



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Regional Office No. 5
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January 24, 2023

ATTY. ARLENE Q. ALANGCO

Regional Director

Commission on Human Rights (CHR)

Regional Government Center, Rawis, Legazpi City

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Dear Atty. Alangco:

Greetings!

This has reference to your letter request dated 24 January 2023 regarding the data on the number of issues/complaints received by this Office disaggregated from July to December 2022, for the Human Rights Situation Report for 2nd Semester 2022.

Below is the data on the Requests For Assistance (RFA) filed by local workers through the Single Entry-Approach (SEnA) Program for the period of July – December 2022.

1. Total No. of RFAs filed – 628
2. Disposed RFAs – 628 out of 628 or 100% disposition rate
3. Total monetary benefits facilitated by DOLE for the period amounted to PhP13,886,592.05 benefitting 657 workers.
4. Issues involving violations of labor standards and labor relations raised in RFAs filed by workers totaled 1,598. (See Table 1)

Table 1. Issues involved in Local RFAs (July – December 2022)

Issues	Total	Distribution
Violation of Labor Standards (Non-payment/Underpayment of Minimum Wage, COLA, Night Shift Differential, Overtime Pay, Holiday Pay, Premium Pay for Special Day, Premium Pay for Rest Day, Service Charge, Service Incentive Leave, 13 th Month Pay, Illegal Deductions, Maternity Leave, Paternity Leave, Parental Leave for Solo Parent, Leave for Victims of VAWC, Special Leave for Women, Claims for Last Salary/Last Pay, Delayed in Payment/Time of Payment, Retirement Benefits, Occupational Safety and Health Violations)	1,036	64.83%
Illegal Dismissal and Constructive Dismissal	115	7.20%
Grievable Issues (CBA Violations and Other Personnel Actions)	13	0.81%

Claims for Separation Pay and Indemnity Pay	169	10.58%
Non-issuance of COE	61	3.82%
Regularization/Contractualization	9	0.56%
Maltreatment/Harassment	13	0.81%
Others (Requests for financial assistance, release of bonds, injury claims, savings refund and insurance fees)	182	11.39%
TOTAL	1,598	100%

**Issues raised do not add up to the total number of RFAs filed due to multiple issues filed in a single RFA*

5. Age Group (July – December 2022)

Age Group	No.
below 15	0
15-17 yrs	2
18-30 yrs	302
31-59 yrs	305
60-65 yrs	19
Total	628

6. Sex Disaggregation (July – December 2022)

Sex	No.
Female	244
Male	384

Meanwhile, below is the data for Labor Standard Cases and Labor Inspection for 2nd semester of 2022.

Labor Standard Cases (July – December 2022)

1. Total Labor Case Filed – 778
2. Total Cases Disposed – 1,089
3. Amicable Settlement/ Compromise Agreement – 15
 - a. Amount of Monetary Awards - 707,718.73
 - b. Worker's Benefited – 74
4. Compliance Order Issued/ Decided on the Merits – 1074
 - a. Decided in favor of labor - 809
 - b. Decided in favor of management - 265
 - c. Amount of monetary awards (Php) – 2,471,609.88
 - d. Workers benefited – 295
5. Benefits from Disposed Cases
 - a. Total amount of monetary benefits – 3,179,328.61
 - b. Total number of workers benefited – 369
6. Cases that arises from Complaint Inspection - 72

Labor Inspection (July – December 2022)

1. Total Establishments Inspected – 1,317
2. Total Worker's Covered – 31,164
 - Female – 13,608
 - Male – 17,556

3. Compliance rate for General Labor Standards as of December 2022 – 88.62%
4. Compliance Rate of OSHS COVID Monitoring as of December 2022 – 89.10%
5. Top General Labor Standards Violations/Findings for July – December 2022

Findings	No.	Distribution
HDMF Coverage	106	13%
Phil Health Coverage	98	12%
HDMF Remittance	89	11%
Phil Health Remittance	81	10%
SSS Coverage	74	9%
SSS Remittance	62	8%
Records Keeping/Presentation of Records	57	7%
Basic Wage Pay	52	6%
Overtime Pay	32	4%
Premium Pay for Special Day	24	3%
Republic Act 11313: Safe Spaces Act	20	2%
Republic Act 7877: Anti-Sexual Harassment Act of 1995	18	2%
13th Month Pay (P.D. 851)	18	2%
Holiday Pay	16	2%
Service Incentive Leave pay	15	2%
Time of Payment of Wages	7	1%
Non-Interference in the Disposal of Wages and Allowable Deductions	6	1%
With CODI or Committee on Decorum and Investigation (RA 7877 and RA 11313)	6	1%
Premium Pay for Rest Day	5	1%
Registration with the DOLE (contracting/subcontracting)	5	1%
Night Shift Differential pay	4	0%
Family Welfare Program (FWP)	3	0%
With Family Welfare Committee (FWC)	2	0%
Alien Employment Permit	2	0%
Notification to DOLE	1	0%
With at least any two (2) dimensions of the nine other dimensions of the FWP (D.O. 56-03)	1	0%
Weekly Rest Periods	1	0%
Maternity Leave (R.A. 11210)	1	0%

6. Top Occupational Safety and Health Standards Violation/Findings – July to December 2022

Findings	No.	Distribution
First Aider	321	24%
Safety Officer/s	254	19%
Registration of Establishments (Rule 1020, OSHS)	136	10%
OSH Program pursuant to Section 12	98	7%
Annual Medical Report (AMR)	98	7%
Annual Work Accident/Injury Exposure Data	71	5%

(whether or not there is an accident/illness) (AEDR)		
Composition of OSH Committee in accordance with Section 13	53	4%
Policy and Program on Prevention and Control of HIV/AIDS, Tuberculosis and Hepatitis B	49	4%
Policy and Program on Promotion on Drug Free, Mental Health, Healthy Lifestyle	48	4%
Orientation of all workers on OSH (8hrs)	45	3%
Fire Safety Inspection Certificate (FSIC) issued by BFP	41	3%
Report on Safety and Health Organization/s (RSHO) and Minutes of the Meeting	41	3%
Employer's Work Accident/Injury Exposure Data (for every disabling injury) (WAIR)	21	2%
Annual Physical Examination	11	1%
Nurse	10	1%
Emergency medicines	9	1%
Provision of PPEs	6	0%
Fire drill	4	0%
Earthquake drill	4	0%
First Aid and Emergency Medical Services	3	0%
Visible safety signages	3	0%
Adequate supply of safe drinking water	2	0%
Physician	2	0%
Conducted Safety Orientation/toolbox meeting	2	0%
Good Housekeeping (conditions of floors, walls and storage rooms) (Rule 1060, OSHS)	1	0%
No Cost to Employee of PPE	1	0%
Clinic w/ sufficient number of clinic beds (Section 15)	1	0%
Conduct of HIRAC	1	0%
Dentist	1	0%
Adequate Lighting	1	0%
Proper Ventilation	1	0%
Company Commitment to comply with OSH requirements	1	0%

Source: Labor Inspection – Management Information System (LI-MIS) v2

We hope you find everything in order.

For your information and guidance, please.

Thank you.

Very truly yours,


MA. ZENAIDA A. ANGARA-CAMPITA, CESO III
 Regional Director *p.ang*

DEPARTMENT OF LABOR AND EMPLOYMENT	
REGIONAL OFFICE NO. 5, LEGAZPI CITY	
IMSD RECORDS SECTION	
DATE:	JAN 26 2023
TIME:	9:51 am
RELEASED BY:	<i>[Signature]</i>

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