

Labor Relations, Human Relations and Productivity (LHP) Program.

I. Description

The DOLE has its massive Labor-Management Education that espouses and inculcates adherence to labor laws, harmonizes work relations and provides tools and techniques for global competitiveness.

In a changing workplace, Labor Relations (LR) harmony & industrial peace are still the desirable end goals. These can be best achieved by organizations that are secured because:

- They know the rules (the LR step);
- They deal with fairness, reasonableness, respect (the HR step); and
- They are productive (the Productivity step).

This seminar is DOLE's contribution in the labor education and advocacy aspect to address the challenge of business competitiveness in the workplace. It is a one-day course for employees, supervisors/employers or mixed employees and employers/supervisors.

Other specialized modules may be requested by firms as follow-up to the LHP based on their respective needs (e.g., LMC, Family Welfare, Grievance Handling, Sexual Harassment, Drug Free Workplace, Occupational Safety & Health seminars, etc.)

II. Modules

The **LHP program** updates and orients the participants on

Labor Relations (LR) such as:

- Basic LR Concepts,
- Security of Tenure, and
- List of ADR (Alternative Dispute Resolution) Strategies

Human Relations (HR) like

- Employee motivation,
- Positive values, and
- Meaningful communication; and,

Productivity through 5S

- What Productivity is and what is not
- Areas where productivity intervention can be applied
- Productivity tools and techniques
- DOLE's services on productivity

III. Mechanics of Availment

Management can avail of this program by writing the nearest DOLE Provincial Office to signify its intention to avail of the seminar at the plant level.