



AOTS

Invitation Program for Leaders of Employers'
Organizations

and Successful Former Participants [EREF]

Endorsed by Employers Confederation of the Philippines

COUNTRY AND CANDIDATE

EMPLOYMENT

UNEMPLOYMENT RATE – 4%
TOTAL EMPLOYED – 49.2M
UNDEREMPLOYMENT – 11.2
LABOR PARTICIPATION – 64.8%

CHALLENGE

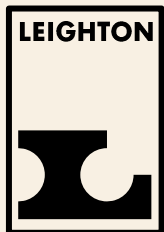
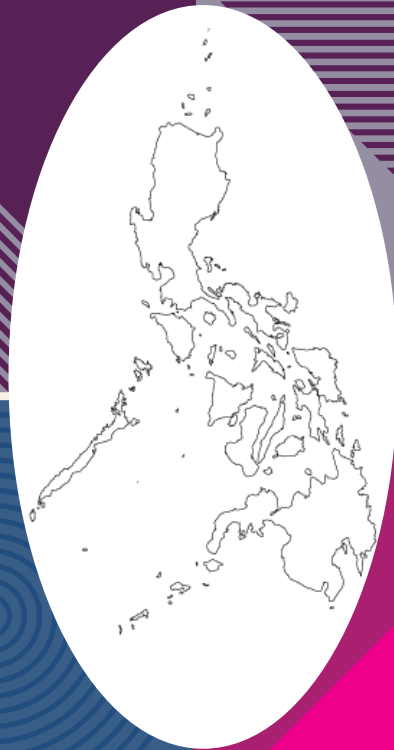
Brain drain – health sector
Rural-Urban Migration
Farm-to-Market

POPULAR INDUSTRIES

Agriculture
Information & Comm Technology
Education
Health

FOCUS 2023-2028

Energy | Logistics | Connectivity
Upskilling and Retooling



11
Years
Human
Resources

2021
AOTS ERHR1

2022
Master in
Development
Management

2024
Adjunct Faculty
Asian Institute of Management
Human Capital Mgt Course



AOTS EXPERIENCE



IN DEPTH

Low unemployment rate
Flexible Job Types
Rapid Post-War Development
Highly Industrialized (4th)



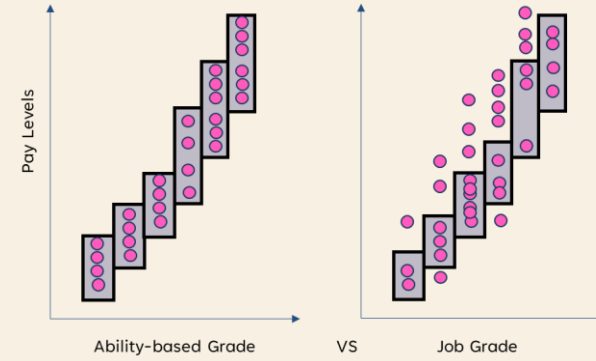
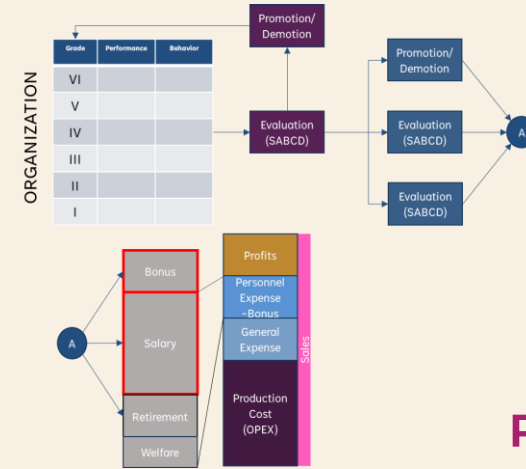
CULTURE

Low Context
High Commitment
Low Engagement
Strong Belongingness
Competition with Cooperation
Psychological Contracts

