

# Skills Registry Mapping in the City of Catbalogan: Input to an Intervention Scheme

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## Abstract

*This study was conducted to determine the status of labor force of the different barangays of Catbalogan City and ascertain the training programs needed by the respondents. It presents the importance of labor market supply in reducing poverty and ensure efficient development patterns and social assistance interventions which may be feasible to the barangay residents. The study surveyed 15-35 year-old residents in the 57 barangays of Catbalogan City, Samar, Philippines. These barangays were divided into four (4) cluster areas namely: Poblacion, Coastal, Carline, and Upland. Result shows that there is available pool of skilled labor most of which are untapped. They preferred to work in Catbalogan City and Manila if given a chance. Highest number of respondents are into cooking and housekeeping. A considerable number of respondents wanted to learn skills to make them entrepreneurs.*

Keywords: skills registry, skills mapping, job creation, intervention, labor market, labor force, poverty, Catbalogan

## I. INTRODUCTION

The persistence of job and skills mismatch is one of the problems confronting the government as stressed by President Benigno Aquino III during his 2nd State of the Nation Address. In line with this, the Human Development and Poverty Cabinet cluster created the Technical Working Group (TWG) on job-skills mismatch to address said concern. Among the components of the convergent programs conceptualized is the conduct of the national career congress. This aims to provide a venue for the members of the network of guidance counselors and various stakeholders to gather and

share insights on how to mold the minds of the youth and support them towards a successful entry into the world of work (DOLE, April, 2012).

As part of the core strategies of the Department of Labor and Employment in strengthening its functions, the LMI (Labor Market Information) registration was launched as a medium in gathering inputs in as far as labor manpower is concerned.

Labor Market Information is the reorganization and the presentation of

facts, statistical and descriptive, arising out of the functioning of the labor market. The primary source of labor information is the household population ages 15 years old and over. In other words, this comprises the youth. In the Philippines, statistics shows that 7% or 2.814 million Filipinos are underemployed. On the other hand, there are 19.3% or 7.163 million Filipinos who are over employed. This indicates the extent of under utilization of the productive capacity of the employed population (NSCB, Makati, Philippines, 2014).

In contrast to the prevailing situation, employers need skilled workers while job seekers look for the acquisition of skills in demand by employers. Employers are interested in knowing more the trends for their industry to grow and also to their employees whether they are playing competitively with employees within or with other companies. On the other hand, job seekers want to know how stable employment is in the industry of a prospective employer (Project Jobsfit, DOLE, 2009).

Catbalogan City is home to 94,000 Catbaloganons, with 57 barangays in which 20 barangays are situated in the Poblacion, 11 in the carline, 16 along coastal areas and 10 are upland barangays. Catbaloganons contribute 6.4% of the labor force in Region 8 (DOLE 8, January, 2013).

The study generated information regarding the available skilled labor to encourage policy makers particularly the Sangguniang Bayan Members of the city of Catbalogan in crafting a meaningful and effective policy and programs in the locality and stakeholders particularly entrepreneurs in the city. This also would serve as a guide and reference to the university in realigning the different course offerings in line with the K to 12 Curriculum.

The project primarily determined the status of the labor market supply of the four (4) clustered barangays of Catbalogan City as source of manpower employment. Specifically, it sought to determine the demographic profile of the respondents; their skills and training attended, as well as their desired skills trainings and seminars and finally the manpower skills needed by industries.

Samar boasts its natural resources from the land, forest, aquatic and mineral resources. The province of Samar has a total land area of 3,943.18 square kilometers of protection and an area of 1,647.82 square kilometers of production land. The production land is comprised of 824.10 square kilometers of sustainable land, 822.51 square kilometers of under-used land, and 1.20 square kilometers of over-used land (<http://samar.lgu-ph.com/natural.htm>). In terms of coastal and marine resources, the province has a relatively long coastline, which extends over 300 kilometers from Calbayog City, a City in the north down to the southernmost municipality of Marabut. There are six (6) major fishing grounds with a combined area of about 298 square kilometers considered with production potentials: Samar Sea, Maqueda Bay, Villareal Bay, Zumarraga Channel, San Juanico Strait and San Pedro and San Pablo Bay. These fishery areas, likewise have large areas suitable for brackish water fishponds development. Moreover, the province has potential areas for mining which are classified into metallic and non-metallic minerals. Hematite and magnate chromate, nickel and manganese are the major ore commodities of Samar. Copper, minor zinc and lead are usually in the primary form of sulfide and associated with abundant pyrite.

Despite its given natural resources, Samar remains desolate and majority of its people especially in the rural areas are unemployed. The situation not uncommon

even in its capital city.

