

DEPARTMENT OF LABOR AND EMPLOYMENT - OFFICE OF THE SECRETARY

KEY RESULTS AREA (KRA)	MAJOR FINAL OUTPUTS (MFO) Performance Indicators (Pis)	DESCRIPTION OF PROGRAM/PROJECT OBJECTIVES	2012 Targets	PREVIOUS YEAR ACCOMPLISHMENT (2012)		CY 2013 PHYSICAL TARGETS	CY 2013 QUARTERLY PHYSICAL TARGETS				
				Actual Jan. 1 - Oct. 31	Estimate Nov. 1 - Dec 31		1st	2nd	3rd	4th	
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KRA 1.2	MFO 1: EMPLOYMENT FACILITATION AND MANPOWER DEVELOPMENT SERVICES	This is a labor market information materials which focuses on the Philippine setting for the operations of labor demand and supply, wages, hours of work, employee hiring practices, worker job preferences, and many other factors which guide employers' worker selection policies and programs in government, investment decision by employers, and job selection by workers among others.	772 3,800	1,140,500 13,282	600,000 5,900	175,000 1,000	175,000 2,000	175,000 2,000	175,000 2,000	175,000 2,000	75,000 800
	1.1 Labor Market Information										
	1.2.1 Jobseekers/employers provided access to Labor Market Information LMI.										
	1.2.2 Industry Career Guides on REGs published, printed and disseminated (Banking and Finance, Wholesale and Retail, Manufacturing, and Ownership Dwellings and Real Estate)	4 new ICGs on Key Employment Generators and 4 new ICGs on emerging industries developed and published	4 new ICGs on Banking and Finance, Wholesale and Retail, Manufacturing; and Ownership Dwellings and Real Estate developed and for printing. 4 new ICGs on emerging industries being developed	4 new ICGs on Key Employment Generators							
	1.2.3 Jobseekers kiosks maintained	200 Fixed new kiosks as per request submitted to OP cc DBM	104 units repaired & currently for testing. 71 units under going repair. 3 unrepairable (La Union, Lubna, CHED). 1 missing (Dumaguete)								
	1.2.4 Phil. Jobnet System reengineered	The PHILJOBNET is the DOLE's automated labor market information and job applicant matching system. This facility enables jobseekers to electronically search for work in their job opportunities and to post resume in the online database. Free of charge	Enhanced PHJ and conducted 1 capacity building program on regional implementers in 6 batches	Enhanced PHJ was recently presented to Sedab: awaiting turnover by the consultant for full deployment to ROCs							
	1.2.5 Skills Registry System (SRS)										
	No. of LGUs benefited		200 LGUs for 80 LGUs for implementation 3rd qtr)	Validation of first wave of SRS implementation completed (42 LGUs for 80 LGUs for implementation 3rd qtr)							780
	DOLE Manpower Data Warehouse			coordinated with data owners, awaiting final script from consultant							
	1.2.6.1 No. of skills/profession profiled										