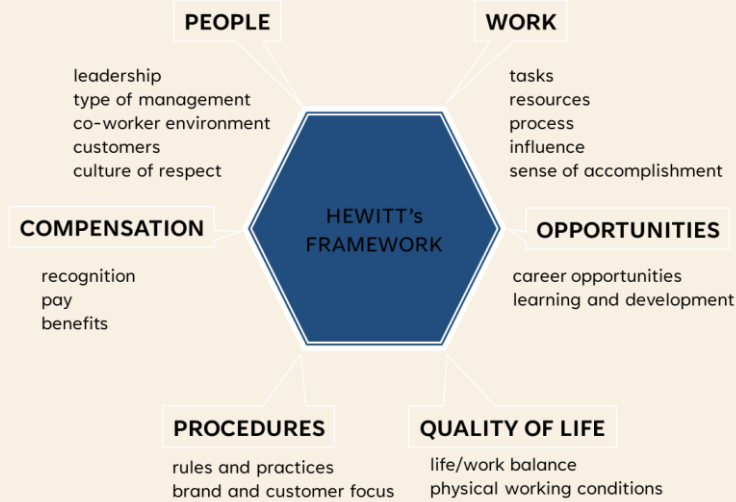


AWARENESS

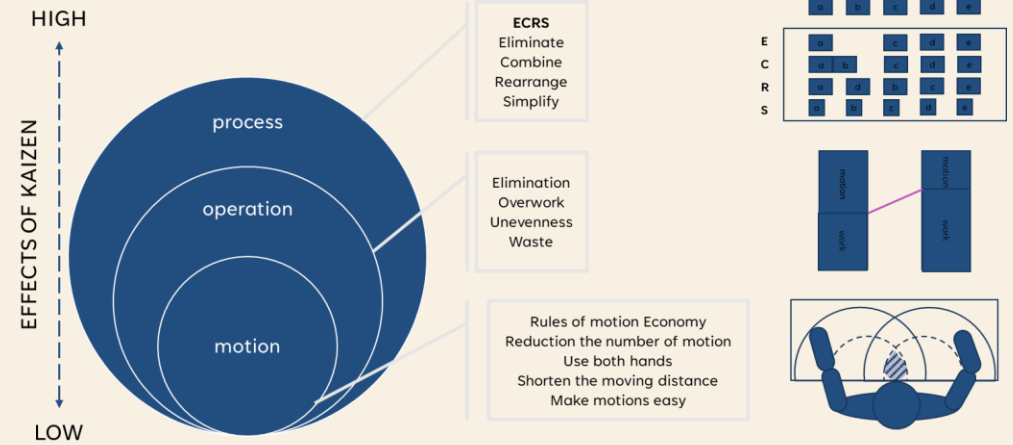
High Productivity
Lower Cost of Production
Streamlined Processes
Continuous Improvement
Sustainable IR Practice



PAY SYSTEMS



KAIZEN



NEXT STEPS



**STANDARDIZE AND
REORGANIZE
FLAWED PROCESSES**



**DEVELOP PROGRAMS
FOR COMMITMENT
AND ENGAGEMENT**



**FOLLOW THRU WITH
SUSTAINABLE
ENGAGEMENT**

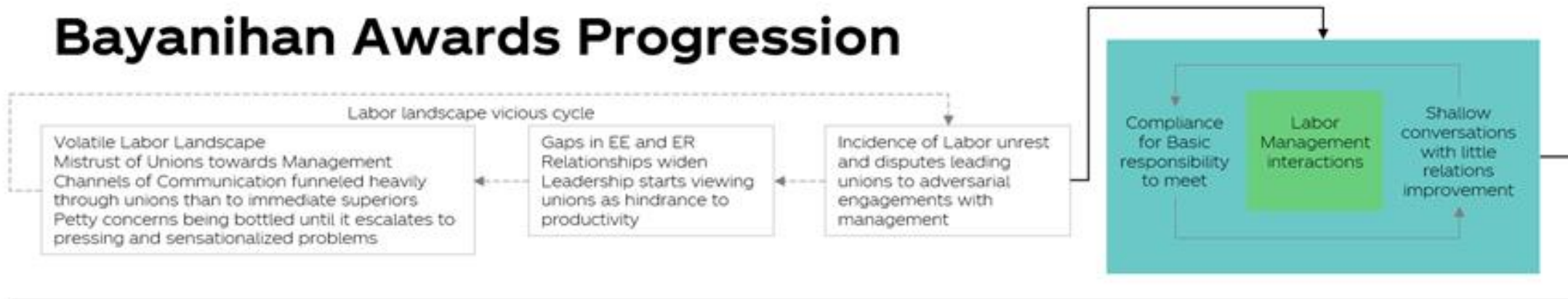


**REVISIT EXISTING
POLICY
CONSTRAINTS**



**CHAMPION
PRIORITY
PROGRAMS**

Bayanihan Awards Progression



BAYANIHAN AWARDS

Short Term Outcomes

- Developed culture for documentation
 - Initiated conversations for viable programs aimed at addressing basic concerns
- Developed sustainable channels for communication
 - Sites subscribed to an agreed platform and structure aligned with company design and NCMB guidelines
- Institutionalized support for initiatives aimed at cooperation
 - Created awareness for leadership to address funding requirements
 - Created business case to have a continuous program

Medium Term Outcomes

- Established presence for sustained participation in the NCMB search
 - Attended and placed as finalist for 2 consecutive biennial cycles
- Streamlined process for communication delivered with clarity and strong purpose
 - Made relations stronger through timely and routine touchpoints between individual and national internal programs for cooperation
- Determined measures and validated proof of concept to sustain budget requirement for at least 5 years
 - Funded awards seasons with graduating prizes attuned to needs and heightened entertainment and engagement

