

# DoLE urged to boost job quality, not temp work



By Chloe Mari A. Hufana  
Reporter

THE Kilusang Mayo Uno (KMU) said the Department of Labor and Employment (DoLE) needs to concentrate on creating quality jobs instead of allocating significant resources to a relief program for temporarily displaced workers.

In a statement, KMU Secretary-General Jerome M. Adonis said the P14-billion proposed budget in 2025 for the displaced-worker program, known as TUPAD (Tulong Panghanapbuhay sa

Ating Disadvantaged/Displaced Workers), indicates a misplaced focus on low-quality work.

"Instead of funding job creation, the DoLE chose to pour its funds into TUPAD, which merely offers temporary employment... TUPAD will not fulfill the basic needs of workers. What we need are regular and long-term jobs," he said.

During DoLE's budget hearing on Wednesday at the House of Representatives, Labor Secretary Bienvenido E. Lagunesma said TUPAD funding took a hit after the Department of Budget and Management (DBM) granted it only

P45 billion in 2025 funding, as against its proposed P80 billion.

TUPAD is a community-based safety net initiative that provides temporary employment to workers in the informal sector. It was initiated to provide relief to workers who lost their jobs as a result of the pandemic.

Last year, TUPAD provided emergency employment to over 3 million people. In the half of 2024, it has tallied over a million beneficiaries.

Next year, it aims to help almost 1.5 million.

Mr. Adonis cited the need to fund programs that will improve labor

conditions, ensure a living wage, and uphold fundamental labor rights.

The DBM listed DoLE in its bottom 10 government agencies in terms of spending performance in the first half of 2024.

During the budget hearing on Wednesday, DoLE said it had to deal with requests to realign TUPAD funds to the Government Internship Program, creating uncertainty on where to direct funding.

According to DoLE's action plan detailing its strategy for improving spending performance, it said program implementation peaks during the second and third quarters, which will increase the

payment of TUPAD wages and procure raw materials, tools, and equipment for the DoLE Integrated Livelihood Program.

Federation of Free Workers President Jose G. Matula told *BusinessWorld* via Viber that labor education projects also require funding.

"Labor education is an investment in the workforce. By funding programs that teach workers about their rights, the government is not only protecting them but also promoting productivity and stability in the labor market," he said, adding that well-informed workers are key to a resilient and competitive economy.

## OPINION

### Requests for foreign study leave

**M**ario, a long-time supervisor is applying for a six-month management program fully funded by a foreign entity. If accepted, he plans to take study leave without pay and promises to apply his key learnings when he comes back. Unfortunately, we don't have a policy on this. What's the best thing to do? — Blue Sky.

Take advantage of the absence of a policy. That way, you can be reasonably flexible in your decision-making process. But don't be trigger-happy. Have an open mind as an instant negative reaction could have a serious consequences on Mario's morale.

All organizations need a dynamic training program. Unfortunately, not many employers can afford to pay for sophisticated programs, especially those that involve foreign training. The

nature of jobs changes almost every day in this globally competitive environment.

**ELBONOMICS: Talent wins promotions, but training can fast-track them.**

as companies navigate rapidly changing technology, new business demands, cultural and generational workforce shifts, and the changing nature of work.

The above list is not complete. But they hint at the urgency of the need for a management development program for everyone. All employees, regardless of rank and stature, must develop new competencies to respond to the changes. Withhold any training and your people will soon enough risk obsolescence, leading your organization to lose its competitiveness.

Only through the continuous upgrading of the worker skills can an organization maintain its competitive advantage in the industry.

#### CONDITIONS

Even in the absence of a policy on foreign training, you should approve Mario's request. If you're part of the human resources (HR) department, you should be dynamic enough to discover there are many free management programs. Many of them can be accessed online and need not require in-person attendance.

But of course, there's great appeal in foreign training, as opposed to an online set-up. Thus, I will recommend to management the approval of Mario's study leave, subject to the following conditions:

**One, good work performance.** A strong performer gives management confidence that Mario will succeed in such a program.

**Two, 10 years of service.** Continuous employment is another consideration. It is an important measure of the company's retention rate. This requirement tells people that they must prove their loyalty to the organization before being allowed to take study leave.

**Three, clean record.** This means having no violations of the company's Code of Conduct or other rules and regulations, including minor offenses like absenteeism, tardiness, or non-wearing of company uniform, among others.

**Four, the nature of the job.** A foreign training program, even if it's fully funded, should promise improvements in Mario's work when he returns. He must make the case why such a program is indispensable for his current job.

**Five, no sharing of trade secrets.** Approval of a study leave does not automatically mean that management will allow the sharing of its vital information or strategy with others in the form of case studies or other means. Prior approval is needed before this can happen.

