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Research Article

Evaluating the Effectiveness of DOLE Integrated Livelihood Program (DILP) to Group Beneficiaries of Livelihood Funds from 2020 to 2021 in Cebu Province

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ABSTRACT

This study evaluates the implementation and effectiveness of the Department of Labor and Employment Integrated Livelihood Program (DILP) in Cebu Province, Philippines, focusing on its impact on beneficiaries. Anchored by the Sustainable Livelihood Framework (SLF) by Robert Chambers and Gordon Conway, this theory posits that enhancing various forms of capital can lead to improved livelihood outcomes, such as increased income and employment. Descriptive-observational analysis and qualitative approach were employed using questionnaire to collect both quantitative and qualitative data from 201 beneficiaries through cluster sampling of the workers associations. The study assessed the program's effectiveness based on program coverage, business capital, income, economic stability, type of employment, and employment security. Findings revealed that DILP positively impacted beneficiaries' income and employment. Recommendations include the development of targeted enrichment programs in areas such as entrepreneurship, marketing, management, and financial planning to effectively strengthen livelihood assets and contribute to sustainable socio-economic status. This study provides significant insights for policymakers, program implementers, and local government units (LGUs) to refine strategies, optimize resource allocation, and foster community development. The findings offered a foundation for future comparative studies in public administration and socio-economic research. However, this study is limited only to the livelihood funds released from 2020 to 2021.

Keywords: *Public Administration, Livelihood, Impact, Income, Employment*

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Background

The Department of Labor and Employment (DOLE) Integrated Livelihood Program (DILP) in the Philippines aims to uplift vulnerable and marginalized sectors by enhancing their socio-economic conditions. While the program has been extensively implemented in Cebu Province, there is a lack of empirical evaluation regarding its actual impact on the income and employment status of beneficiaries. Understanding the effectiveness of the DILP is crucial for policymakers, implementers, and stakeholders to ensure efficient resource allocation (Lange, 2010).

Studies on dengue research in the Philippines underscore the importance of tailoring interventions to local conditions to effectively combat diseases (Agrupis et al., 2019). This approach can be applied to the evaluation of the DILP to ensure that the program's impact is maximized based on the specific needs and challenges faced by beneficiaries in different regions.

Moreover, examining the socio-economic impact of the COVID-19 pandemic on Overseas Filipino Workers (OFWs) sheds light on the resilience and economic contributions of Filipino workers abroad (Gomez-Magdaraog, 2024). Understanding how external factors like global crises affect the socio-economic landscape can provide insights into enhancing local programs such as the DILP to address emerging challenges. Utilized efficiently and that the intended socio-economic advantages are being achieved.

The Cebu Province is a major economic hub in the Philippines and home to a diverse population with different economic statuses. Despite its economic growth, several communities in Cebu still face significant challenges, particularly low income, unemployment, and underemployment. The DILP aims to empower these communities by generating income opportunities and sustainable employment.

In order to support the country's objective of reducing poverty and promoting inclusive development, the Department of Labor and Employment (DOLE) carries out the DOLE Integrated Livelihood Program (DILP), also referred to as Kabuhayan. This program is explicitly tailored to assist individuals who are at a

higher risk of exploitation or disadvantage in the workforce, such as those who are self-employed individuals, farmers, fisherfolks, low-wage employees, displaced workers, and parents of child laborers, among other vulnerable groups. Beneficiaries are provided with livelihood opportunities and training support to help them increase their incomes and reduce their vulnerability. While regular output monitoring is conducted, there is limited understanding of whether the DILP has successfully achieved its intended outcomes. (Artajo, Castillo, and Mones, 2019).

The DOLE Integrated Livelihood Program (DILP) aims to address the development needs of communities by prioritizing regional or local development priorities. This includes diversifying livelihood options in rural agricultural areas beyond farming and supporting projects in sectors that generate substantial employment opportunities. Based on the aforementioned premises, the evaluation of the Department of Labor and Employment (DOLE) Integrated Livelihood Program (DILP) is crucial for policymakers to make informed decisions. This study aims to provide concrete evidence of the program's impact, guiding future choices on whether to continue, modify, or expand the DILP. By assessing the effectiveness of the program, various stakeholders, including individual beneficiaries, local government units, and non-government organizations, will gain valuable insights to better support and engage in livelihood initiatives. Identifying the key components that contribute to the program's success can lead to enhancements in the DILP, resulting in improved outcomes for beneficiaries in terms of increased income and stable employment. Furthermore, this study will contribute to the existing knowledge on livelihood programs and their effects, serving as a point of reference for future research and comparative studies in different regions or countries.

In the study conducted by Artajo et al. in 2019, participants were also asked about the difficulties they had noticed in their respective communities. The majority of respondents indicated that the most common problems are the scarcity of job prospects, mentioned by 55%, and inadequate income, acknowledged by 52%.

This study is anchored on Sustainable Livelihood Framework (SLF). The Sustainable Livelihood Framework (SLF) by Robert Chambers and Gordon Conway posits that enhancing various forms of capital—human, social, financial, physical, and natural—can lead to improved livelihood outcomes, such as increased income and employment. The Sustainable Livelihood Framework (SLF) was developed in the late 1990s as a comprehensive approach to poverty alleviation and sustainable development. It originated from the work of Robert Chambers and Gordon Conway. Development agencies and organizations have widely used the framework to design and assess initiatives aimed at enhancing the well-being of marginalized communities.