Catbalogan is a first class municipality and Samar's capital. It is strategically located for commercial, trading, educational, political and financial activities. It has a population of 94,317 (NSO census, 2010) and a total land area of 274.22 square kilometers. Despite the financial opportunities in the city, the face of poverty is still prevalent in the area. Poverty incidence is high and has not changed much from 37.4 in 2009 to 36.0 in 2012 (NSCB), 2013). Data shows on the poverty incidence of the under studied barangays their areas follows: Alablate(98.11%);Basiao(91.80%);Buluan(84.67%);Cabugawan(69.08%);Caguisipan(97.72%) Canhawan Guti(71.62%); Cawayan(93.18%); Cinco(79.06%); Estaka(73.58%); Lobo(41.67%); Payao(71.31%); Rama(83.76%); San Roque(76.16%); San Vicente(83.14%); and Totoringon(95.56%)(CPNC, 2014).

According to Shah (2006), poverty reduction needs appropriation of natural capital to utilize its natural resources and produce economic goods. Without this capital, the poor remains to be poor even if he is in a resource-rich environment. The stakeholders then should look into the distribution of human capital and find a way to fill in the void in a community. In some instance, there are structures that contribute to perennial poverty such as unequal exchange, the clash between the traditional and secular cultures, and the control of public agencies by powerful private interests (Peluso, 1960).

The island of Samar has the 10 poorest municipalities of the Philippines and the region is one with high incidence of poverty. Region VIII's worst poverty incidence of families rose from 35.3 percent from 2003 to 40.7 percent in 2006 (NEDA2010). Statistics revealed that there are 94,000 Catbaloganons as its human resource to exploit sustainably its natural

resources but this natural resources remain untapped (NSO Census, 2010). Wright (1994) stated that humans are an important potential source of sustained competitive advantage. How come these people remain poor and natural resources are not fully harnessed? This is the gap that the researcher would like to address whether or not it is rooted in the character of the people or the social structure.

## II. METHODOLOGY

The researchers used the descriptive research methodology and survey using the questionnaire as the main instrument in data gathering. The research questionnaire was submitted to the Vice President for Planning and Research and members of the team for content validation. Part of the questionnaire was adapted from the LMI Form (DOLE) while the other was made by the researchers. The questionnaire was in English but it was translated into the vernacular so the respondents can fully understand. The questionnaire was administered to 20 residents in the nearby municipality of Jiabong to determine the validity and its reliability. The Reliability coefficient was pegged at 0.78.

The respondents of the study are the working group or labor force ranging from ages 15-35 years of age (BLES Lab stat Vol. 16, NO. 1; NSO-2011 LFS Survey Rounds) considering that most of those who belong to these ages are the adventurers, i.e. one who are not yet stable in their job; still finding the right job at the right place; or most often than not are working students.

Stratified proportional random sampling was utilized in the study. From the data of each barangay residents aged 15 to 35 were taken. To find the number of respondents for each barangay and the number of participant in every age category, Sloven's formula was used.

Table 1.  
Sex Distribution of Respondents

Cluster	Sex				
	Male	%	Female	%	Total
Poblacion	718	42.76	808	45.27	1,526
Coastal	445	26.50	513	28.74	958
Carline	441	26.27	419	23.47	860
Upland	75	4.47	45	2.52	120
<b>Total</b>	<b>1,679</b>	<b>100.00</b>	<b>1785</b>	<b>100.00</b>	<b>3,464</b>

Table 2.  
Civil Status of Respondents

Cluster	Single	%	Married	%	Separated	%	Widower	%	Total
Poblacion	757	37.04	574	38.55	15	62.50	21	45.65	1367
Coastal	574	28.08	338	22.70	2	08.33	3	06.52	917
Carline	640	31.31	534	35.86	6	25.00	21	45.65	1201
Upland	73	03.57	43	02.89	1	04.17	1	02.18	118
<b>Total</b>	<b>2044</b>	<b>100.00</b>	<b>1,489</b>	<b>100.00</b>	<b>24</b>	<b>100.00</b>	<b>46</b>	<b>100</b>	<b>3,603</b>

Before the actual gathering of data, approval from the City Mayor and Punong Barangay were sought. Research enumerators who were composed of students currently enrolled in Statistics, Economics and Educational Technology classes were oriented of research ethics and procedures in gathering data. This was done to ensure equity in the dissemination and clarity of instruction.

Frequency counts, mean and percentage were employed to analyze the data. Furthermore, documentary analysis, interview and Focus Group Discussion were also utilized to validate the data gathered through the questionnaire and interview.