**Six, an agreed employment contract.** Such a contract must be signed before Mario leaves for overseas. This contract should require him to apply what he learned from the training program within one or two years. Also consider requiring the payment of a training bond.

**Seven, a temporary replacement.** Internally appointing a senior person will be necessary to avoid disruption of business operations. This also strengthens the company's succession and career development plans.

#### POLICY

Now that you are ready to handle Mario's situation, prepare to establish a formal policy to handle future cases. Create a new policy that applies prospectively to all workers who may be interested in following in his footsteps. You are establishing a precedent and cannot get away from it.

To avoid any confusion, make this policy part of the company's career development program and succession plan.

Consult other department managers. This way, it would be easy for you to come out with a dynamic program approved by all managers who may be adversely affected by the absence of people attending foreign training. However, no one can argue against having a training program that requires minimal resources from the organization.

Bring REY ELBO's Kaizen Blitz Workshop to teach your management team a unique approach in problem-solving. Contact him on Facebook, LinkedIn, X or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>



## Power Maintenance Updates

by **MERALCO ADVISORY**

The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

**SUNDAY, AUGUST 25, 2024**

### BATANGAS PROVINCE (STO. TOMAS CITY)

BETWEEN 8:00AM AND 2:00PM – PORTION OF CIRCUIT FP1P 416WW

Kasai Advanced Mfg. in First Philippine Industrial Park, Bgy. Sta. Anastacia.

**REASON:** Maintenance work inside Kasai Advanced Mfg. in First Philippine Industrial Park, Bgy. Sta. Anastacia, Sto. Tomas City, Batangas Province.

### PASAY CITY

BETWEEN 8:30AM AND 9:00AM AND THEN BETWEEN 3:00PM AND 3:30PM – PORTION OF CIRCUIT MALATE 14J

Portion of Leveriza and A. Luna Sts. from Villaruel St. to Antonio S. Arnaiz Ave. (Libertad) including G. Reyes, A. Pablo, Mabolo, Taniw, Topaz, Dancel, Col. Doro and Lukban Sts., Phil. Pasay Chung Hua Academy, and portion of Cartimar Market in Pasay City.

BETWEEN 8:30AM AND 9:00AM AND THEN BETWEEN 3:00PM AND 3:30PM – PORTION OF CIRCUITS MALATE 14J; AND PACO 422VY

Portion of F. B. Harrison St. from Sen. Gil Puyat Sr. Ave. (Buendia) to and including P. Manahan, Santiago, M. Santos, Rufino Mateo, Roberts, Sta. Escolastica, San Luis, Villaruel, Doña Noneng and 7th Sts.; Envirocycling Fiber Inc., Poweree Commercial, and Yic Group of Companies in Pasay City.

Portion of Leveriza St. from Villaruel St. to and including Lianas Department Store, Dali Grocery, Magic Star Square Bldg. and McDonalds and portion of Cartimar Market in Pasay City.

Portion of Villaruel St. from Roxas Blvd. to A. Luna St. including Blessed Elena Academy and Villaruel Tower in Pasay City.

Portion of Roberts St. from F. B. Harrison St. to and including Department of Foreign Affairs, 2201 Residences East Asialand Properties, CTC Bldg., Sunset View Towers, Marbellla I Bldg. and Hotel Sogo in Pasay City.

Portion of Leon Guinto St. from Meralco – Malate substation along Dagohoy St. to Pablo Ocampo Sr. St. (Vito Cruz) including St. Scholastica's College Manila, De La Salle College of St. Benilde and Jollibee in Malate, Manila.

Portion of Sandejas St. from Pablo Ocampo Sr. St. (Vito Cruz) to Menlo St. in Pasay City.

Portion of Taft Ave. (Northbound) from San Isidro Catholic School to and including The PJH Group in Pasay City.

Portion of Taft Ave. (Southbound) from Menlo St. to and including G& B Bldg. in Pasay City.

Portion of San Juan St. form Taft Ave. to and including Manila Adventist Medical Center and Donada St. in Pasay City.

BETWEEN 8:30AM AND 3:30PM – PORTION OF CIRCUITS MALATE 14J; METPARK 415MET AND PACO 422VY

Portion of Sen. Gil Puyat Sr. Ave. (Buendia) from F. B. Harrison St. to and including EGI Mall, Hotel Sogo, Metrobank, Mercury Drugstore and Padi's Point in Pasay City.

Portion of A. Luna St. from Sen. Gil Puyat Sr. Ave. (Buendia) to and including Villaruel St. in Pasay City.

Portion of David St. from F. B. Harrison St. to Leveriza St. including Andres Bonifacio Elementary School in Pasay City.

**REASON:** Replacement of hazardous poles, line reconductoring work and installation of additional lightning protection devices along Sen. Gil Puyat Sr. Ave. (Buendia) in Pasay City.

