

XVI. DEPARTMENT OF LABOR AND EMPLOYMENT**A. OFFICE OF THE SECRETARY****STRATEGIC OBJECTIVES****MANDATE**

The Department of Labor and Employment (DOLE) promotes gainful employment opportunities and optimizes the development and utilization of the country's manpower resources, advances the welfare of workers by providing just and humane conditions and terms of employment, and maintains industrial peace by promoting harmonious, equitable and stable employment relations.

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. Anti-corruption and transparent, accountable and participatory governance
2. Poverty reduction and empowerment of the poor and vulnerable
3. Rapid, inclusive and sustained economic growth
4. Just and lasting peace and the rule of the law

SECTOR OUTCOME

Inclusive growth through decent and productive work

ORGANIZATIONAL OUTCOME

To contribute to the attainment of inclusive growth through a gainfully employed, globally competitive, safe and healthy and secure workforce; and a transparent and accountable governance

New Appropriations, by Program/Project

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	<u>Current Operating Expenditures</u>			
	<u>Personnel Services</u>	<u>Maintenance and Other Operating Expenses</u>	<u>Capital Outlays</u>	<u>Total</u>
PROGRAMS				
100000000 General Administration and Support	P 556,127,000	P 155,889,000	P 27,400,000	P 739,416,000
200000000 Support to Operations	32,117,000	37,935,000		70,052,000
300000000 Operations	408,486,000	3,063,648,000	990,000	3,473,124,000
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NFO 1: Labor Policy Services	87,028,000	43,685,000		130,713,000
NFO 2: Employment Facilitation and Capacity Building Services		2,562,886,000		2,562,886,000
NFO 3: Labor Force Welfare Services	244,830,000	349,275,000	990,000	595,095,000

MFO 4: Employment Regulation Services	76,628,000	107,802,000		184,430,000
Total, Programs	996,730,000	3,257,472,000	28,390,000	4,282,592,000
PROJECT(S)				
400000000 Locally-Funded Project(s)		271,227,000		271,227,000
Total, Project(s)		271,227,000		271,227,000
TOTAL NEW APPROPRIATIONS	P 996,730,000	P 3,528,699,000	P 28,390,000	P 4,553,819,000

New Appropriations, by Central/Regional Allocation

REGION	Current Operating Expenditures			
	Personnel Services	Maintenance and Other Operating Expenses	Capital Outlays	Total
CENTRAL OFFICE	P 436,531,000	P 1,627,763,000	P 8,990,000	P 2,073,284,000
Regional Allocation	560,199,000	1,900,936,000	19,400,000	2,480,535,000
National Capital Region (NCR)	80,073,000	195,609,000	1,000,000	276,682,000
Region I - Ilocos	32,905,000	65,955,000	1,000,000	99,860,000
Region II - Cagayan Valley	32,904,000	87,689,000	2,000,000	122,593,000
Cordillera Administrative Region (CAR)	25,040,000	63,260,000	3,000,000	91,300,000
Region III - Central Luzon	46,545,000	109,153,000	1,000,000	156,698,000
Region IVA - CALABARZON	40,245,000	138,087,000	1,000,000	179,332,000
Region IVB - MIMAROPA	17,684,000	66,065,000	2,000,000	85,749,000
Region V - Bicol	21,537,000	122,468,000	400,000	144,405,000
Region VI - Western Visayas	36,637,000	100,667,000	1,000,000	138,304,000
Region VII - Central Visayas	38,693,000	298,422,000		337,115,000
Region VIII - Eastern Visayas	29,785,000	103,681,000	2,000,000	135,466,000
Region IX - Zamboanga Peninsula	30,050,000	92,924,000	1,000,000	123,974,000
Region X - Northern Mindanao	34,949,000	172,905,000		207,854,000
Region XI - Davao	36,242,000	92,139,000	2,000,000	130,381,000
Region XII - SOCCSKSARGEN	29,340,000	120,976,000		150,316,000
Region XIII - CARAGA	27,570,000	70,936,000	2,000,000	100,506,000
TOTAL NEW APPROPRIATIONS	P 996,730,000	P 3,528,699,000	P 28,390,000	P 4,553,819,000

Special Provision(s)

1. **Verification Fees.** In addition to the amounts appropriated herein, Ninety One Million Eight Hundred Ninety Five Thousand Pesos (P91,895,000) sourced from collections of verification fees earned in foreign posts shall be recorded as income under Special Account Fund 151: PROVIDED, That verification fees collected as foreign currency earnings may be retained as a working fund for the administrative and operational expenses of DOLE's Foreign Service Offices, subject to the guidelines jointly issued by the DBM, DOLE and BTr. The total amount of the income retained as a working fund and the subsequent allotments to be released for the Personnel Services and MOOE requirements of DOLE's foreign posts shall not exceed the amount of appropriations authorized for verification of overseas employment documents.

Releases from said amount shall be subject to the submission of a Special Budget pursuant to Section 35, Chapter 5, Book VI of E.O. No. 292, s. 1987.

The DOLE shall submit, either in printed form or by way of electronic document, to the DBM, copy furnished the House Committee on Appropriations and the Senate Committee on Finance, quarterly reports on the utilization of said amount. The Secretary of Labor and Employment and the Agency's web administrator or his/her equivalent shall be responsible for ensuring that said reports are likewise posted on the official website of the DOLE.

