
ANNEXES

PESO Theme Song
R.A. 8759
R.A. 10691
TNK Blueprint 2017-2022
DOLE-DILG-PESOMAP MOA
CSC MemorandumCircular No. 20 - 2019
PESO Theme

Song

by: Kenyo

Music and Lyrics by: Mcoy Fondales

Annex I - PESO Theme Song

PESO! PESO! PESO! PESO!
Hanap mo ay hanapbuhay
Para guminhawang tunay
Gamit ni mong taglay na husay
Kumilos at huwag tumambay
KAYOD! KAYOD! (kayod kaibigan)
KAYOD KAYOD! (kayod kaibigan)
Alam mo kung sino ang tutulong sa iyo
Kaalapay at tukuhan mong tayo!

PESO! PESO (para sa tao) PESO! PESO (tutulungan tayo)
Pangarap mo na bagong buhay
Sa palad mo nakatalaga
Sipagan mo't magbagoong kulay
Sa'yo laging may aalalay
Pagkakataon, Pagkakataon ay walang hinahintay!
KAYOD! KAYOD! (kayod kaibigan)
KAYOD! (wag paapalin)
KAYOD (para sa tao)
KAYOD!
Tutulungan tayo!

Music and Lyrics by: Mcoy Fondales
February 14, 1996

Republic Act No. 8759

AN ACT INSTITUTIONALIZING A NATIONAL FACILITATION SERVICE NETWORK FOR THE BENEFIT OF THE MANGGAGAWA AND ESTABLISHING THE NATIONAL FACILITATION OFFICE IN EVERY PROVINCE, KEY CITY AND OTHER STRATEGIC AREAS THROUGHOUT THE COUNTRY

Amendment

SECTION 1. Declaration of Policy.—It is a declared policy of the State to promote full employment and equitable opportunity for all, and for this purpose, to strengthen the nationwide employment facilitation service machinery of the government particularly at the local levels.

SEC. 2. Number of Establishments.—The establishment of the National Facilitation Service Office – To carry out the declared policy, there shall be established in all key cities of provinces, key cities and other strategic areas a National Facilitation Service Office, hereinafter referred to as a "NFSO," which shall be community-based and managed by local government units (LGUs) and a network of nongovernment organizations (NGOs) or community-based organizations (CBOs) and state universities and colleges (SUCs). The NFSOs shall be located in the regional offices of the Department of Labor and Employment (DOLE) for coordination and technical supervision, and the NFSO central office, to maintain the national employment service network.

Specifically, the NFSO shall:

(a) Provide a viable and accessible road to explore simultaneously various employment opportunities and really assist job seekers.
(b) Serve as a source of information referral for various services and programs of DOLE and other government agencies present in the area.
(c) Provide clients with adequate information on employment and labor market information and training.
(d) Network with other NGOs in the region on employment for job exchange purposes.
(e) Encourage employers to submit to the NFSO a regular bulletin list of vacant positions in their respective establishments to facilitate the supply of labor and to encourage job seekers and employers by providing employment information services to job seekers, both for local and intraregional employment, and recruitment assistance to employers.

SEC. 3. Administration and Organization.—The NFSO shall have the following objectives:

(a) Develop and administer testing and evaluation instruments for effective job selection and counseling.
(b) Provide persons with entrepreneurship qualities access to the various government and self-help institutions and programs of both government and nongovernment organizations at the local levels.
(c) Undertake employability enhancement training services for job seekers, as well as those who would like to change career or enhance their employability.
(d) Provide job or occupational counseling, career planning, role motivation and values development facilities for job seekers.
(e) Conduct pre-employment counseling and orientation to prospective employers.
(f) Provide recruitment assistance services to returning Filipino workers.
(g) Perform such functions as may be carried out by the objectives of this Act.

SEC. 4. Other Services of the NFSO.—In addition to the functions enumerated in the preceding section, every NFSO shall undertake the following programs and activities:

(a) Job Fair.—These shall be conducted periodically all over the country, to explore opportunities from various development agencies and enterprises for immediate matching.
(b) Youth Employment and Job Creation.—This type of special program for young students and residents of the out-of-school youth (OSYs) shall endeavor to provide employment opportunities for youth from poor families during summer and Christmas vacations as provided for in Republic Act No. 7170 and its implementing rules, to enable them to pursue their education.
(c) Special Employment Program.—This program aims at developing the values of work and ethics and re-moving by exposing the young to meaningful work situations.
(d) Workfare Programs.—To include programs for the housing needs of the poor, such as the 150th Anniversary of Philippine Independence: The Construction of 401 Houses by the PESO, the necessary rules and regulations for the effective implementation of the Program.