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											(3)
KRA 2	1.2.7 Career Guidance and Employment Coaching	The Career Guidance and Employment Coaching is one of the job assistance functions of the DOLE-BLE in order to assist the youth and job seekers in making appropriate career training and educational choices. It empowers the youth to develop their potential and have access to work opportunities compatible with their interest, values and abilities.	1 Career Congress conducted	2,400	2,047	2,400	350	350	350	2,400	1 Career Congress conducted
	1.2.7.1 Network of career guidance counselors established		1 Career Congress conducted	2,400	2,047	2,400	350	350	350	2,400	1 Career Congress conducted
	1.2.7.2 Career Guidance Advocacy Activities sessions	- Member participants	2,400	2,047	2,400	350	350	350	350	2,400	250
	1.2.7.3 No. of career guides printed and disseminated	- High school students/participants	2,400	8,162	2,400	1,300,000	1,300,000	1,300,000	1,300,000	1,300,000	110,000
KRA 1	1.6 Referral and Placement	The DOLE regulates local employment, placement and related employment activities undertaken by Private Recruitment and Placement Agencies (PRPAs) for local employment and Private Recruitment Agencies (PRAs) for overseas employment. This is done through licensing and other regulatory services which cover employment standards setting and monitoring of activities of placement agencies in compliance with the prescribed process cycle time.	800,000	944,426	900,000	200,000	300,000	300,000	300,000	100,000	
	1.6.1 Referral of qualified jobseekers for placement thru Public Employment Service Office (PESOs)		800,000	944,426	900,000	200,000	300,000	300,000	300,000	100,000	
	1.6.2 Youth provided with bridging employment assistance		800,000	944,426	900,000	200,000	300,000	300,000	300,000	100,000	
	1.6.6 Compliance with the prescribed process cycle time in the issuance of Private Recruitment and Placement (PRPA) License (10 working days upon filing of application and payment of fees and bonds)		140,000	135,529	150,000	40,000	60,000	60,000	60,000	50,000	30,000
KRA 1	Authority to Operate Branch Office (10 working days upon filing of application and payment of fees and bonds)		80%	80%	80%	80%	80%	80%	80%	100%	
	Authority to Recruit (1 working day after filing of application and payment of fees and bonds)		80%	67%	80%	80%	80%	80%	80%	100%	
	Certificate of Registration of Job/Service Contractors/Sub-contractors (1 working day after filing of application and payment of registration fee)		80%	100%	100%	100%	100%	100%	100%	100%	
	Job Fair clearance (5 working days after receipt of documents) (Note: different from Job Fair Permit)		80%	85%	90%	90%	90%	90%	90%	90%	100%
KRA 1	Alien Employment Permits (AEPs) (3 working days or 24 hours after publication if filed at Regional Office; 5 working days if filed at Field Office)		80%	79%	82%	82%	82%	82%	82%	100%	

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KRA 4	MFO 2: EMPLOYMENT RELATIONS, STANDARDS ENFORCEMENT AND PROTECTION SERVICES								
	2.1	Enhanced Labor and Employment Education including Capacity Building for Employment Intermediaries							
	2.1.1	Enhanced Labor Education Program	This DOLE intervention which aims to redress awareness in the workers the labor relations and standards laws, their rights and obligations under existing laws has three components namely Labor Relations, Human Relations and Productivity Modules (LHP), Continuing Labor Education Seminars (CLESS) (Special Topics) and Labor Education for Graduating Students (LEGS). The involves the conduct of formal and non-formal education/training aimed at promoting the awareness of both labor and management on their rights and responsibilities and other related labor and management concerns such as laws and policies on labor standards, labor relations, employment and other specialized subjects such as collective bargaining, in-plant individual relations, etc.	200,000	263,178	40,000	65,000	65,000	30,000
	2.1.1.1	Workers, employers, and students reached by enhanced labor and employment education assistance/services		4,017					
	2.2.4	Capacity building provided for employment intermediaries		3,282					
	2.2.4.1	PESOs		607					
	2.2.4.2	Participants	1174 (62% of total PESO Managers and Staff)		299	306	750	180	180
	2.2.4.3	Network of career guidance counselors and employment advocates/coaches		1 career coaches completed	5,726		1,174	416	416
	2.2.4.3	Participants		2400	2,647				
	2.2.4.3	PRPAs/Job/Service Contractors		345					
KRA 1	2.4	Labor Standards Enforcement Program	Labor Standards Enforcement Program (LSEF) defines the approaches and strategies that are pursued to ensure voluntary and compulsory compliance with labor laws and standards. The framework envisages the creation of a culture of safety, health and welfare at the workplace and an ethic of self-regulation and voluntary compliance with labor laws among the stakeholders especially among employers and workers of establishments. There are three (3) approaches involved: 1. Self-Assessment (SA) – covers firms with 200 and above workers and unionized establishments who registered with the Department of Labor (DOLE). 2. Inspection (I) – covers firms with less than 10 workers and those registered as Enterprise Micro-Business Enterprises (EMBEs). Under the Compulsory Compliance 3. Inspection – covers firms with 10-199 workers or those covered by the minimum wage orders minus those covered under SA and Registration-WISE						
	2.4.1	Inspection		8,653					