The framework suggests that enhancing these forms of capital leads to greater resilience and improved livelihood outcomes. The DILP, by providing resources, training, and support to beneficiaries, aims to bolster these capitals and thereby improve income and employment levels.

The Institute of Development Studies' 1992 working paper, "Sustainable Rural Livelihoods: Practical Concepts for the 21st Century," which he co-wrote with Gordon Conway, served as the foundation. The authors claim that an advisory panel to the World Commission on Environment and Development (WCED) used previous research in this working paper. The resulting Brundtland report, titled "Our Common Future" (WCED, 1987), predicts the shift towards sustainable livelihoods. However, the Brundtland report fails to provide a clear definition of what exactly constitutes a livelihood, and even more so, a sustainable livelihood, despite the fact that it uses both of these terms.

According to Chambers and Conway, "livelihood in its simplest sense is a means of gaining a living." The skills, resources, and actions required to maintain a way of life are collectively referred to as a livelihood. A sustainable livelihood is capable of withstanding and rebounding from unforeseen events and obstacles, while simultaneously enhancing its capabilities and assets. It should also offer opportunities for future generations and provide overall benefits to other livelihoods, both locally

and globally, in the short and long run. (Natarajan, N., Newsham, A., Rigg, J., & Suhardiman, D., 2022)

According to the theory, a sustainable livelihood is dependent on assets, capabilities, activities, and access to these elements. These components are the primary determinants that impact individuals' lives. One of the main accomplishments of the framework is its role in promoting a significant change in development ideology, emphasizing the importance of reducing poverty by directly investing in improving the well-being of households. This paradigm has prioritized people as the central subjects of policy planning and design, thereby creating a greater opportunity for implementing comprehensive strategies to reduce poverty on a large scale. According to Carney (2002), the underlying foundation that the Sustainable Livelihood Framework provides is what makes significant national and multinational development approaches and research methodologies successful.

The Department of Labor and Employment issued a Department Order No. 239, Series of 2023, entitled "Guidelines in the Implementation of the Department of Labor and Employment Integrated Livelihood and Emergency Employment Program.". It is the DOLE's contribution to inclusive growth through job creation and poverty reduction. This program comprises two key components: 1) the DOLE Integrated Livelihood Program (DILP), also known as the Kabuhayan Program; and 2) the Emergency Employment Program (EEP), also referred to as the Tulong Panghanapbuhay sa Ating Disadvantaged Workers (TUPAD) Program.

This research evaluated the status of the implementation and effectiveness of the Department of Labor and Employment Integrated Livelihood Program (DILP) for group beneficiaries in Cebu Province during the calendar year 2024 towards sustainable enriched tenable program. This study sought to answer the following:

1. What is the profile of the respondents in terms of:
 - 1.1 age
 - 1.2 gender
 - 1.3 civil status

- 1.4 highest educational attainment
- 1.5 classification of members, and
- 1.6 number of trainings and seminars attended?
2. What is the status of the implementation of the Department of Labor and Employment Integrated Livelihood Program (DILP) on the following dimensions:
 - 2.1 Objectives – Program Coverage
 - 2.2 Assessment of beneficiaries as to:
 - 2.2.1 Business capital in the beginning of the project and after two (2) years of livelihood assistance
 - 2.2.2 Income since participating in the DILP
 - 2.2.3 Extent of employment since participating in the DILP as to:
 - 2.2.3.1 economic stability
 - 2.2.3.2 type of employment,
 - 2.2.3.3 employment security?

Methods

A mixed method approach is used in the study. The study followed a descriptive-observational analysis and qualitative approach. A descriptive-observational analysis approach is a research methodology that involves systematically describing and interpreting the characteristics of a specific occurrence without altering the environment or the participants under study. This methodology is based on the act of carefully observing and documenting behaviors, events, or conditions as they unfold naturally. This allows for a comprehensive and precise analysis of the subject being studied. A qualitative approach is a research method that emphasizes the comprehension and interpreta-

tion of the experiences and meanings of individuals or groups. It entails the acquisition of non-numerical data, such as words, images, or observations, in order to gain a deeper understanding of the social contexts, motivations, behaviors, and perspectives of individuals. Researchers frequently utilize several techniques, including surveys, interviews, and direct observation, to collect qualitative and quantitative data using this method. The main objective is to produce a thorough comprehension of the phenomenon, discern patterns, and establish correlations among variables.

Employ questionnaires to gather data on the status of implementation and effectiveness of DOLE Integrated Livelihood Program (DILP). Consequently, the researcher opts for descriptive-observational analysis approach.

The respondents of this study were 201 members of different associations under group beneficiaries from Cebu Province that received livelihood funds for the years 2020 & 2021. The respondents' beneficiaries were chosen through a cluster sampling.