SEC. 5. Other Programs.—A major program of the NFSO is the protection of the human rights of the workers. For this purpose, the NFSO shall undertake the following programs in the protection of the human rights of the workers:

(a) Provide necessary legal assistance and services to workers who are in need of legal advice and assistance.
(b) Undertake, monitor, assess and evaluate the NFSO program.

For the purpose of this Act, the LGUs, NGOs, OCS, OBUs, and other service agencies present in the area shall establish such services and functions for the benefit of the workers. The necessary rules and regulations and the necessary mechanism for the effective implementation of this Act shall be included in the budget of the DOLE in the succeeding General Appropriations Act.

SEC. 6. Reporting.—All labor, domestic, executive, rule and regulations, and/or any written or unwritten order or instruction related to this Act shall be submitted for possible review and/or comment to the National Facilitation Office for assistance.

Approved January 24, 1996

Issued and signed under the Seal of the Republic by the President on February 14, 1996. Published in the Official Gazette, Vol. 50 No. 3, page 102, issued on June 25, 2002.
b. Pursue pathways to Industry Growth and Development: pray for the country’s competitiveness (e.g., price, quality, and transport costs) including delivering foreign supply investments into local utilities by intervening the Public Service Act and the electric power companies in the Philippines.

4. Further enhance the country’s competitiveness and address cross-cutting issues that expand the country’s competitiveness (e.g., prices, quality, and transport costs) including delivering foreign supply investments into local utilities by intervening the Public Service Act and the electric power companies in the Philippines.

5. Implement the Comprehensive National Industry Strategy (CNIS) to upgrade existing industries that are newly-emerging and integrate traditional industries (e.g., agriculture and services). Novel supply chain, prices, and deeper industry participation in global value chains.

6. Promote and expand the mining industry for the production of high-value heavy metals advocated by a holistic management perspective, focusing on re-working and recycling techniques, creating stable supply chains, re-establishing transport and agricultural services, facilitating the R&D, facilitating technology innovation, and securing a stable property rights regime.

7. Transform the mining sector into a high-value production, high-value, and competitive trading nation by implementing a comprehensive domestic industry development plan.

8. Spur an entrepreneurial revolution and encourage the formalization and growth of MSMEs through the full implementation of the Go Negosyo Law, PPP, Development Plan, and the APEC 2013 Agenda to drive growth in the MSME sector.

9. Foster the convergence of the different livelihoods and entrepreneurship programs among government agencies. Adopt the 2013-2022 Livelihood Agenda that envision the linkages of informal workers and informal sectors to the formal economy with full respect to the fundamental rights and principles at work.

10. Adopt a localized approach to streamline generation. We recognize that Local Governments must build their capacity in their respective areas, which will be ongoing with high government intervention.

AGREE this 2nd day of December 2016, Taguig, Philippines.
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into this __ day of __, 20__.

The DEPARTMENT OF LABOR AND EMPLOYMENT, a government agency with authority over matters relating to labor and employment, having its headquarters at F2 Bldg., 2nd Floor, W. Bonggoc St., Mandaluyong City, Philippines, hereinafter referred to as "DOLE";

The DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT, a government agency with authority over matters relating to local government affairs, having its headquarters at 4th Floor, Tuguegarao City Government Center, Cagayan, Philippines, hereinafter referred to as "DILG";

The PAG-ASA (Philippine Atmospheric, Geophysical and Astronomical Services Administration), a government agency with authority over matters relating to meteorology, having its headquarters at PAGASA Building, Pasig City, Philippines, hereinafter referred to as "PAG-ASA";

The PUBLIC EMPLOYMENT SERVICE CORPORATION (Philippines), a government agency with authority over matters relating to employment services, having its headquarters at 6th Floor, A. Bonifacio Bldg., Makati City, Philippines, hereinafter referred to as "PESONAM";

The PHILIPPINE INSTITUTE OF LABOUR STUDIES (PILS), a non-government organization with authority over matters relating to labor studies, having its headquarters at 4th Floor, Don Bosco Building, Makati City, Philippines, hereinafter referred to as "PILSAN";

The PILGRIM’S FUND ASSOCIATION OF THE PHILIPPINES, INC., a non-government organization with authority over matters relating to social security, having its headquarters at 6th Floor, Meralco Bldg., Mandaluyong City, Philippines, hereinafter referred to as "PILGRIM’S";

The PHILIPPINE.getMessage received from the PAG-ASA:

MEETING OF MINISTERS TO DISCUSS THE MEMORANDUM OF AGREEMENT

The parties hereto agree to meet regularly to discuss the implementation of this Memorandum of Agreement.