2. Government Internship Program (GIP) and Tulong Panghanapbuhay sa Ating Disadvantaged Workers "TUPAD" Project. The amount of One Billion Twenty Two Million Pesos (P1,022,000,000) appropriated herein under Conduct of Training, Livelihood and Enterprise Development and other Capacity Building Programs for Students, Youths, and Disabled Workers and for the Rural Workers including Programs for Self-organization for Plantation Workers shall be used, as follows: (i) for the payment of stipend of beneficiaries equivalent to seventy five percent (75%) of the existing minimum wage in the area during their six-month office/field training in the government under the GIP; and (ii) for the payment of wages of displaced workers resulting from weather and regulatory shocks and internal conflict during their short term employment under the TUPAD Project: PROVIDED, That the beneficiary shall comply with the requirements of DOLE: PROVIDED, FURTHER, That any procurement arising from the implementation of the Programs shall comply with the provisions of R.A. No. 9184, and its Implementing Rules and Regulations and guidelines, particularly on the posting requirements on the Philippine Government Electronic Procurement System: PROVIDED, FURTHERMORE, That the DOLE shall be allowed to utilize up to one percent (1%) of the said amounts to cover administrative costs of implementing the Programs: PROVIDED, FURTHERMORE, That DOLE may engage a third party agency, entity or organization to monitor the implementation of the Programs: PROVIDED, FINALLY, That the DOLE shall submit a quarterly report on the utilization of said amounts to the DBM, the House Committee on Appropriations, and the Senate Committee on Finance.

In no case shall implementation of the Programs be delegated and/or transferred to any kind of Civil Society Organization, whether it be a non-governmental organization or a people's organization.

The DBM and DOLE shall post the names and addresses of the beneficiaries, the area of deployment for each of them, and the type of assistance provided, on their respective official websites. The agency's web administrator or his/her equivalent shall be responsible for ensuring compliance with the above posting requirements.

Implementation of this provision shall be subject to guidelines as may be issued for the purpose.

3. Social Amelioration Program. The amount remitted by sugar mills to the DOLE sourced from twenty percent (20%) of the lien imposed on the gross production of sugar shall be treated as trust receipts and shall be used for the following in accordance with R.A. No. 6982:

- a) Five percent (5%) for sugar workers death benefit program;
- b) Nine percent (9%) for socio-economic projects for the sugar workers;
- c) Three percent (3%) for maternity benefits for the women sugar workers, in addition to existing benefits granted by law or collective bargaining agreements, to be paid only for the first four (4) deliveries; and
- d) Three percent (3%) for administrative expenses in implementing the Social Amelioration Program.

The remaining eighty percent (80%) of the said lien, including any income or interest thereon, shall be used as cash bonus to each worker in the sugar farm or mill based on the production of work rendered by the worker, subject to the provisions of DOLE Order No. 114-11 dated May 3, 2011.

The DOLE shall submit, either in printed form or by way of electronic document, to the DBM, copy furnished the House Committee on Appropriations and the Senate Committee on Finance, quarterly reports on the status of the implementation of the Social Amelioration Program, including the list of projects and beneficiaries and their corresponding amounts. The Secretary of Labor and Employment and the Agency's web administrator or his/her equivalent shall be responsible for ensuring that said quarterly reports are likewise posted on the official website of the DOLE.

4. Emergency Repatriation Program. The amount of Fifty Million Pesos (P50,000,000) appropriated herein shall be used exclusively for the implementation of the Emergency Repatriation Program. In no case shall said amount be used for any other purpose.

5. Collections of the Overseas Workers Welfare Administration. The collection of the Overseas Workers Welfare Administration (OWWA) from membership contributions of foreign employers, land-based and sea-based workers, investment and interest income, and income from other sources which is deposited in an authorized government depository bank, shall be used for providing social and welfare services to Filipino overseas workers such as, insurance coverage, legal assistance, placement assistance, remittance assistance, and for the operational expenses of the OWWA, as determined by the Board of Trustees in accordance to P.D. No. 1694, as amended.

The OWWA shall prepare and submit to the DBM the annual report on the utilization of income and its audited financial statements for the preceding fiscal year.

Failure to submit said annual report and the audited financial statements shall render any disbursement from said income void, and shall subject the erring officials and employees to disciplinary actions in accordance with Section 43, Chapter 5, and Section 80, Chapter 7, Book VI of E.O. No. 292, and to appropriate criminal action under existing penal laws.

6. Appropriations for Programs and Specific Activities. The amounts appropriated herein for the programs of the agency shall be used specifically for the activities in the amounts indicated under the Details of the FY 2014 Budget attached as Annex A (Volume 1) of this Act.

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

MAJOR FINAL OUTPUTS (MFOs)/PERFORMANCE INDICATORS (PIs)

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Targets

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MFO 1: LABOR POLICY SERVICES

No. of policies updated, issued and disseminated	14
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%

MFO 2: EMPLOYMENT FACILITATION AND CAPACITY BUILDING SERVICES

No. of qualified persons referred for placement	1,600,000
No. of individuals reached through Labor Market Information (LMI)	1,695,630
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%
No. of beneficiaries provided with livelihood assistance (P6,700 on the average per capita cost/project)	100,000
No. of beneficiaries under Special Program for the Employment of Student (SPES)	200,000
Percentage increase in livelihood income due to improved production for the first year of implementation	10%
Percentage of beneficiaries who rate the services provided as satisfactory or better	70%
Percentage of workers provided services within the prescribed PCT	100%

MFO 3: LABOR FORCE WELFARE SERVICES

No. of workers served	2,640,312
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

No. of establishments inspected	76,767
No. of workers covered as a result of inspection conducted	4,556,674
Percentage of establishments with deficiencies given appropriate assistance leading to compliance	100%
Percentage of appealed labor disputes disposed	98%
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)**

70%

Note: Inclusive of Targets funded from other services e.g. Special Account in the General Fund.