**SUNDAY TO MONDAY, AUGUST 25 – 26, 2024**

### LAGUNA (MAJAYJAY AND LUISIANA) AND QUEZON PROVINCE (LUCBAN; AND SAMPALOC)

BETWEEN 11:45PM AND 11:59PM (SUN., 08/25/24) AND THEN BETWEEN 4:00PM AND 4:15PM (MON., 08/26/24) – THE WHOLE OF CIRCUIT TAYABAS 48ZY – BOTOCAN 42D

Portion of Tayabas – Pagbilao Road from Meralco – Tayabas substation to and including Dela Torre Subd., Fairview Park I Subd., Roma Rosa Subd., Roma Rosa Village, Fresh Village, Green Valley Subd., Doña Carmen Subd., Tuazon Subd. and Village of St. Jude; Sitios Isla Verde and Luad Loob in Brgys. Mateuna and Opias, Tayabas, Quezon Province.

Along Tayabas – Lucban National Road from Tayabas West Central School III in Tuazon Subd., Brgy. Opias, Tayabas, Quezon Province to and including the whole town of Lucban; Brgys. Camaysa, Dapdap, Ibas, Lalo and Opias in Tayabas, Quezon Province.

Portion of Lucban – Sampaloc Road from Lucban – Luisiana Road in Brgy. Ailiw, Lucban to and including Landrito Farm in Brgy. Bataan, Sampaloc; La Residencia Trinidad Phase 2 Subd., One Mangostana Place Subd. and Two Mangostana Place Subd.; Brgys. Ailiw, Atunnilao, Kabate, Kilil and Pitis in Lucban, Quezon Province.

Brgy. Bataan in Sampaloc, Quezon Province.

Portion of Lucban – Majayjay National Road from Lucban, Quezon Province to Majayjay – Luisiana National Road including Brgys. Bakia, Bitaoy, Botocan, Burgos, Gagalot, Pilit, Rizal and Tayat in Majayjay, Laguna.

Portion of Majayjay – Luisiana National Road from Lucban – Majayjay National Road to and including the whole town of Luisiana, Laguna.

**REASON:** NGCP maintenance work inside NGCP – Tayabas substation.

**TUESDAY TO WEDNESDAY, AUGUST 27 – 28, 2024**

### QUEZON CITY (NOVALICHES)

BETWEEN 11:00PM (TUE., 08/27/24) AND 6:00AM (WED., 08/28/24) – PORTION

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### OF CIRCUIT KAYBIGA 422ZY

Portion of Katipunan Ave. from Magsaysay Ave. to and including East Los Angeles, Davies, East Berkeley, East San Jose, Riverside, Sta. Maria, West Berkeley, West Los Angeles, West San Francisco and West San Jose Sts. in California Village; Sambahayang California Village HOC; Eco Safe Hazmat Treatment Inc., Jeshicris Manufacturing Company, Kathleen Commercial Inc., Millepher Corp., Nikon Manufacturing Corp., Sirloin Food Industries Corp., Winner Chemical Marketing Corp. and A1+ Multinational Packaging Inc. in Bgy. San Bartolome.

**REASON:** Replacement and installation of poles, and line maintenance and reconductoring work along Katipunan Ave. in Bgy. San Bartolome, Novaliches, Quezon City.

**WEDNESDAY, AUGUST 28, 2024**

### CAVITE (ROSARIO)

BETWEEN 10:00AM AND 2:00PM – PORTION OF CIRCUIT ROSARIO 43RS

Portion of Don Basilio Leyva St. from near Marseilla St. to near Captain J. Luna St. including B. Toledo and J. Ricarafrente Sts. in Brgys. Ligton I & IV.

**REASON:** Installation and retirement of facilities, and line reconstruction work along Don Basilio Leyva St. in Bgy. Ligton IV, Rosario, Cavite.

**THURSDAY, AUGUST 29, 2024**

### RIZAL PROVINCE (TAYTAY)

BETWEEN 9:00AM AND 9:30AM AND THEN BETWEEN 1:30PM AND 2:00PM – PORTION OF CIRCUIT TAGUIG 50ZL

Portion of Sampaguita St. from Ejercito Ave. to near Matapat St. including Antonio C. Esguerra Memorial National High School in Bgy. Sta. Ana.

Portion of West Bank Road from Sampaguita St. in Bgy. Sta. Ana to Tapayan Pumping Station in Bgy. San Juan.

Portion of Ynares Ave. from Matalino St. to Cherry Blossoms St. in Bgy. Sta. Ana.

BETWEEN 9:00AM AND 2:00PM – PORTION OF CIRCUIT TAGUIG 50ZL

Portion of Sampaguita St. from near Masinop St. to and including Tapayan and Sakbat Ave. in Bgy. Sta. Ana.

Portion of Matiwasy St. from Sampaguita St. to Ynares Ave.