

Department of Labor and Employment



The colors red, white, and blue of the DOLE logo represent the Philippine flag. The three stars stand for Luzon, Visayas, and Mindanao.

The triangular shape represents the Department's three major partners/stakeholders – labor, management, and government.

Legal Basis

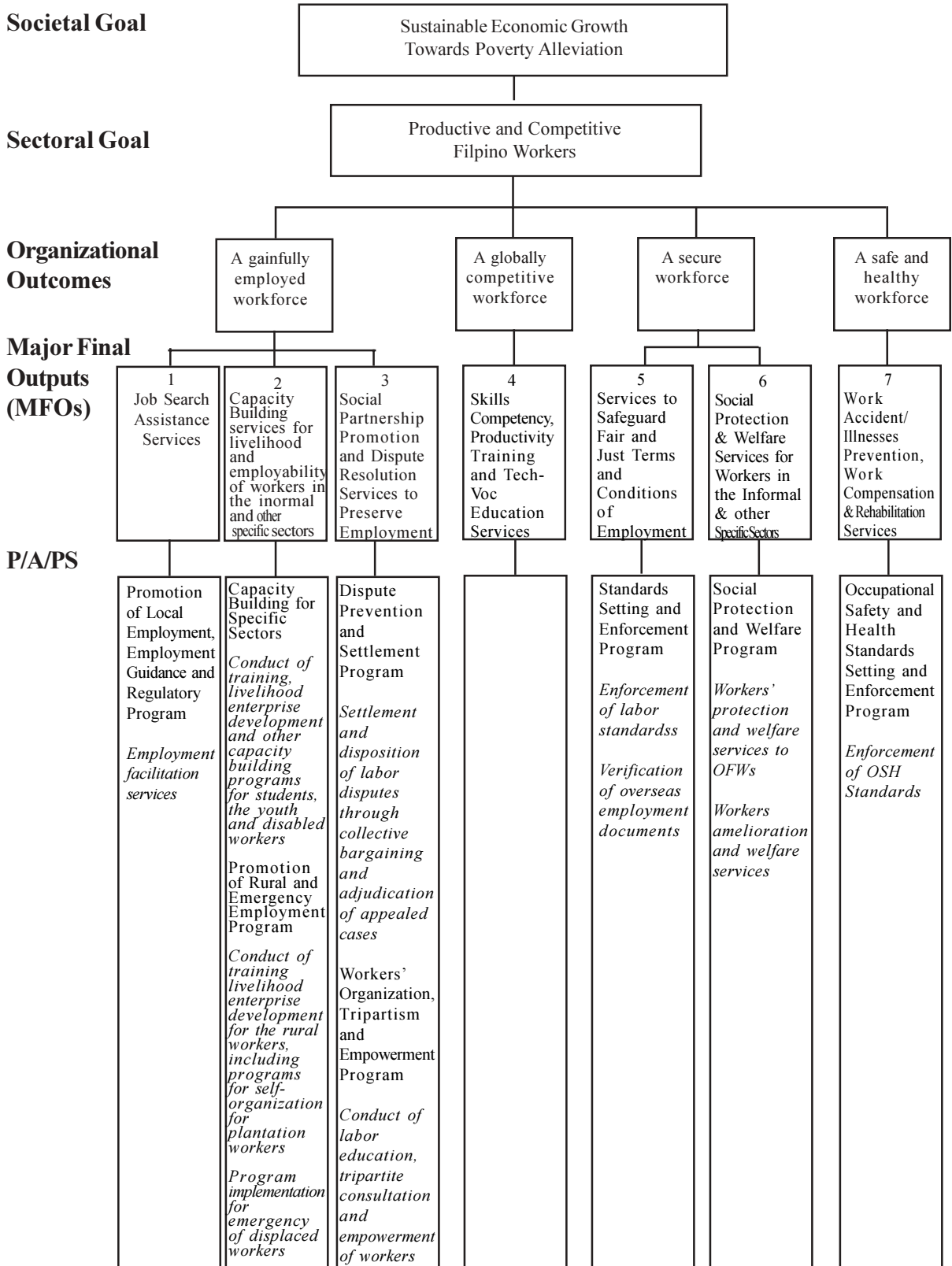
- **Republic Act No. 4121** (December 8, 1933) established/organized the Department of Labor and Employment.
- **Presidential Decree 422** (May 1, 1974), Labor Code of the Philippines, revised and consolidated labor and social laws to protect labor, promote employment and human resources development, and insure industrial peace.
- **Executive Order No. 126** (January 31, 1987) reorganized the Department, then known as Ministry of Labor and Employment.