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	- Establishments inspected		24,753	19,680 58.0%	5,073	100% of inspectionable establishments inspected					
	- Compliance rate		65%		7%	70%					
2.4.2	Self-Assessment										
	- Establishment covered		1,741	1,272 96.5%	469	100% participation (by covered establishments)					
	- Compliance rate		90%			90%					
2.4.3	Enhanced Training and Advisory Visits (E-TAVs)										
	- Orientations conducted				247	100% of targeted Kapalaran WISE-TAV establishments enrolled					
	- Establishments enrolled		6,819	6,433 70%	386	demand driven					
	- Compliance rate				4%	70%					
	- Establishments voluntary complied with labor laws through tripartite certification and provided incentives										
					128	15					
2.4.4	Kapalaran-WISE-TAV	The "KAPALARAN WISE-TAV para sa Lipat, Malugod at Produkto na mga Manggagawa" strengthens the public and private partnership in the maintenance of Labor Standards Enforcement Framework (LSEF), Training Advisory Visits (TAV) Approach, Utilization, Work Improvement for Small Enterprise (WISE) principle. It involves large companies operating in the Philippines, such as: "Big Brother" to provide technical assistance to their company's subcontractors to improve their working conditions, increase productivity of their workers and achieve compliance with general labor standards and occupational health and safety standards. Subcontractors are categorized as Micro, Small and Medium Enterprises or MSME based on the size of both workforce and the correspondingly be called as "Small Brothers". Safety officers of compliant establishments are specifically tasked to do the underlining									
	- Big brother establishments enrolled		86		43	100% of targeted establishments enrolled					
	- Small brother establishments enrolled										
	- Compliant small brothers establishments				260	100% of targeted establishments enrolled					
					155						
2.5	Occupational Safety and Health (OSH) Program										
KRA 5											

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2.5.1	OSH Accreditation Program	The issuance of Department Order No. 16, series of 2001, amending Rule 1030 of the OSHS has provided for clear boundaries and directions to enhance the understanding, acceptance and effective compliance with the Rule. Accreditation is aimed at increasing the number of competent individuals qualified to carry out the provisions of the OSHS.												
2.5.1.1	Occupational Safety and Health (OSH) application for accreditation processed		demand driven	535		100% of applications processed								
2.5.1.2	Certificate of accreditation issued		demand driven	319		demand driven								
2.5.2	Constructions Safety and Health Program (CSHP)	<p>Pursuant to Section 5 of D.O. NO. 13 (Guidelines Governing OSH in the Construction Industry), every construction project shall have a standing CSHP which must be in accordance with these rules and other orders and issuances issued by the DOLE. All approved CSHP shall ensure that all workers are adequately protected against the dangers and hazards prevailing in the workplace.</p> <p>The Construction Safety and Health Program must contain provisions on the following: Composition of the Construction Safety and Health Committee Specific safety policies Penalties and sanctions for violation of the CSHP Frequency, content and persons responsible for orienting, instruction and training all workers at the site The manner of disposing waste arising from the construction</p>												
2.5.2.1	Construction Safety and Health Program (CSHP) approved		demand driven	1,918		demand driven								
2.5.2.2	Construction sites/projects inspected based on approved CSHP			1,183		100% of construction sites with approved CSHP								
2.5.2	Work accidents/injuries Monitoring													
2.5.2.1	Workers benefited through the compliance orders issued on violating establishment													
	- WAIR			395		demand driven								
2.5.3	Workers benefited through OSH evaluation, work environment measurement, OSH examination and testing of safety devices ****		100% of request served	45,968		100% of request served								
2.5.4	Work Environment Measurements (WEM) Program		demand driven	26		demand driven								
2.5.4.1	Work-ALERT	Work-ALERT is a network of DOLE agencies set up to immediately respond to major accidents or industrial disasters particularly those which result in serious injuries or even deaths of workers												
	- companies served													
2.7	Dispute Resolution Program													
2.7.1	Case disposition													
	2.7.1.1 Disposition Rate													