This study utilized cluster sampling to effectively collect data from 201 individuals who are members of different associations under group beneficiaries in Cebu Province. These individuals got livelihood grants in the years 2020 and 2021. A survey was conducted among all members in the selected clusters, resulting in a sample size of 201 respondents. This methodology enabled the research to obtain a wide-ranging and accurate sample of the individuals who received benefits from the organization, while also being cost-efficient and logistically viable.

Table 1. Distribution of Beneficiaries' Respondents

| Recipients of DILP | f | % |
|--|----|-------|
| Local Government Unit of Medellin, Cebu | 62 | 30.84 |
| Local Government Unit of Asturias, Cebu | 24 | 11.94 |
| Local Government Unit of Compostela, Cebu | 36 | 17.91 |
| Local Government of Danao City, Cebu | 16 | 7.96 |
| LGU - Barangay Tangke, Talisay City, Cebu | 14 | 6.96 |
| Nagkahiusang Mag-uuma sa Can-asujan (NAMACAN) - Canasujan, Carcar City | 10 | 4.97 |
| Act Free Farmer's Association - El Pardo, Boljoon, Cebu | 9 | 4.48 |
| LGU - Tabunok, Sogod, Cebu | 6 | 2.99 |
| Local Government Unit of Barangay Catarman, Liloan, Cebu | 6 | 2.99 |

| Recipients of DILP | f | % |
|--|------------|------------|
| ACP: LGU - Barangay Lanao, Dalaguete, Cebu - Beneficiary: Lanao Women's Association | 5 | 2.49 |
| ACP: LGU - Barangay Poblacion, Cordova, Cebu - Beneficiary: Hugpong sa Mananagat sa Calan II | 5 | 2.49 |
| Maravilla Small Coconut Farmers and Farm Workers Association - Maravilla, Tabuelan | 5 | 2.49 |
| Nagkahiusang Mag-uuma Para sa Repormang Agraryo - Malingin, Bogo City | 3 | 1.49 |
| TOTAL | 201 | 100 |

The tool used to gather the data needed for this study was adapted questionnaire with modifications to suit the environment. The instrument is adapted from the Survey Questionnaire for Group Projects Assisted Under the DOLE Integrated Livelihood Program. The researcher gathered information on the implementors and beneficiaries' profile, such as age and gender, civil status, educational attainment, membership of the organizations, classification of members, relevant trainings, seminars, workshops attended, status of the implementation, extent of effectiveness of the Department of Labor and Employment Integrated Livelihood Program (DILP), and the problems and challenges encountered by the group beneficiaries. With the permission of the person involved, the study will be made possible. Informing the concerned person with regards to the study is very important and should be made a priority.

The information in the document was tabulated. To arrive at the study's conclusions, the data was analyzed, interpreted, and presented. With the help of statistical tools, the data collected from the documents will be tallied, tabulated, and statistically treated. A simple percentage was used for the implementors and beneficiaries' profile, and weighted mean was used for the status of the implementation and effectiveness of the DILP among the group of beneficiaries.

Simple percentage. To describe the profiles of the respondents, the researcher used simple percentage. To get the percentage the frequency of the interval multiplied by 100 is divided by the total respondents.

Weighted Mean. To determine the level of the implementation of the Department of Labor

and Employment Integrated Livelihood Program (DILP) and the level of its effectiveness, the researcher used weighted mean. To get the weighted mean, multiply each value by its corresponding weight, sum these weighted values, and then divide by the total sum of the weights. This calculation provides an average that reflects the relative importance of each value.

Standard Deviation. To assess how consistently the DILP has impacted income and employment levels or job stability across different beneficiaries.

The formula for the standard deviation of a sample is:

$$s = \sqrt{(\sum(x_i - \bar{x})^2 / (n - 1))}$$

Where:

- s = Sample standard deviation
- x_i = Each individual value in the dataset
- \bar{x} = Mean (average) of the dataset
- n = Number of values in the dataset

Results and Discussions

This section presents the research outcomes of examining study samples and survey questionnaires. Each of the collected data is substantiated by relevant literature, providing support for the information presented in the tables.

This section will describe the profile of the respondent implementors and beneficiaries. This will also describe the status of the implementation of the Department of Labor and Employment Integrated Livelihood Program (DILP) and the perceived extent of effectiveness of the Department of Labor and Employment Integrated Livelihood Program (DILP).

This section presents the profile of the respondents, both implementors and beneficiaries, on age, gender, civil status,

educational attainment, number of years in service, membership of the organizations, and number of trainings and seminars attended.

comprehensive breakdown highlights the diversity of age groups represented, offering valuable insights into the demographic composition and its potential influence on the respondents' perspectives, experiences, and engagement.

