

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 | 2015 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 | No baseline - to conduct survey on SPES beneficiaries | 2-3% increase from the baseline |
| Percentage of jobseekers placed for employment | 77% 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% | 100% |
| Increase in number of Industry Tripartite Councils (ITCs) established in industries reached by labor education | 211 | 9.5 % increase from baseline figure (231) |
| Percentage increase in Industry Tripartite Councils adopting Voluntary Code of Good Practices (VCGPs) | 120 ITCs adopting VCGPs | 16% increase (139 ITCs adopting VCGPs) |
| Social Protection for Vulnerable Workers Strengthened | | |
| Percentage of beneficiaries provided livelihood formation assistance with continued employment and income after six months of availment | No Baseline - to conduct survey on livelihood projects and its beneficiaries | 10% |
| Percentage of OFW labor cases successfully settled or resolved | 65,245 cases handled from Jan.- Nov. 2013 of which 56,341 were settled (86.3%) | 86% (56,341) |
| Welfare protection mechanisms for OFWs during all phases of the migration cycle, and including the families left behind strengthened | 453 | 453 (or 100%) |
| MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs) | | 2015 Targets |
| MFO 1: LABOR POLICY SERVICES | | |
| No. of policies updated, issued and disseminated | | 17 |
| 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 | | 1,700,000 |
| No. of individuals reached through Labor Market Information (LMI) | | 1,700,000 |
| 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) | | 62,370 |
| No. of beneficiaries under Special Program for the Employment of Student (SPES) | | 250,000 |

| | |
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| 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

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| No. of workers served | 4,000,000 |
| 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

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| No. of establishments inspected | 76,767 |
| No. 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) | 75% |

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