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	2.7.1.1.1 Adjudication, Speedy and Efficient Delivery of Labor Justice	Project SpeedED was designed to achieve a 98% disposition rate of all cases in DOLE by April 2011, thereby ensuring a speedy labor justice. SpeedED covers cases filed at the quasi-judicial bodies of the DOLE, namely: National Labor Relations Commission (NLRC), National Conciliation and Mediation Board (NCMB), Philippine Overseas Employment Administration (POEA), Employees Compensation Commission (ECC), Bureau of Labor Service (BLS), Bureau of Working Conditions (BWC), and Legal Service (LS). The project is carried out in its 4th cycle.	98%	91%	7%	98%					
	2.7.1.1.2 Labor Standards Cases			54.9%		75%					
	- Original					60%					
	- Appealed			37.8%		75%					
	2.7.1.1.3 Small Money Claims	This is a mode of resolving/settling small money claims cases amounting to P5,000 and below.									
	2.7.1.1.4 Med-Arbitration	This is a mode of resolving/setting inter and intra-union disputes. Inter-union disputes is any conflict between and among legitimate labor organizations involving the determination for purposes of collective bargaining, including but not limited to, the following: (a) membership of labor organizations; (b) recognition of labor organizations; (c) representation of labor organizations; (d) jurisdiction of labor organizations; (e) any conflict between and among union members; and (f) includes all disputes of whatsoever nature arising from any violation of, or disagreement over, any provision of the constitution and bylaws of a union, including cases arising from obtaining or affiliation of labor organizations or from any violation of the bylaws and conditions of union membership provided for in the Code.		63.0%							
	- Original (Pics)			62.0%							
	- Appealed (BLR)			94.0%							
	2.7.1.1.7 Cases handled by POLOs		70%								70%
	2.7.1.2 Settlement Rate										
	2.7.1.2.1 Single Entry Approach	The Single Entry Approach (SENA) is the 30-day mandatory conciliation-mediation approach was established in pursuit of the goal of 75% settlement. Sena was implemented in the 22 special labor and employment offices. It is a reform program in labor arbitration and adjudication systems which streamlines procedures, removes red tape, and at the same time, restores integrity and fairness in the system ensuring 98% disposition on all labor cases in the Department of Labor and Employment (DOLE).	70%	76.5%		70%					70%
	2.7.1.2.4 Cases handled by POLOs		60%	53.0%	7.00%	60%					
KRA 4	2.8 Tripartism	The involves the organization/setting up of TCCs and TPOCs. These Councils serve as venues for addressing the issues affecting industry workers and employers.									
	2.8.1 Policy issuances processed/endorsed		1	5 policy issuances formulated/issued		1					1
	2.8.2 Tripartite advertisement/resolutions issued			1 CTTIC resolution issued, 1 AATIC Resolution issued, 12 TIPC Monitoring Body resolutions issued							1
	2.8.3 Tripartite engagement in programs/projects/activities		1	Conducted 4 TIPC, 8 Regular TEC, 6 TEC Labor Sector, and 6 TEC-APP Meetings							1

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											(3)							
(1)	(2)																	
KRA 1	3.8.4	Establishments voluntarily complied with labor laws recognized and provided incentives			15	16	4	4	4	4	4							
	2.11	Worker's Organization and Empowerment																
	2.11.1	Process cycle time (PCT)																
	2.11.1.1	Union registration			1 day	1 day	1 day	1 day	1 day	1 day	1 day							
	2.11.1.2	CSA registration			1 day	1 day	1 day	1 day	1 day	1 day	1 day							
2.11.3	Workers' associations operating in the region			1 day	1 day	1 day	1 day	1 day	1 day	1 day								
2.11.3	Union members and officers granted training			demand driven	55	demand driven												
2.11.4	Union members, officers and legitimate dependents granted scholarship			demand driven	57	demand driven												
KRA 2	MFO 3: EMPLOYMENT ENHANCEMENT, EMPOWERMENT AND WELFARE SERVICES																	
KRA 2	3.1	Capacity-Building for Specific Sectors																
	3.1.1	Workers provided with various livelihood assistance/services *																
	3.2	Emergency Employment Program			58,000	87,000	21,750	24,750	24,750	24,750	15,750							
	3.2.1	Workers affected by economic crisis, and natural/man-made disasters assisted (other than livelihood and emergency employment)			100% of affected workers tracked & provided assistance	17,054	100% of workers tracked and provided											
3.2.2	Workers in the informal sector facilitated enrollment to government's various social security schemes			20,000	40,620	20,000	3,000	7,000	7,000	3,000								
KRA 4	3.3 Social Protection and Welfare Program																	
	OVERSEAS																	
	3.3.1 Overseas Employment Certificate Issuance																	