Respondents

Age

Table 2 provides a detailed analysis of the age distribution among the respondents. This

Table 2. Age

| Age Range | Frequency | Percentage | Mean | Standard Deviation |
|-----------|-----------|------------|---------|--------------------|
| 15-24 | 9 | 4.48 | | |
| 25-34 | 26 | 12.93 | | |
| 35-44 | 47 | 23.38 | | |
| 45-54 | 52 | 25.87 | 48.2090 | 12.77835 |
| 55-64 | 53 | 26.37 | | |
| 65-74 | 15 | 7.46 | | |
| 75-84 | 4 | 1.99 | | |
| Total | 201 | 100.0 | | |

It presents a comprehensive analysis of the respondents' ages, revealing that the age group of 56 to 60 constitutes the largest segment, accounting for 16.92 percent of the total respondents. This notable percentage indicates a significant representation of individuals within this age bracket, suggesting that the sample may reflect a demographic approaching retirement age or in a transitional phase of life characterized by distinct social and economic factors.

indicates moderate variability in the respondents' ages, suggesting that while the mean provides a useful summary, a diverse range of ages is represented within the sample. This variability may reflect differing life stages, perspectives, and experiences that could influence the responses and insights gathered from the study.

Furthermore, the respondents' overall mean age is 48.2090 years, which provides a central tendency measure that encapsulates the average age of the entire sample. This mean age suggests that the respondents are predominantly middle-aged, a demographic often associated with increased responsibilities and life experiences. The standard deviation of 12.77835 years

Gender

Table 3 offers a thorough analysis of the gender distribution among the respondents. This comprehensive overview provides valuable insights into the gender composition of the study sample, highlighting potential patterns and variations that may influence the respondents' experiences, perceptions, and engagement.

Table 3. Gender

| | Frequency | Percent |
|--------|-----------|---------|
| Male | 76 | 37.8 |
| Female | 125 | 62.2 |
| Total | 201 | 100.0 |

It presents a comprehensive analysis of the gender distribution among the respondents, revealing that a significant majority, specifically 62.2 percent, identify as female. This translates to a total of 125 female respondents out of a total sample size of 201 individuals. Conversely, the remaining respondents, accounting for 37.8 percent, are male, thereby highlighting a notable gender disparity within the sample. This data not only underscores the predominance of female respondents in this study but also invites further exploration into the implications of such a demographic composition on the re-

search findings. The gender breakdown is crucial for understanding the context of the responses and may influence the interpretation of the data collected.

Civil Status

Table 4 provides a detailed overview of the civil status of the respondents. This comprehensive analysis offers valuable insights into the marital composition of the study sample, highlighting potential differences in perspectives and experiences that may influence their participation in and engagement.

Table 4. Civil Status

| | Frequency | Percent |
|---------|-----------|---------|
| Single | 37 | 18.4 |
| Married | 154 | 76.6 |
| Widow | 10 | 5.0 |
| Total | 201 | 100.0 |

This table presents a comprehensive overview of the civil status of the respondents, revealing that a significant majority, specifically 76.6 percent, are currently married. This indicates a strong prevalence of marital unions among the surveyed population, suggesting that marriage is a common social construct within this demographic. Furthermore, the data indicates that 5 percent of the respondents identify as widowed, which highlights the presence of individuals who have experienced the loss of a spouse, thereby reflecting the complexities of personal circumstances within the group. The remaining respondents, categorized as single, constitute a smaller population segment, underscoring the diversity of civil statuses represented in the study. This

distribution of civil status provides insight into the relational dynamics of the respondents but also serves as a foundational element for further analysis regarding how these statuses may influence various socio-economic factors and personal experiences within the research context.

Highest Educational Attainment

Table 5 provides a detailed overview of the highest educational attainment among the respondents surveyed. This comprehensive analysis sheds light on the educational backgrounds of the participants, offering valuable insights into their qualifications and intellectual diversity.

Table 5. Highest Educational Attainment

| | Frequency | Percent |
|-------------|-----------|---------|
| Elementary | 67 | 33.3 |
| High School | 100 | 49.8 |
| College | 33 | 16.4 |
| Masters | 1 | .5 |
| Total | 201 | 100.0 |

The data reveals that a significant proportion, specifically 49.8 percent, of the respondents have achieved education at the high school level. This indicates that nearly half of the participants possess a foundational level of education that is critical for various vocational opportunities and further academic pursuits. In addition, 33.3 percent of the respondents have attained an elementary education, highlighting a substantial segment of the population that has completed the initial stages of formal education. This level of educational attainment is essential as it lays the groundwork for subsequent learning and development.

Classification of Membership

Table 6 offers a detailed overview of the organization's membership composition, highlighting the diverse backgrounds of the respondents. This comprehensive analysis provides valuable insights into the variety of professional affiliations and networks represented, which may enrich the respondents' perspectives, enhance collaboration, and influence their roles and contributions to the success of the DOLE Integrated Livelihood Program (DILP).