### III. RESULTS AND DISCUSSIONS

The initial step undertaken by the researchers was to gather data of ages 15-35 of the different barangays located in the Poblacion and other barangay of the city located in the coastal, carline and upland. Majority of these barangays do not have the data needed thus the survey

was devised to get a first hand data.

Table 1 shows the sex distribution of respondents. The data revealed that majority (42.76%) of the male respondents come from Poblacion, followed by Coastal (26.50%) and Carline (26.27%). On the other hand, female respondents follow the same trend with Poblacion as the highest (45.27%); followed by Coastal (28.74%); Carline (23.47%) and the last Upland 4.47% for males and 2.52% for females respectively.

As gleaned on Table 2, among the four clustered areas, Poblacion has the majority (37.04%) single respondents; next is Carline (31.31%) and followed by Coastal (28.08%) while for married respondents, first is Poblacion again (38.55%) followed by Carline (35.86%) and Coastal (22.70%). There were few single, married, separated and widower among the respondents in the upland barangays. Notable in Table 2 is the least data of widower and separated in all clustered areas. This can be inferred that Filipino families are closely knit and give

Table 3.  
Ages of Respondents

Cluster	Ages				
	Adolescents (15-19 of age)	%	Early Adulthood (20-35 of age)	%	Total
Poblacion	419	30.56	1,004	40.62	1,423
Coastal	479	34.94	576	23.30	1,055
Carline	432	31.51	816	33.01	1,248
Upland	41	02.99	76	03.07	117
<b>Total</b>	<b>1,371</b>	<b>100.00</b>	<b>2,472</b>	<b>100.00</b>	<b>3,843</b>

Table 4.  
Educational Attainment of Respondents

Cluster	No Schooling	%	Elem.	%	High School	%	College	%	Graduate	%	Total
Poblacion	6	07.14	230	26.71	631	36.92	538	54.34	32	52.46	1437
Coastal	53	63.10	259	30.08	487	28.50	179	18.08	18	29.51	996
Carline	22	26.19	316	36.70	541	31.66	263	26.57	11	18.03	1153
Upland	3	3.57	56	06.51	50	02.92	10	01.01	0	00.00	119
<b>Total</b>	<b>84</b>	<b>100.00</b>	<b>861</b>	<b>100.00</b>	<b>1,709</b>	<b>100.00</b>	<b>990</b>	<b>100.00</b>	<b>61</b>	<b>100.00</b>	<b>3,705</b>

Table 5  
Occupation of Respondents

Barangay	No response	Schooling	Fishing	Farming	Laundering	Cooking	Driving	Selling	Teaching	Employee	Brgy. Official	Housekeeping	Shoemaking/Repairing	Welding	Carpenting	Massaging	Babysitting	Nail Cleaning	Store keeper	Others	Total
Poblacion	477	446	231	125	0	83	233	240	26	243	0	665	2	0	76	4	39	15	0	216	3,121
Coastal	179	110	192	9	21	19	11	25	10	14	0	119	0	1	6	2	4	2	8	9	821
Carline	60	83	93	107	6	38	90	65	9	58	1	226	1	4	30	2	17	5	0	98	993
Upland	12	0	2	59	7	9	0	4	0	1	0	16	1	0	3	0	1	0	1	1	117
<b>TOTAL</b>	<b>728</b>	<b>639</b>	<b>518</b>	<b>300</b>	<b>34</b>	<b>149</b>	<b>334</b>	<b>334</b>	<b>45</b>	<b>316</b>	<b>1</b>	<b>1,106</b>	<b>4</b>	<b>5</b>	<b>115</b>	<b>8</b>	<b>61</b>	<b>22</b>	<b>9</b>	<b>324</b>	<b>5,052</b>

emphasis on marriage (Hunt, 2004).

Table 3 reveals the ages of respondents classified into adolescents (15-19 yrs. of age) and early adulthood ages 20-35 (Atkinson, 2009). Among the four clustered areas, Coastal has the majority (34.94%) adolescents followed by Carline (31.51%); Poblacion (30.56%) and Upland (02.99%). The data for Early adulthood shows a different trend. Poblacion has the majority (40.62%); followed by Carline (33.01%), Coastal (23.30%) and Upland (03.07%). Generally, majority (40.62%) of respondents belong to Early adulthood, the core of the working group- the human capital who will utilized its

natural resources and produce economic goods thereby poverty reduction will happen (Shah, 2006).