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. It has exclusive authority in the administration and enforcement of labor and employment laws.

Whenever we say empowering the people, it certainly must mean, among other things, generating jobs. It also means working hand in hand to create future prosperity. It means working hand in hand to bring about economic development.- PGMA, January 29, 2003

LOGICAL FRAMEWORK (DOLE)



SECTOR GOAL

As articulated in DOLE's vision, mission and mandate, the Filipino Workforce is the Department's main concern, its four strategic goals focusing on the Filipino Workforce and its welfare. The goals of Industrial Peace, Employment Promotion, and Human Resource Development remain as support strategies to employment.

Employment is one of the strategies to support the well-being of the Filipino Workforce. To realize this, DOLE aims to have a workforce with gainful employment, either here or abroad; a workforce that is globally competitive; a workforce secure in terms of employment and social protection; and a workforce in a safe and healthy working environment. Such productive and competitive Filipino workforce will contribute to the attainment of the societal goal of fighting poverty and building prosperity for the greatest number.

ORGANIZATION OUTCOMES

A Gainfully Employed Workforce – a workforce with gainful employment, either as wage, locally or overseas, self-employed or entrepreneur

A Globally Competitive Workforce – a workforce possessing skills and knowledge that are relevant to the needs of today's employers

A Secure Workforce – a workforce accorded with fair and humane employment terms and social protection benefits

A Safe Workforce – a workforce with safe and healthy working environment

MAJOR FINAL OUTPUTS

1. Job Search Assistance Services

These are services to assist jobseekers opting for wage employment by ensuring their access to employment, both local and overseas. The services include capability building and regulation of employment exchange facilities, particularly in providing employment guidance and counseling, job referral and facilitation, and timely and accurate information of jobs and skills.

Associated Activities or P/A/P

Promotion of Local Employment Facilitation, Employment Guidance and Regulatory Program (Employment facilitation services)

2. Capacity Building Services for Livelihood and Employability of Workers in the Informal and other Specific Sectors

These services are intended to assist the marginalized, vulnerable, disadvantaged, and other workers from specific sectors, including the informal sector workers, returning OFWs, indigent

students and out-of-school youth (OSYs) who have difficulty of access to formal employment. The services include skills and entrepreneurship training; access to livelihood opportunities/ entrepreneurship development, and bridging employment interventions.

Associated Activities or P/A/Ps

Capacity Building for Specific Sectors Program (Conduct of training, livelihood enterprise development, and other capacity-building programs for students, the youth, and disabled workers)

Promotion of Rural and Emergency Employment Program (Conduct of training, livelihood enterprise development and other capacity-building programs for self-organization of plantation workers; program implementation for emergency employment of displaced workers)

3. Social Partnership Promotion and Dispute Resolution Services

These are services catering to workers in formal employment to minimize job and productive mandays lost through avoidance, settlement, and disposition of labor disputes; organization, representation, and education of stakeholders and social partners.

Associated Activities or P/A/Ps

Dispute Prevention and Settlement Program (Settlement and disposition of labor disputes through collective bargaining and adjudication of appealed cases)

Workers' Organization, Tripartism, and Empowerment Program (Conduct of labor education, tripartite consultation, and empowerment of workers)

4. Skills Competency, Productivity Training and Tech-Voc Education Services

These are services intended to equip the unemployed and underemployed, especially the out-of-school youth, with vocational and technical skills to adapt to the demands of changing labor market, including the provision of training and information on productivity technologies.

5. Services to Safeguard Fair and Just Terms and Conditions of Employment

These are services intended to safeguard formal workers' rights for fair and just employment terms and conditions, both at the local and overseas front, through the review of standards, policies, regulations and guidelines on labor; effective enforcement of labor standards through education/advocacy, inspection and compliance assistance; and verification of overseas employment contracts (OECs).

Associated Activities or P/A/Ps

Standards Setting and Enforcement Program (Enforcement of labor laws, regulations and standards; verification of overseas employment documents)

6. Social Protection and Welfare Services for Workers in the Informal and Other Specific Sectors

These are services for the vulnerable, marginalized, disadvantaged workers, and OFWs and other workers from specific sectors, usually not covered by the social protection schemes of the government, through advocacy for membership in DOLE's Social Protection Program, promotion of community-based self-help social protection as an alternative scheme; and provision of pre-employment, on-site and after-care assistance to OFWs; and protection of the welfare of both local and overseas workers.

Associated Activities or P/A/Ps

Social Protection and Welfare Program (Workers' protection and welfare services to OFWs; workers' amelioration and welfare services)

7. Work Accident/Illnesses Prevention, Work Compensation and Rehabilitation Services

These are services that provide formal workers with knowledge and skills on OSH at the workplace through advocacy and enforcement, and capability-building to reduce number of workers with work-related accidents, injuries and illnesses. The provision of compensation and rehabilitation services for occupationally-disabled workers is part of these services.

Associated Activities or P/A/Ps

Occupational Safety and Health Standards Setting and Enforcement Program (Enforcement of OSH standards)

Performance Measures and Targets

Particulars	FY 2007 Targets
MFO 1 Job Search Assistance Services	
1.1 Increase in the number of active institutionalized and interconnected employment service facilities	
No. of PESOs using the Phil-Jobnets for job skills matching service	100
No. of operationalized PESOs	1,300
No. of training conducted	16
No. of PESO given development activities such as LMI, counseling and other employment administrative skill training	350
1.2 Increase in the number of users-clients of information and jobs and skills	30,000 to 45,000
1.3 Placement Rate	75%

Particulars	FY 2007 Targets
<p>MFO 2 Capacity Building Service for Livelihood and Employability of Workers in the Informal and other Specific Sectors</p> <p>2.1 Increase in the number of workers in specific sectors provided work/entrepreneurship trainings and livelihood support assistance packages</p> <p>2.2 Increase in the number of students and OSYs provided bridging employment</p> <p>2.3 Increase in the number of sustained livelihood convergence projects set up</p> <p>2.4 Increase in the number of workers in the special sectors assisted/ provided employment and livelihood under the convergence strategy</p>	<p>40,000</p> <p>270,000</p> <p>16</p> <p>320</p>
<p>MFO 3 Social Partnership Promotion and Dispute Resolution Services to Preserve Employment</p> <p>3.1 No.of cases disposed Med-arbitration cases Small money claims cases</p> <p>3.2 Disposition rate Med-Arbitration Small money claims cases</p> <p>3.3 Increase in the number of workers/employers reached by labor and management education</p> <p>3.4 Increase in the number of social partnership agreements established No. of establishments with CBAs</p> <p>No. of establishments covered with social accords</p> <p>No. of ITCs/TIPCs established</p>	<p>Demand driven</p> <p>90%</p> <p>90%</p> <p>110,000</p> <p>485</p> <p>300</p> <p>10/40</p>
<p>MFO 4 Skills Competency, Productivity Training and Tech-Voc Education Services</p>	
<p>MFO 5 Services to Safeguard Fair and Just Terms and Conditions of Employment</p>	

Particulars	FY 2007 Targets
<p>5.1 Number of firms covered by labor standards enforcement activities</p> <p> Inspection Self-assessment TAV</p> <p>5.2 Compliance Rate</p> <p> Inspection Self-assessment TAV</p> <p>5.3 Increase in the number of workers reached through education/ advocacy, enforcement, and compliance assistance to labor standards</p> <p>5.4 Increase in number of contracts verified</p> <p> Contract verified Workers covered</p>	<p>19,600 3,400 10,600</p> <p>75% 75% 75%</p> <p>Demand driven</p>
<p>MFO 6 Social Protection and Welfare Services for Workers in the Informal and other Specific Sectors</p> <p>6.1 Increase in the number of workers enrolled in government's social protection programs</p> <p> DOLE SSP for IS OWWA (OFWs) SSS Flexifund (OFWs)</p> <p>6.2 Increase in the number of special sector workers assisted/ provided social and economic protection·</p> <p> No. of sugar workers paid cash bonus No.of sugar workers benefited by socio-economic projects No.of child laborers removed from the worst forms of child labor</p> <p>6.3 Increase in the number of workers reached by community-based self-help social protection programs as an alternative scheme</p> <p>6.4 100% of workers that seek assistance serviced</p>	<p>15,000 - -</p> <p>300,000 9,000 720</p> <p>New indicator</p> <p>Demand driven</p>
<p>MFO 7 Work Accident/Illnesses Prevention, Work Compensation and Rehabilitation Services</p> <p>7.1 Increase in number of OSH practitioners trained and/or accredited</p>	