Table 6. Membership of the Organization

| Classification | Frequency | Percentage |
|-------------------------------|-----------|------------|
| Low/Minimum Wage Earners | 9 | 4.48 |
| Fisherfolk | 62 | 30.85 |
| Farmers | 102 | 50.75 |
| Displaced Workers | 5 | 2.49 |
| Women | 17 | 8.46 |
| Elderly Workers | 22 | 10.95 |
| Vendors/Small Business Owners | 8 | 3.98 |

A significant proportion of the respondents, specifically 50.75 percent, or 102 individuals out of 201, are classified as farmers. This figure represents the largest membership segment and underscores agricultural practitioners' critical role in the organization. Following this dominant group, the second largest category comprises fisherfolk, accounting for 30.85 percent of the respondents. This indicates a substantial representation of individuals engaged in fishing activities, which is vital for understanding the multifaceted nature of the organization's membership. The third category includes Elderly Workers, who contribute to the organization through their unique experiences and perspectives. The distribution of these membership categories reflects the commitment to inclusivity and the importance of various sectors in contributing to its overall mission and objectives. This demographic breakdown provides valuable insights into the primary stakeholders involved and highlights

the need for tailored approaches to address the specific needs and challenges faced by each group within the organization. The importance of farmer organizations in promoting agricultural sustainability and production is emphasized by Tambo & Wünscher (2017). It examines how the makeup of the membership—based on factors like gender, age, and occupation—affects group performance and decision-making, emphasizing how crucial inclusion is to reaching organizational objectives. Likewise, the study by Sarker and Costa (2020) looks at how the governance and sustainability of community-based organizations are affected by membership diversity, including age and occupation-based classifications.

Training and Seminars Attended

Table 7 provides a comprehensive overview of the training and seminars attended by the respondents, revealing a notable trend in their professional development experiences.

Table 7. Trainings and Seminars Attended

| Training Attended | Frequency |
|---------------------------------|-----------|
| Farmers Field School | 2 |
| Bread and Pastries | 1 |
| Fish Cage Training | 2 |
| Bookkeeping | 7 |
| TESDA | 1 |
| Mangrove | 1 |
| Farmers Field School | 1 |
| DILP | 4 |
| Agriculture | 2 |
| BFAR | 1 |
| Value Re-orientation Management | 1 |
| Entrepreneurship | 1 |
| DSWD | 1 |
| Total | 25 |

The data indicates that a relatively small proportion of the respondents, specifically 12.44 percent, have participated in specialized training programs such as Bread and Pastries, Bookkeeping, and Fishcage Training, among others. This statistic underscores this cohort's limited exposure to formal training opportunities, suggesting potential gaps in skill acquisition and professional growth.

Objectives – Program Coverage

Table 8 measures the perceptions of respondents regarding the level of implementation and reach of the DOLE Integrated Livelihood Program (DILP) in terms of its coverage and alignment with the needs of the beneficiaries.

Table 8. Objectives – Program Coverage

| Indicators | N | Mean | Std. Deviation | Description |
|--|------------|---------------|----------------|-------------|
| The DILP has successfully covered the intended beneficiaries in our community. | 201 | 4.5075 | .55785 | SA |
| The objectives of the DILP are well aligned with the needs of the beneficiaries. | 201 | 4.5124 | .60918 | SA |
| The DILP has provided sufficient resources to achieve its objectives. | 201 | 4.3781 | .63743 | SA |
| The program coverage of DILP is extensive and reaches most of the target groups. | 201 | 4.4179 | .64380 | SA |
| The DILP objectives have been clearly communicated to the beneficiaries. | 201 | 4.5224 | .60889 | SA |
| Overall | 201 | 4.4676 | 0.61143 | SA |

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Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

This table shows that the statement regarding the clarity of communication of the DILP objectives to the beneficiaries has achieved the highest mean score among the evaluated items. Specifically, this statement boasts a mean score

of 4.46766, accompanied by a standard deviation of 0.61143, indicating a strong consensus among respondents regarding communication effectiveness.

Furthermore, the standard deviation of 0.60889 for this particular item suggests that the responses were relatively consistent, reflecting a high level of agreement among the beneficiaries about the clarity of the DILP objectives. This finding underscores the importance of effective communication in program implementation, as it not only facilitates understanding among stakeholders but also enhances the program's overall impact. The high mean score indicates that the beneficiaries perceive the communication of objectives as clear and effective, which is crucial for fostering engagement and ensuring that the intended outcomes of the DILP are met. These results highlight the significance of transparent communication strategies in achieving program objectives and engaging beneficiaries effectively.

In Diffusion of Innovations Theory by Everett Rogers (1962), clear communication is a critical component of the adoption of new programs or innovations, as this theory

underscores. Rogers contends that the dissemination of information to potential adopters is significantly influenced by the effectiveness of communication channels. The high mean score in the context of the DILP indicates that the beneficiaries' comprehension has been facilitated by the clarity of communication, which has contributed to the program's acceptability and success. The theory's principles emphasize the necessity of a clear articulation of objectives in order to achieve widespread adoption and engagement. They also emphasize that communication must reduce uncertainty and enhance understanding.

Business Capital

Table 9 assesses respondents' perceptions regarding the adequacy, level of implementation, and impact of the working capital provided by the DOLE Integrated Livelihood Program (DILP) on their livelihood initiatives.