IN WITNESS WHEREOF, the undersigned have hereunto set their hands and affixed their signatures, to have hereunto been witnessed by the undersigned witnesses.

[Signatures]

[Witnesses]

IN PERTINENCY TO THE ADOPTION OF THE PROPER MEASURES TO DISCUSS THE MEMORANDUM OF AGREEMENT, THROUGH THEIR ONLY AUTHORIZED REPRESENTATIVES, agree to this Memorandum, for the cooperation and understanding of the said parties involved in the Memorandum of Agreement.

IN WITNESS WHEREOF, the following signatures are hereto appended:

[Signatures]

[Witnesses]
<table>
<thead>
<tr>
<th>POSITION</th>
<th>DEGREE</th>
<th>EDUCATION</th>
<th>EXPERIENCE</th>
<th>TRAINING</th>
<th>ELIGIBILITY</th>
</tr>
</thead>
<tbody>
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<td>LTO</td>
<td>Bachelor's Degree</td>
<td>Management or related field</td>
<td>3 years in a similar position</td>
<td>Computer applications</td>
<td>Philippine and foreign service talent</td>
</tr>
<tr>
<td>OIC</td>
<td>Master's Degree</td>
<td>Business Administration</td>
<td>5 years in a similar position</td>
<td>Microsoft Office</td>
<td>Philippine and foreign service talent</td>
</tr>
<tr>
<td>Assistant</td>
<td>Bachelor's Degree</td>
<td>Accounting</td>
<td>2 years in a similar position</td>
<td>Public Speaking</td>
<td>Philippine and foreign service talent</td>
</tr>
</tbody>
</table>

**SUBJECT:** Qualifications Standards for the Public Employment Service Office (PESSO) Personnel in the Local Government Units (LGUs) Pursuant to R.A. No. 9778, as Amended by R.A. No. 10391

Annex VI – CSC Memorandum Circular No. 20 – 2019
### DOLE Regional Directory

| REGIONAL OFFICE I | Paramatta Building B, Bldy, San Fernando City, La Union | http://ro1.dole.gov.ph | Tel No: (072) 607-9981 | Fax No: (072) 607-9981 | Email: dole_ro1@yahoo.com |
| REGIONAL OFFICE II | Regional Government Center, Carig Sur, Tuguegarao City, Cagayan | http://ro2.dole.gov.ph | Tel Fax No: (067) 369-5145 | Fax No: (067) 369-5145 | Email: dole2regionaloffice@gmail.com |
| REGIONAL OFFICE III | Davao del Sur Regional Government Center, Brgy. Maimpis, City of San Fernando, Davao | http://ro3.dole.gov.ph | Tel No: (084) 861-4383 | Fax No: (084) 455-1613 | Email: dolero3@gmail.com |
| REGIONAL OFFICE IV A | 3rd and 4th Floors, Anderson Building II, Parian, Calamba City, Laguna | http://ro4a.dole.gov.ph | Tel No: (049) 545-7360 | Fax No: (049) 545-7357 | Email: dole4a@ymail.com |
| REGIONAL OFFICE IV B | 3rd Floor, Civil Building, Roxas Drive cor. Sampaguita St., Dumaguete City, Negros Oriental | http://ro4b.dole.gov.ph | Tel No: (037) 314-5043 | Fax No: (037) 314-5044 | Email: doleregionaloffice@gmail.com |
| REGIONAL OFFICE V | Doña Aurora St., Old Albay, Legaspi City | http://ro5.dole.gov.ph | TelFax No: (052) 480-3058 / (052) 481-0768 | Email: ro5dole@yahoo.com |
| REGIONAL OFFICE VI | Swan Rose Building, Commission Civil St., Jaro, Iloilo City | http://ro6.dole.gov.ph | Tel No: (033) 320-8026, (033) 509-0400, 09173276515 / 09173276818 / 09989795369 | Fax No: (033) 509-0400 | Email: doleregion6@yahoo.com |
| REGIONAL OFFICE VII | 3rd and 4th Floors, DOLE-RO 7 Building, 7487 Lourdes Avenue corner Gorordo Avenue, Cebu City | http://ro7.dole.gov.ph | Tel No: (032) 266-2792 | Fax No: (032) 266-2792 | Email: doleregionaloffice@gmail.com |
| REGIONAL OFFICE VIII | DOLE Compound, Pooc, Martires St., Tacloban City | http://ro8.dole.gov.ph | Tel No: (053) 832-0697 / 533-4220 | Fax No: (053) 832-0697 | Email: doleregionaloffice@gmail.com |
| REGIONAL OFFICE IX | 3rd Floor, QNS Building, Vet. Avenue Extension, Tuning Road, Zamboanga City | http://ro9.dole.gov.ph | Tel No: (062) 993-1754 | Fax No: (062) 991-2673 | Email: dole9record@yahoo.com |
| REGIONAL OFFICE X | Trinidad Building, Corales Avenue, Cauayan De Ormoc City | http://ro10.dole.gov.ph | Tel Fax No: (056) 887-9500/887-4358 | Email: dole10regionaldirector@gmail.com |
| REGIONAL OFFICE XI | 4th Floor, Chan Chin Painters Bldg., corner Dacudao Ave. and Lakandula St., Aplaya, Davao City | http://ro11.dole.gov.ph | Tel No: (082) 227-4529 | Fax No: (082) 227-4529 | Email: dole11davao@yahoo.com |
| REGIONAL OFFICE XII | Acepal Building, Mabini Extension, 102 Koronadal City | http://ro12.dole.gov.ph | Tel No: (083) 228-2190 | Fax No: (083) 228-2190 | Email: dole12.ro@gmail.com |