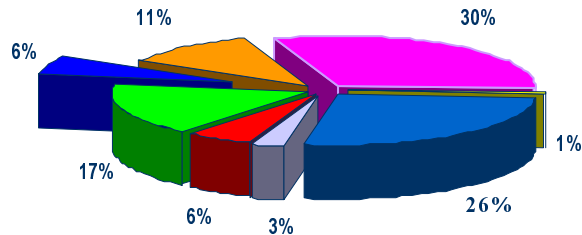
Measures (MFOs/PIs)	FY 2007 Targets
No. of accredited safety practitioners/ consultants/ training organizations	As requested
No. of OSH training conducted	As requested
No. of OSH personnel trained	Demand driven
7.2 Increase in number of establishments with program to address psychosocial problems	
No. of establishments with OSH programs	As requested
No. of firms with 200+ workers covered by advocacy activities on Family Welfare Program	681

FY 2007 OPIF-Based Budget

FY 2007 Budget by Major Final Output (MFO) (In thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL
MFO 1 - Job Search Assistance Services	49,363	28,346		77,709
MFO 2 - Capacity Building Services for Livelihood and Employability of Workers in the Informal and other Specific Sectors	986	229,715		230,701
MFO 3 - Social Partnership Promotion and Dispute Resolution Services to Preserve Employment	61,669	16,408		78,077
MFO 4 - Skill Competency, Productivity Training and Tech-Voc Education Services				
MFO 5 - Services to Safeguard Fair and Just Terms and Conditions of Employment	65,328	92,790		158,118
MFO 6 - Social Protection and Welfare Services for Workers in the Informal and other Specific Sectors	259,696	165,759	2,000	427,455
MFO 7 - Work Accident/Illnesses Prevention, Work Compensation and Rehabilitation Services	6,318	1,134		7,452
General Administration and Support Services (GASS)	209,168	136,853	25,238	371,259
Retirement and Life Ins. Premiums (RLIP)	40,234			40,234
TOTAL	692,762	671,005	27,238	1,391,005
Percent to Total	45.42	47.47	7.11	100.00

2007 BUDGET BY MFOs
(Total Budget = P1,391,005 million)



■ MFO 1 ■ MFO 2 ■ MFO 3 ■ MFO 5 ■ MFO 6 ■ MFO 7 ■ GASS ■ RLIP ■ Slice 9

Other Budget Highlights

Highlight 1 – Included under MFO 6 are the requirements amounting to P328.458M for the Workers’ Protection and Welfare Services to OFWs

Highlight 2 – Included under MFO 2 are the requirements for the implementation of priority projects:

• Capacity Building for Specific Sectors Program	P 149.338M
• Promotion of Rural and Emergency Employment	65.368 M
• Workers’ Organization and Development Program	<u>15.995 M</u>
Total	<u>P 230.701 M</u>

Highlight 3 – Included under MFO 5 are the payment of local hires in the Verification of Overseas Employment Documents (P63.989M), and Standards Setting and Enforcement Program (P80.325M)

Highlight 4 – Included under MFO 1 are the requirements for Job Search Assistance Services which include the Employment Facilitation Services of P56.308M

Highlight 5 – Included under MFO 3 are the requirements for the Dispute Prevention and Settlement Program, Tripartite Industrial Peace Council, the Bureau of Labor Relations, and the Legal Service in the total amount of P78.077M

MFO 7, meanwhile, covers the activities under the Occupational Health and Safety Division of the Bureau of Working Conditions. Other requirements are the General Administration and Support Services (P325.852M), Local/Regional/International Conferences (P2.008M), Bureau of Labor and Employment Statistics (P20.861M), and the Computerization Program (P22.538M).