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3.3.1.1	OECs issued (on site)		112,228	360,143		100% of applications processed					
3.3.2	Verification	Subject to the provision of Sec. 35, Chapter V, Book VI of Executive Order No. 290, the Philippine Labor Employment Offices shall verify the overseas employment documents to ensure the best possible terms and conditions of employment of Overseas Filipino Workers and to ensure their welfare and protection.									
3.3.2.1	Employment related documents verified		demand driven	360,234		demand driven					
3.3.3	Reparation Program										
3.3.3.1	OFW assisted										
	3.3.3.1.2 POLCs		36,595	14,721		100% of request served					
3.3.4	Reintegration Program	The program intends to facilitate reintegration of OFWs returning to the mainstream of the society thru various trainings to empower OFW family and prepare them to be better member/owner of an organization and to upgrade their skills and capability to engage in income generating activities									
3.3.4.1	OFWs and their families provided with reintegration services (NRCO/POLCs)		15,500	17,252							
	- Pagpapayo (Reintegration Advocacy)		4,420	4,038		100% of workers trained provided assistance					
	- Pagnenegosyo (Livelihood)										
	- Pagsasanay (Skills Training)										
	- Panghananbuhay (Local Wage Employment)			753							
3.3.5	OFWs benefited from various welfare assistance services (visitation to hospitals, jails, detention centers, employers, psycho-social counseling, rescue, response to routine queries and other welfare assistance to distressed workers)		339,257	339,709		250,000	62,500	62,500	62,500	62,500	62,500
3.3.6	Wards admitted and sheltered at MWCOFRCs			10,705		10,000	2,500	2,500	2,500	2,500	2,500
3.3.7	OFWs benefited from various information dissemination efforts (Post-Arrival Orientation, Awareness on Occupational Safety and Health, Dissemination of IEC materials)		100,000	171,955		120,000	30,000	35,000	35,000	35,000	20,000
3.3.8	OFWs participated in various socio-cultural activities to strengthen community organizations (socio-cultural, institutional events, leader's forum, etc.)		90,000	163,865		100,000	25,000	25,000	25,000	25,000	25,000
Local											
3.3.9	Workers provided with Family Welfare Program (FWP)-related services/activities	The FWP seeks to provide and protect the welfare of workers and their families through the inception of family welfare concerns at the workplaces nationwide, whether organized or unorganized. Article 134 of the Philippine Labor Code and its implementing rules require establishments employing 200 or more workers to put up or maintain a clinic or infirmary that shall provide free family planning services to their employees	41,900	245,989		42,000	10,500	10,500	10,500	10,500	10,500
	- Establishment covered		160	1,588		165					

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	3.3.10 Children prevented/removed from child labor	The DOLE's Child Labor Prevention and Elimination Program (CLPEP) is the DOLE's flagship program against Child Labor (CL). CLPEP aims to prevent children from engaging in child labor and provide remediation services to child laborers. CLPEP is implemented through the Sangayahan Project, Kabanawan Para sa mga Anak (KAPASA) Project, Project Labor Free and Advocacy campaign against child labor are some of the projects/initiatives under the DOLE's CLPEP.	100% of reported CL cases acted upon	219 children removed from child labor thru Sangayahan, Baling Manggagawa	100% of reported CL cases acted upon	100% of reported CL cases acted upon					

Prepared By:

[Signature]
DOMINIQUE R. TUTAY
 Planning Service Director
 Date:

Noted by:

[Signature]
NENITA G. GARCIA
 Financial and Management Service
 Date:

Approved By:

[Signature]
ROSALINDA DIMAPILIS-BALDOZ
 Secretary
 Date:

