

XVI. DEPARTMENT OF LABOR AND EMPLOYMENT

A. OFFICE OF THE SECRETARY

STRATEGIC OBJECTIVES

MANDATE

The DOLE shall be the primary policy, programming, coordinating and administrative entity of the Executive Branch in the field of labor and employment and shall assume primary responsibility for the promotion of gainful employment opportunities and the optimization of the development and utilization of the country's manpower resources; the advancement of workers' welfare by providing for just and humane working conditions and terms of employment; and the maintenance of industrial peace by promoting harmonious, equitable, and stable employment relations that assure equal protection for the rights of all concerned parties.

VISION

Every Filipino worker attains full, decent and productive employment.

MISSION

To promote gainful employment opportunities, develop human resources, protect workers and promote their welfare and maintain industrial peace.

KEY RESULT AREAS

1. Rapid, inclusive and sustained economic growth; and
2. Poverty reduction and empowerment of the poor and vulnerable.

SECTOR OUTCOME

Inclusive growth through decent and productive work

ORGANIZATIONAL OUTCOME

1. Employability of Workers and Competitiveness of Enterprise Enhanced
2. Cooperation Between Labor and Employers Sustained
3. Social Protection for Vulnerable Workers Strengthened

PERFORMANCE INFORMATION

KEY STRATEGIES

1. Upgrade workers skills and qualifications.
2. Maintain industrial peace.
3. Speedy, fair, accessible and inexpensive dispute settlement.
4. Consistency, predictability and transparency (posting and publication) of decisions on labor cases.
5. Predictable and regular wage adjustments (minimum wage, productivity-based).
6. Compliance with labor laws, professional regulations, and occupational safety and health standards.
7. Facilitate job matching through a more efficient employment intermediary services (i.e. Public Employment Service Office (PESO), Job Fair, Phil-Jobnet, Career Guidance, Labor Market Information, Employment Kiosk, Training for Work Scholarship Program (TWSP), Tech-Voc Education).
8. Implement Mutual Recognition Arrangements and Bilateral Labor Agreements.
9. Efficient regulatory procedure.
10. Provision of livelihood / employment opportunities, skills and productivity training.
11. 100% enrollment of livelihood beneficiaries to social security.
12. Removal of 800,000 child laborers in the worst form of child labor.

13. Increase in the Employees Compensation benefits for Occupationally Disabled Workers.
14. Provision of livelihood assistance for Overseas Filipino Workers (OFWs).
15. Conduct of agribusiness investment promotion in top OFW destination countries.
16. Support OFW agribusiness and tourism-related entrepreneurial undertakings.
17. Capacity-building for Philippine Overseas Labor Offices (GAD-related training).
18. Strict enforcement of policy of Women-Center Coordinators.
19. Sustainable outcomes, better service delivery, and better management.

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)	BASELINE	2016 TARGETS
Employability of Workers and Competitiveness of Enterprise Enhanced		
Percentage of Special Program for the Employment of Students (SPES) beneficiaries graduated from Tech Voc or college courses	1.3%	1-2% increase from the baseline
Percentage of jobseekers placed for employment	73% of jobseekers placed	80% of jobseekers placed
Cooperation Between Labor and Employers Sustained		
Compliance rate with labor laws of establishments that employed 10 or more	73%	73%
Increase in number of Industry Tripartite Councils (ITCs) established in industries reached by labor education	276	5% increase from baseline figure
Percentage increase in Industry Tripartite Councils adopting Voluntary Code of Good Practices (VCGPs)	162 ITCs adopting VCGPs	15% increase from baseline figure
Social Protection for Vulnerable Workers Strengthened		
Percentage of beneficiaries provided livelihood formation assistance with continued employment and income after six months of availment	12.5%	15%
Percentage of OFW labor cases successfully settled or resolved	86% (60,547 cases out of 70,293 cases handled from Jan.-Nov. 2014)	88%
Welfare protection mechanisms for OFWs during all phases of the migration cycle, and including the families left behind strengthened	245 (100%)	100%
MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs)	2016 Targets	
MFO 1: LABOR POLICY SERVICES		
Percentage of stakeholders that rate policies as satisfactory or better		70%
Percentage of policies that are updated, issued and disseminated in the last three (3) years		70%
Number of policies updated, issued and disseminated		29
MFO 2: EMPLOYMENT FACILITATION AND CAPACITY BUILDING SERVICES		
Number of qualified persons referred for placement		2,019,274
Number of individuals reached through Labor Market Information (LMI)		2,981,543
Percentage of individual who rate the services provided as satisfactory or better		70%
Percentage of individuals provided services within the prescribed process cycle time ( PCT )		70%
Number of youth beneficiaries provided with JobStart services		3,200

## GENERAL APPROPRIATIONS ACT, FY 2016

Number of beneficiaries provided with livelihood assistance	150,000
Number of beneficiaries under Special Program for the Employment of Student (SPES)	203,000
Percentage of beneficiaries who rate the services provided as satisfactory or better	70%
Percentage of workers provided services within the prescribed PCT	100%
Percentage of beneficiaries provided with livelihood assistance with increased income for the first year of implementation	35%

## MFO 3: LABOR FORCE WELFARE SERVICES

Number of workers served	4,467,519
Percentage of workers who rate the services provided as satisfactory or better	70%
Percentage of affected workers provided services within the prescribed PCT	100%

## MFO 4: EMPLOYMENT REGULATION SERVICES

Number of establishments inspected	76,908
Number of workers covered as a result of inspections conducted	4,556,674
Percentage of establishments with deficiencies given appropriate assistance leading to compliance	100%
Percentage of appealed labor disputes disposed (SpeEd)	100%
Percentage of application for permits/licenses/registrations processed within prescribed PCT	100%
Percentage of complaints and request for assistance settled within 30 days from filing (Single Entry Approach)	77%

NOTE : Exclusive of Targets funded from other sources, e.g. Special Account in the General Fund.