Table 9. Business Capital

| Indicators | N | Mean | Std. Deviation | Description |
|---|------------|----------------|-----------------------|--------------------|
| The working capital was sufficient at the beginning of the project. | 201 | 4.2537 | .78122 | SA |
| The working capital has significantly increased after two years of receiving livelihood assistance. | 201 | 4.2040 | .95036 | A |
| The DILP has provided adequate support to improve our working capital. | 201 | 4.3383 | .71762 | SA |
| We were able to use the initial working capital effectively. | 201 | 4.3632 | .78258 | SA |
| The livelihood assistance has been crucial in increasing our working capital. | 201 | 4.3582 | .60087 | SA |
| Overall | 201 | 4.30348 | 0.76653 | SA |

Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

The data presented in Table 9 illustrates a significant finding regarding the effective utilization of initial working capital. Specifically, the statement indicates that the item reflecting the effectiveness of initial working capital management achieved a mean score of 4.3632, accompanied by a standard deviation of 0.78258. This high mean score suggests a strong consensus among respondents regarding the effective-

ness of the initial working capital usage, indicating that a majority perceive it as being managed proficiently.

Furthermore, the overall mean score for the entire dataset is reported as 4.30348, with a standard deviation of 0.76653. This overall mean score, while slightly lower than the specific item score, still reflects a favorable assessment of the working capital management prac-

tices. The standard deviation values for the specific item and the overall mean score are relatively low, suggesting limited variability in the responses. This indicates a high level of agreement among participants regarding their perceptions of working capital effectiveness.

The Firm's Resource-Based View (RBV) (Wernerfelt, 1984) underscores the importance of strategically available resources, including financial assets such as working capital, in order to achieve effective performance and a competitive advantage. Effective resource management is indicated by the high mean score in the context of the findings, which

implies that the initial working capital was effectively utilized. According to RBV, organizations that effectively manage their resources, including financial capital, are more likely to succeed and maintain operations. This theory corresponds with the observation of respondents' proficiency in working capital management.

Income Since Participating in the DILP

Table 10 evaluates the respondents' perceptions regarding the impact of the DOLE Integrated Livelihood Program (DILP) on their income and financial well-being.

Table 10. Income Since Participating in the DILP

| Indicators | N | Mean | Std. Deviation | Description |
|---|------------|----------------|----------------|-------------|
| My income has increased since participating in the DILP. | 201 | 4.1443 | .88548 | A |
| The DILP has positively impacted my overall financial situation. | 201 | 4.1891 | .75105 | A |
| I am satisfied with the income I have generated since receiving assistance from DILP. | 201 | 4.2736 | .78087 | SA |
| The income generated from the livelihood assistance is sustainable. | 201 | 4.2637 | .82772 | SA |
| The DILP has met my expectations in terms of improving my income. | 201 | 4.2374 | .87214 | SA |
| Overall | 201 | 4.22126 | .823452 | SA |

Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

This table presents a compelling analysis of respondents' perceptions of satisfaction with the income generated after receiving assistance from the DILP. The statement, "I am satisfied with the income I have generated since receiving assistance from DILP," garnered the highest mean score of 4.2736, indicating a strong level of agreement among participants. This score reflects a positive sentiment towards the financial benefits derived from the program, suggesting that the assistance provided has significantly impacted the respondents' economic well-being.

Furthermore, the standard deviation associated with this mean score is .78087, which implies a relatively low level of variability in the responses. This consistency in satisfaction levels suggests that most participants share a

similar positive experience regarding their income generation post-assistance.

In addition to this specific item, the overall mean score for the broader assessment of satisfaction with income generation stands at 4.22126, accompanied by a standard deviation of .823452. This overall score reinforces the notion that the DILP has effectively contributed to enhancing the financial circumstances of its beneficiaries. The slight increase in standard deviation compared to the specific item indicates a marginally wider range of responses, yet still reflects a predominantly favorable view among the respondents.

It is the contention of Human Capital Theory (Becker, 1964) that investments in resources, skills, and knowledge result in increased income and productivity. The high levels of satisfaction in income generation indicate

that the DILP may have contributed to the improvement of the human capital of the beneficiaries, resulting in improved economic outcomes. The perceived financial improvement suggests that the assistance may have provided beneficiaries with the tools or resources required for more effective income generation.

Economic Stability

Table 11 evaluates the respondents' perceptions of the impact of the DOLE Integrated Livelihood Program (DILP) on their overall economic well-being and stability.

Table 11. Economic Stability

| Indicators | N | Mean | Std. Deviation | Description |
|---|------------|---------------|-----------------------|--------------------|
| My economic stability has improved since participating in the DILP | 201 | 4.2388 | .75676 | SA |
| I have experienced less financial stress since joining the DILP. | 201 | 4.1791 | .75350 | A |
| My ability to meet my financial obligations has improved due to my participation in the DILP. | 201 | 4.2090 | .74573 | SA |
| The DILP has helped me achieve greater financial independence. | 201 | 4.2637 | .75837 | SA |
| My overall economic situation is more stable now compared to before joining the DILP. | 201 | 4.3234 | .72794 | SA |
| Overall | 201 | 4.2428 | 0.74846 | SA |

Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

This table presents a comprehensive analysis of economic stability as perceived by respondents participating in the DILP (DOLE Integrated Livelihood Program). The statement, "My overall economic situation is more stable now compared to before joining the DILP," received the highest mean score of 4.3234, accompanied by a standard deviation of 0.72794. This indicates a strong consensus among the respondents regarding the positive impact of the DILP on their economic stability. The overall mean score for this dimension of economic stability is 4.2428, with a standard deviation of 0.74846, further reinforcing the notion that a significant majority of participants strongly agree with the assertion that their economic circumstances have improved post-participation in the program. The high mean score of 4.3234 suggests that respondents not only perceive their economic situation as more stable but also exhibit a high level of confidence in this assessment, as reflected by the relatively low standard deviation. A standard deviation of 0.72794 indicates that the responses are closely clustered around the mean, suggesting

that the perception of economic stability is widely shared among the participants. This finding is particularly noteworthy as it highlights the effectiveness of the DILP in fostering economic resilience and stability among its participants.