### DOLE Regional Directory (CARAGA)

| REGIONAL OFFICE XIII (CARAGA) | Nimfa Tiu Building, J.P. Rosales Avenue, Butuan City | http://ro13.dole.gov.ph | Tel No: (085) 323-5120 / 817-2586 | Email: dolecaraga13@gmail.com |

### DOLE Regional Directory (CAGAYAN)

| REGIONAL OFFICE XIV | Trinidad Building, Corales Avenue, Cauayan De Ormoc City | http://ro10.dole.gov.ph | Tel Fax No: (056) 887-9500/887-4358 | Email: dole10regionaldirector@gmail.com |

### DOLE Regional Directory (COUNTRY)

| NATIONAL CAPITAL REGION | DOLE-NCR Building, 984 Maligaya Street, Malate, Manila | http://nrc.dole.gov.ph | Tel No: (02) 8400-6242 | Fax No: (02) 8400-6241 | Email: ncr@dole.gov.ph, dolencr2008@gmail.com |
| CORDILLERA ADMINISTRATIVE REGION | Cabinet Hill, Banguiao City | http://car.dole.gov.ph | Tel No: (074) 442-2447 | Fax No: (074) 443-5339 / 442-0824 | Email: car@dole.gov.ph, dolecar88@yahoo.com |
| REGIONAL OFFICE I | Paramatta Building B, Bldy, San Fernando City, La Union | http://ro1.dole.gov.ph | Tel No: (072) 607-9981 | Fax No: (072) 607-9981 | Email: dole_ro1@yahoo.com |
| REGIONAL OFFICE II | Regional Government Center, Carig Sur, Tuguegarao City, Cagayan | http://ro2.dole.gov.ph | Tel Fax No: (067) 369-5145 | Fax No: (067) 369-5145 | Email: dole2regionaloffice@gmail.com |
| REGIONAL OFFICE III | Davao del Sur Regional Government Center, Brgy. Maimpis, City of San Fernando, Davao | http://ro3.dole.gov.ph | Tel No: (084) 861-4383 | Fax No: (084) 455-1613 | Email: dolero3@gmail.com |
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| REGIONAL OFFICE IX | 3rd Floor, QNS Building, Vet. Avenue Extension, Tuning Road, Zamboanga City | http://ro9.dole.gov.ph | Tel No: (062) 993-1754 | Fax No: (062) 991-2673 | Email: dole9record@yahoo.com |
| REGIONAL OFFICE X | Trinidad Building, Corales Avenue, Cauayan De Ormoc City | http://ro10.dole.gov.ph | Tel Fax No: (056) 887-9500/887-4358 | Email: dole10regionaldirector@gmail.com |
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