

## **BLR Organizes Immersion Program for DOLE XI Labor Relations Focal Persons**

Consistent with its mandate to monitor and evaluate the implementation of labor relations policies and programs, the Bureau of Labor Relations (BLR) organized a Technical Supervision Program (TSP) in the form of an Immersion Program and Audit Program.

The Immersion Program, as the first stage of the TSP, was conducted on 14-16 November 2016. Five LR focal persons from DOLE Regional Office No. 11 participated in the program, namely: Ediltrudes L. Cabiles, Cecilia S. Dayhon, Erlinda W. Apale, Vincent Paul Dennis D. Mascardo, and Isidrick M. Pacqueo.

The objective of the activity was to build the capacity of Labor Relations focal persons on the implementation of various labor-management relations programs and policies. Specifically, it was conducted to enhance the performance, competencies and skills of newly hired and/or newly designated Labor Relations (LR) focal persons. It sought to strengthen the capacity of Regional/Provincial/Field Office personnel towards the effective and efficient implementation of LR Programs and policies. Similarly, it aimed to establish coordination and mutual support between Regional TSSD personnel and BLR personnel for the implementation of the Bureau's programs.

The participants undergone a lecture-orientation on specific program or policy and a hands-on training.

Mr. Jerome P. Yanson talked about the mandates and accomplishments of the BLR.

Ms. Myra Flor M. Ampong and Ms. Lilibeth C. Sanchez lectured on the registration process for unions, workers associations and collective bargaining agreements. Ms. Marivic T. Villa spoke about Workers' Organization Development Program (WODP).

Ms. Glorializa V. delos Santos discussed the functions of the Regional Tripartite Industrial Peace Councils (RTIPCs) and Industry Tripartite Councils (ITCs), Labor and

Employment Educations Services (LEES) and drafting of Voluntary Code of Good Practice (VCGP).

Atty. Abigail R. dela Rosa and Atty. Erwin C. Angeles gave a presentation on Sole exclusive bargaining agent (SEBA) certification and conduct of certification election, respectively. Meanwhile, Atty. Marisa P. Garcia answered queries on the Single Entry Approach (SEnA) Program.

Ms. Kim Margarete B. Martinez explained the Monitoring and Evaluation of Programs as per Quality Management System (QMS).

Part of the hands-on training includes processing of applications to WODP training and scholarship, updating of union registration, observation during the Tripartite Executive Committee (TEC) meeting, Budget Hearing at the Senate, and SenA Conference at the National Conciliation and Mediation Board (NCMB)-National Capital Region.

The second stage shall be the Program Audit wherein selected BLR personnel shall visit the respective offices of the trainees to assess the performance and implementation of the LR programs/projects based on the immersion program and to assist the trainees in instituting corrective measures in case there are areas that need to be improved.

Participants thanked the BLR for organizing the activity as it enhanced their knowledge and skills for the efficient and effective implementation of labor relations programs and policies.

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