Sustainable Livelihoods Framework (Chambers & Conway, 1991) underscores the importance of ensuring that individuals have the resources, opportunities, and capabilities necessary to sustain their livelihoods without compromising future resources in order to achieve sustainable economic stability. Based on the findings, the DILP's high mean score for economic stability indicates that the program has offered participants sustainable and stable livelihood opportunities, which is consistent with the framework's emphasis on promoting economic resilience and resource access.

Type of Employment

Table 12 assesses the respondents' perceptions of how the DOLE Integrated Livelihood Program (DILP) has influenced their employment status and opportunities.

Table 12. Type of Employment

| | N | Mean | Std. Deviation | Description |
|--|------------|--------------|-----------------|-------------|
| I have transitioned to a better type of employment since participating in the DILP. | 201 | 4.9453 | .73167 | SA |
| The DILP has provided me with opportunities to engage in more skilled employment. | 201 | 4.2139 | .75432 | SA |
| I am now involved in a type of employment that is more aligned with my skills and interests because of the DILP. | 201 | 4.2438 | .73162 | SA |
| My employment type has become more stable since joining the DILP. | 201 | 4.2886 | .75254 | SA |
| The DILP has enabled me to pursue employment opportunities that were previously unavailable to me. | 201 | 4.3234 | .72794 | SA |
| Overall | 201 | 4.403 | 0.739618 | SA |

Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

In Table 12, the data reveals a significant positive shift in employment quality among participants of the DILP. Specifically, the statement "I have transitioned to a better type of employment since participating in the DILP" received an impressive mean score of 4.9453, indicating a strong consensus among respondents regarding the beneficial impact of the program on their employment status. This high mean score suggests that the majority of participants perceive a marked improvement in their job circumstances as a direct result of their involvement in the DILP.

Furthermore, the standard deviation of .73167 associated with this particular statement reflects a relatively low level of variability in responses, implying that most participants share a similar viewpoint regarding the enhancement of their employment quality. This consistency in responses strengthens the reliability of the findings, suggesting that the DILP effectively contributes to participants' career advancement.

In addition to this specific statement, the overall mean score of 4.403, accompanied by a standard deviation of .739618, further underscores the positive reception of the DILP among its participants. This overall score indicates that, while there may be some variation in individual experiences, the general trend points

towards a favorable assessment of the program's impact on employment outcomes. The relatively low standard deviation in this context also suggests that the program's benefits are widely recognized, reinforcing the notion that the DILP is a valuable initiative for enhancing employment opportunities and career trajectories for its participants.

Structural Functionalism (Parsons, 1951) regards social programs as mechanisms that assist individuals in fulfilling productive societal duties, particularly in the context of employment. In this context, the DILP functions as a support system that enables participants to secure more stable and productive employment positions. The program is believed to serve a critical societal function by enabling participants to transition into more stable and rewarding employment, which benefits both the community and the individual. This is the general consensus regarding the enhancement of employment quality.

Employment Security

Table 13 examines the respondents' perceptions regarding the impact of the DOLE Integrated Livelihood Program (DILP) on their job security and long-term employment prospects.

Table 13. Employment Security

| | N | Mean | Std. Deviation | Description |
|--|------------|----------------|-----------------|-------------|
| My employment security has increased since participating in the DILP. | 201 | 4.0299 | .85971 | A |
| I feel more secure in my current employment situation because of the DILP. | 201 | 4.0647 | .90598 | A |
| The DILP has contributed to the long-term security of my job. | 201 | 4.1045 | .89668 | A |
| I have greater confidence in maintaining steady employment since joining the DILP. | 201 | 4.0896 | .83183 | A |
| The DILP has helped me secure employment that offers better long-term prospects. | 201 | 4.2239 | .80289 | SA |
| Overall | 201 | 4.10252 | 0.859418 | A |

Legend: 4.21-5.00 Strongly Agree (SA), 3.41-4.20 Agree (A), 2.61-3.40 Neutral (N), 1.81-2.60 Disagree (A), 1.00-1.80 Strongly Disagree (SD)

The data presented indicates a significant positive perception among respondents regarding the impact of the DILP on their employment opportunities. Specifically, the statement, "The DILP has helped me secure employment that offers better long-term prospects," received the highest mean score of 4.2239, accompanied by a standard deviation of 0.80289. This high mean score suggests a strong consensus among participants that the DILP has effectively facilitated their access to more stable and promising employment in terms of career advancement and job security.

Furthermore, the overall mean score for the responses is 4.10252, with a standard deviation of 0.859418. This overall score reinforces the notion that, on average, participants view

the DILP favorably in relation to its effectiveness in enhancing their employment prospects. The relatively low standard deviation in both cases indicates that the responses are closely clustered around the mean, suggesting a uniformity in the participants' experiences and perceptions of the program's benefits.