Long Term Outcomes

- Recognized as industry stalwart for best practices in cooperation programs
 - Programs developed impact internal clients and immediate community
- Standardized approach to lively and cooperative communications
 - EE and ER collaboration created greater leverage points for addressing quality of life for employees
- Company initiatives garnered international recognition and support
 - Funding becomes second nature
 - Programs launched within the system mimicking CCBPI standard

Little to no labor disputes eliminating gaps in communication, strained labor-management relations, and mistrust

Strong positive labor climate with an outward effect to immediate communities and improved quality of life for employees



2022

44 of 55

Unions Joined

+22 vs 2021

CLOSED 55 of 55

CBA's in PH

Coca-Cola History

2023

14

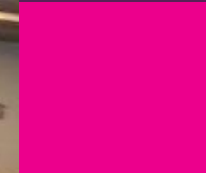
Total entries onto Awards
Search for Best LMC

7

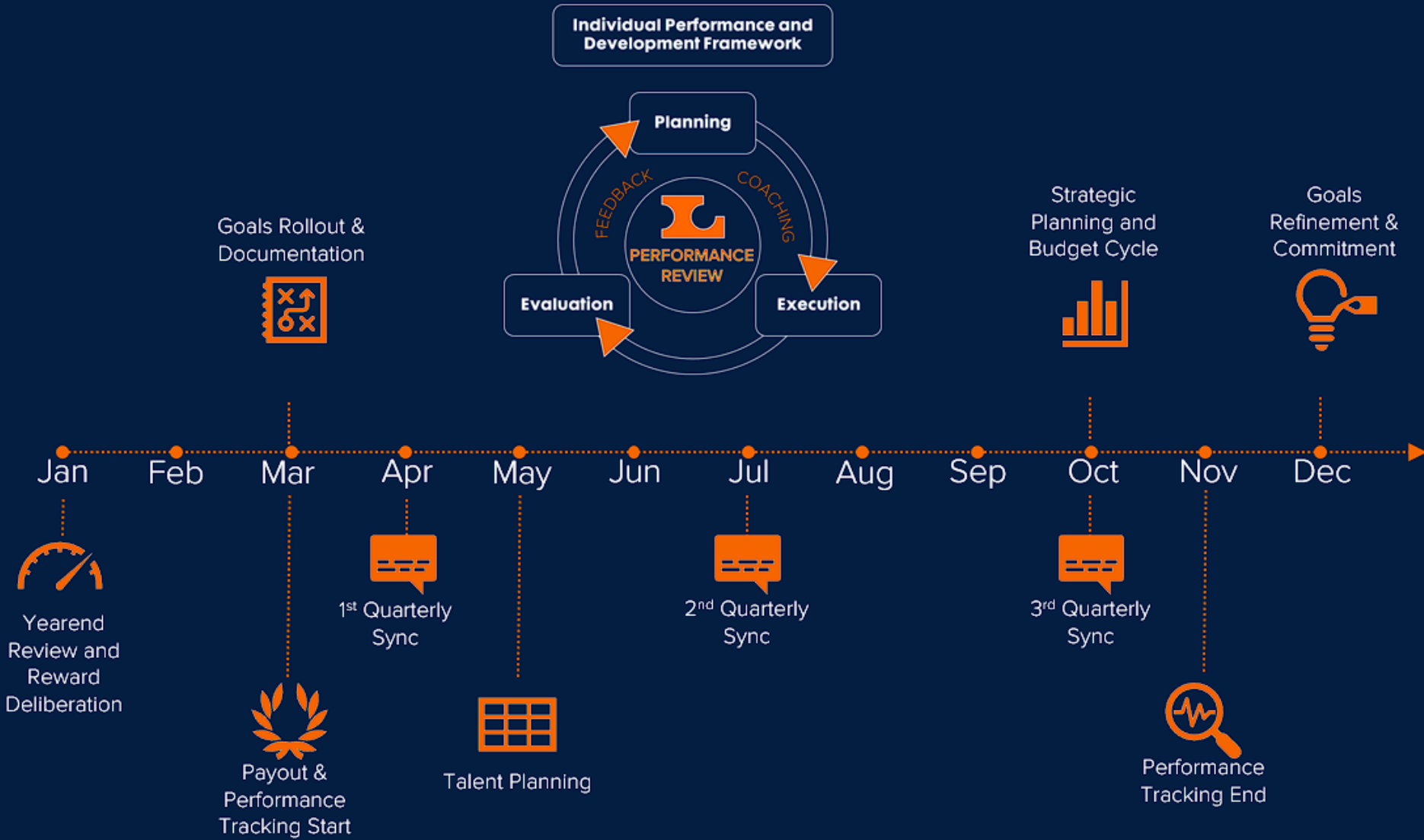
Regional finalists

2

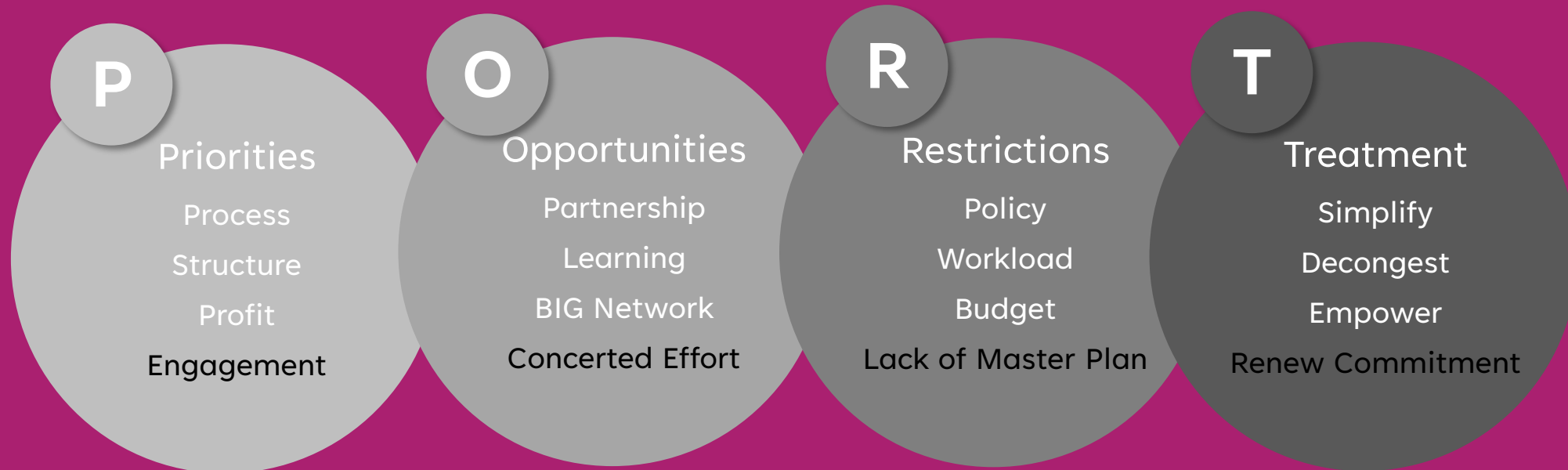
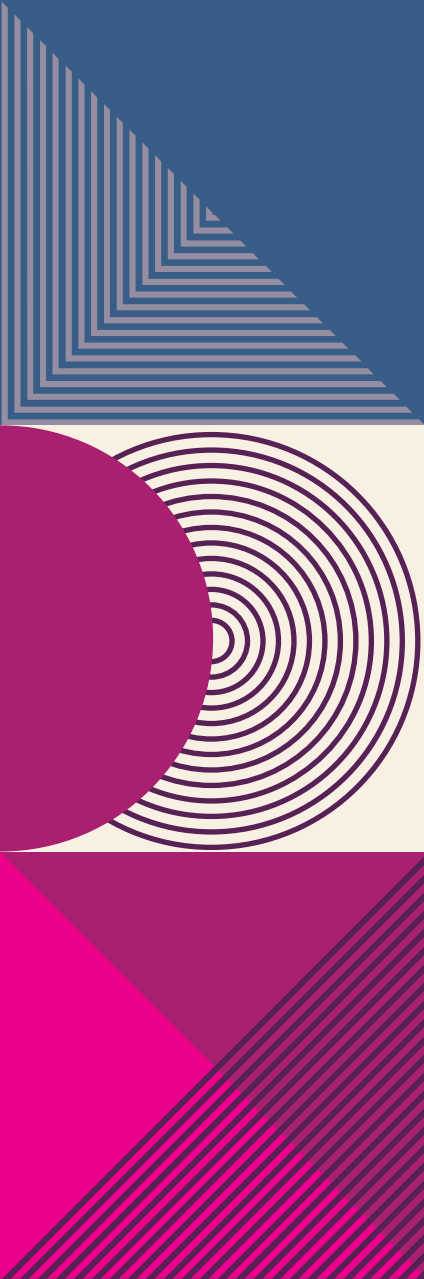
National Winners



DOLE Secretary Bienvenido E. Laguesma and OIC-Undersecretary Lennard Constantine C. Serrano, NCMB Officials, DOLE IV-A Officials, and PHILAMCOP with the delegates during the 13th National Convention on LMC.



Talent Cycle



/pôrt/ (program development) adapting a completed version of the **model** from one platform to another



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