Table 4 presents the educational attainment of respondents. As gleaned on the table, Carline has the majority of (36.70%) Elementary graduates followed by Coastal (30.08%); and Poblacion (26.71%) then the least was in Upland area. (06.51%). Among High School graduates, Poblacion has the majority (36.92%) and the least is Upland (02.92%). On the other hand, among College graduates, majority (54.34%) were coming from the Poblacion followed by Carline (26.57%) and the least were from Upland (01.01%).

Table 6  
 Technical and Vocational Training of Respondents

Barangay	Type of Training	Sponsoring Agency	Certificate Issued	Date Issued
1	Livelihood skills training, entrepreneurship, Business, computer literacy, cooking, computer servicing	SSU, super values inc, TSKI, TESDA, Health Care Center		
2	Interpersonal Nursing, tailoring, auto mechanic, reflexology, electrical	TESDA		
3	Sales, Merchandizing, marketing, entrepreneurship, handicraft, skills recycling, computer servicing, livelihood skills training, dressmaking	COCA-COLA, super value, SSU, Sun Cell Co. TESDA,		2003
4	Wine mixing, bartending, welding, editorial cartooning, electrical servicing livelihood, driving, programming, merchandizing, advertising	School, DTI, TESDA, SID		2006 2009 2010 2012
6	Welding, Machine Diving			
7	Buiding, wiring, Electrical, NC2,PPS	TESDA	NC2	
8	Computer Literacy, technical training on data comm., networking, orientation on leave eligibility, accreditation, computer hardware servicing	TESDA, Mega entrepreneur, global alliance, LGU, TESDA	NC-11	
9	Livelihood Training, computer literacy, steno graphing, groomer, piggery training, electrical, food processing, cooking	CARD, Makati city, TESDA, Samar College, DAR, SSU, Maqueda Bay, SMCC	Certificate of eligibility	2012
10	None			
11	None			
13	wiring, computer, poultry raising	TESDA		
Munoz	Food Processing, Massage Therapy, Cosmetology	TESDA		
San Pablo	welding, cooking, trouble shooting, wiring			
Canlapwas	Telephone Operator			
Guindapunan	None			
Old Mahayag	Fish Bending			
Pangdan	NC 2, Troubleshooting, Massaging			
Bunuanan	Computer , computer programming, first aid, clerical work, graphic artist	TESDA, CREST Inc, Planters Bank, Adrenaline Advertising	NC-II	
Guinsorongan	Computer Hardware Servicing	ACLIC College		
Lagundi	Culinary, Driving, Computer.	BNEO		
San Andres	Electrical wiring, Meat processing Electronics, air conditioning, carpentry			
Iguid	Fish Bending			
Pupua	Fish Bending			
Silanga	Carpentry, Welding, Culinary			
Maulong	welding, printing, carpentry			
Mercedes	Welding, Cooking, Electrical Works			
Socorro	Encoding	BNEO		

Table 7  
Skills of Respondents

Barangay	Masonry	Plumbing	Carpentry	Painting	Mechanical	Welding	Laborer	Baby sitting	Laundrying	Cooking	House keeping	Manouring	Baking	Drafting	Dressmaking	Barbending	Fishing	Farming	Driving	Gardening	Haicutting	Massaging	Teaching	Bookkeeping	Clerical	Butchering	Hog Raising	Vendor	None
Poblacion	10	0	26	16	6	10	32	376	368	414	408	42	38	96	14	0	152	42	48	34	52	16	24	1	0	0	0	0	
Coastal	104	40	209	146	117	120	196	531	589	902	674	103	125	169	74	95	379	249	223	98	78	39	99	11	26	6	8	21	70
Carline	13	5	42	22	22	28	35	217	205	292	254	28	31	55	31	6	98	45	53	26	35	15	26	1	5	2	0	0	
Upland	2	0	15	12	2	8	19	32	21	61	48	2	3	4	0	4	3	85	8	42	10	1	2	0	1	0	5	0	
<b>Total</b>	<b>129</b>	<b>45</b>	<b>292</b>	<b>196</b>	<b>147</b>	<b>166</b>	<b>282</b>	<b>1,156</b>	<b>1183</b>	<b>1669</b>	<b>1384</b>	<b>175</b>	<b>197</b>	<b>324</b>	<b>119</b>	<b>105</b>	<b>632</b>	<b>421</b>	<b>332</b>	<b>200</b>	<b>175</b>	<b>71</b>	<b>151</b>	<b>13</b>	<b>32</b>	<b>8</b>	<b>13</b>	<b>21</b>	<b>70</b>

Majority (46.12%) of the respondents are high school graduates.