Social Cognitive Career Theory (SCCT) by Lent, Brown, & Hackett (1994) posits that job security is affected by self-efficacy and anticipated outcomes. The DILP's beneficial effect on employment security indicates that the program may have enhanced participants' self-efficacy and confidence in obtaining steady employment. This corresponds with SCCT's claim that enhanced self-efficacy can result in increased job retention and career stability.

Summary Findings on the Status of Implementation

Table 14. Status of Implementation

| Description | Mean | Standard Deviation | Verbal Remarks |
|---|----------------|--------------------|---------------------------------|
| Objectives (Program Coverage) | 4.46766 | 0.61143 | Implemented all the time |
| Assessment of Beneficiaries as to Working Capital | 4.30348 | 0.76653 | Implemented all the time |
| Assessment of Beneficiaries as to Income | 4.22126 | 0.823452 | Implemented all the time |
| Economic Stability | 4.2428 | 0.748460 | Implemented all the time |
| Type of Employment | 4.4030 | 0.739618 | Implemented all the time |
| Employment Security | 4.10252 | 0.859418 | 80% of the time |
| Overall | 4.29012 | 0.758151 | Implemented all the time |

Status of Implementation highlight the overall success and effectiveness of the DOLE Integrated Livelihood Program (DILP) in meeting its objectives and supporting its beneficiaries. The Objectives (Program Coverage) received a high mean score of 4.46766 with a standard deviation of 0.61143, indicating that the program's objectives are consistently achieved and fully implemented across the board. Similarly, the Assessment of Beneficiaries as to Working Capital scored a mean of 4.30348, with a standard deviation of 0.76653, showing that beneficiaries' access to working capital remains effective and dependable.

In terms of Assessment of Beneficiaries as to Income, the mean score of 4.22126 suggests that the program has a significant and positive impact on beneficiaries' income, although the standard deviation of 0.823452 reflects minor variations in outcomes across different groups. The Economic Stability of beneficiaries also shows promising results, with a mean of 4.2428 and a standard deviation of 0.748460, indicating that the DILP contributes consistently to the economic well-being of its participants. Additionally, the Type of Employment received a high mean score of 4.4030, demonstrating the program's success in facilitating sustainable and suitable employment opportunities for beneficiaries.

Although the Employment Security aspect scored lower, with a mean of 4.10252 and a higher standard deviation of 0.859418, this suggests that while the program ensures moderate success in promoting job stability, there are still some inconsistencies that need addressing. The verbal remarks indicate that employment security is implemented 80% of the time, suggesting opportunities to strengthen this component. The Overall Assessment achieved a mean score of 4.29012, reflecting that the DILP is effectively achieving its goals and objectives most of the time.

The program has demonstrated a strong impact on program coverage, working capital, income enhancement, economic stability, and employment opportunities. However, the variability in employment security indicates a need for targeted strategies to ensure that all

beneficiaries experience consistent, long-term job stability. The data provides a positive outlook on the DILP's success while also highlighting areas for potential improvement to further maximize its benefits for all participants.

Conclusion

Based on the salient findings of the study, it can be concluded that the Department of Labor and Employment Integrated Livelihood Program (DILP) has confirmed significant positive outcomes on the status of implementation and extent of effectiveness of DILP for group beneficiaries in Cebu. The program has demonstrated a strong impact on program coverage, working capital, income enhancement, economic stability, and employment opportunities. The data provides a positive outlook on the DILP's success while also highlighting areas for potential improvement to further maximize its benefits for all participants.

The DILP is highly effective in meeting its objectives, especially in developing skills, promoting health, and supporting knowledge acquisition. These results demonstrate the program's commitment to improving beneficiaries' livelihoods by addressing both economic and personal development. The program's ability to maintain high levels of effectiveness with minimal variation reinforces its role as a vital support mechanism for the socio-economic advancement of its participants.

It confirms the Human Capital Theory which emphasizes that education, training, and skills development are investments that lead to increased productivity and higher earnings. By investing in skills and knowledge, beneficiaries have seen an increase in their income and employment stability, contributing to their socio-economic upliftment.

Likewise, it validates the Sustainable Livelihood Framework that building diverse and resilient livelihoods leads to better socio-economic outcomes. The positive impacts on income, employment stability, and skills development among beneficiaries indicate that the DILP effectively strengthens livelihood assets, contributing to sustainable socio-economic well-being.

Recommendations

Based on the conclusions derived from the findings of the study, the following are recommended:

1. Engage with local government units and policy makers to ensure the sustained implementation of the DILP and its integration into broader development plans;
2. Develop a monitoring and evaluation system that tracks beneficiaries' progress, identifies challenges, and implements corrective actions as needed;
3. Implement targeted skills development training on product development, entrepreneurship, management, technical skills, & financial literacy tailored to the specific needs of group beneficiaries;
4. Promote project scalability and diversity in job roles to accommodate different employment types;
5. Facilitate connections between beneficiaries and potential markets for their products;
6. Establish supply chain partnerships and provide resource access initiatives.

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