Data revealed in Table 5 that majority or 1088 respondents are engaged in housekeeping. This may imply that both males and females are either working as housekeepers or house helpers. Mothers/wives engaged in household chores are not paid and when they work outside the home usually their pay does not commensurate to the amount of work they rendered. This is followed by 634 respondents who are high school students. Notable in this table are the 728 respondents who did not respond. This can be inferred that they are jobless; they do not have the necessary skills needed by local industries or they might have the capability but lacking in the proper training needed. In the Poblacion, majority (243 respondents) were government employees followed by Selling with 240 respondents and Driving with 233 respondents. The least is shoemaking(2) and massaging(2). In the coastal barangays, Fishing has the majority with 48 respondents while in the Carline barangays, Driving is the majority with 80 respondents followed by Fishing (79 respondents) and Farming (71 respondents).In Coastal and Carline barangay, majority are fishermen who might have the skill in fish catching but inadequate in the intricacies of preservation and conservation aspect.

Various trainings as reflected in Table 6 were conducted however only few from

the respondents in majority of the different barangays have attended .Data showed that two respondents utmost are recipients of this training programs. It was revealed in the FGD that they were not informed or no proper dissemination from the barangay. These training programs were sponsored by the Department of Trade and Industry (DTI), Technical Education and Skills Development Authority (TESDA), Samar College (SC) and Samar State University (SSU). Several training programs were identified by the respondents however only few of them have attended.

As shown in Table 7, among the respondents in the Poblacion, majority (414 respondents) acquired the skills in cooking, followed by babysitting (376 respondents) and Laundrying (368 respondents). In the coastal and Carline barangays, it follows the same trend in cooking (674/207 respondents), Laundrying (689/205 respondents) and Babysitting (531/217 respondents) respectively. Notable is the data on Housekeeping (1384 respondents) because female respondents has the most numbered. This skills acquired was through experience and without actual training in school or training center.

Table 8 presents the work location preference of respondents. Among the respondents in the Poblacion and of the 15 countries identified abroad, majority (214 respondents) preferred Dubai, followed by Saudi (190 respondents) and New York (187 respondents). In





Table 10  
Seminar Needed by Respondents

	Values Action Workshop	Career Coaching	Moral Education	Others	No. of Response	Total
Poblacion	244	249	250	15	328	1,086
	22.5	22.9	23.0	1.4	30.2	100.0
Coastal	152	101	144	1	423	821
	18.5	12.3	17.5	0.1	51.5	100.0
Carline	287	194	169	5	150	805
	35.7	35.7	35.7	35.7	35.7	35.7
Upland	20	19	60	0	21	120
	16.7	15.8	50.0	0.0	17.5	100.0
<b>Total</b>	<b>703</b>	<b>563</b>	<b>623</b>	<b>21</b>	<b>922</b>	<b>2,832</b>
	<b>24.8</b>	<b>19.9</b>	<b>22.0</b>	<b>0.7</b>	<b>32.6</b>	<b>100.0</b>

the Carline respondents Majority (156 respondents) preferred London followed by California (121 respondents and Dubai (102 respondents. In local preferences, the most preferred work place, majority (1504 respondents) chose Catbalogan followed by Manila (1491 respondents). This indicate that the workforce of Catbalogan give priority to “home sweet home” adage.

The data on Table 9 reflect the skills trainings needed by the respondents. Majority (1171 respondents) needed the skill in Cooking; followed by Entrepreneurship(1175respondents);next by Trouble Shooting (464 respondents) and Hog raising (371 respondents). The least is on farming (1) respondent followed by plumbing (14) respondents and butchering (2) respondents. Majority of the respondents needed the skills as reflected in the table however few livelihood trainings have been conducted. If ever trainings were held some were not aware due to very limited and inadequate information dissemination is very limited and inadequate. With this real picture of the study, there is a need for proper dissemination in order that people of these barangays will become aware of

the trainings. As to the manpower of the province, they should be capacitated and empowered in order that they can uplift their standard of living, earn income and become partners in the country side development (DOLE 8, 2012).

As can be gleaned from Table 10, the respondents needed Values Education workshop (703); followed by Moral Education and the last is career coaching (563).

#### IV. CONCLUSIONS AND RECOMMENDATIONS

There is an equal number of available laborer both for men and women, a little more than half are single with a little less than half are high school graduates. About three in every 10 respondents are into cooking while two in every ten respondents are into housekeeping. Majority of the respondents are in need of skills training specifically in cooking and entrepreneurial related skills.

The relatively female respondents which are mostly mothers should be given livelihood training programs so they can engage in worthwhile jobs even at home.

There is a need to capacitate people to gain additional skills specially those that will make them entrepreneurs.

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