



## DEPARTMENT OF LABOR AND EMPLOYMENT

### Legal Basis

- **Act No. 1868** (June 18, 1908) established the Bureau of Labor (BOL) under the Department of Commerce and Police to regulate and provide information on the labor force and market, and to settle disputes between labor and employers.
- **Republic Act No. 4121** (December 8, 1933) established the Department of Labor (DOL).
- **Reorganization Plan 20-A** (June 1957) authorized a major revamp of the DOL, delineating staff and line functions and decentralizing DOL operations to regional offices.
- **Presidential Decree No. 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. 591** (May 1, 1980) instituted certain critical changes in the organizational structure of the DOL, called Ministry of Labor (in view of the parliamentary form of government), renaming it to Ministry of Labor and Employment (MOLE).
- **Executive Order No. 126** (January 31, 1987), as amended, reorganized the MOLE, by then called Department of Labor and Employment (DOLE) due to change in government to presidential form.

### 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 law.

### Major Thrusts and Priorities

The Department's thrusts and priorities are responsive to the Key Results Areas of President Benigno S. Aquino III's Social Contracts with the Filipino people, specifically in contributing to employment creation and poverty reduction, and guided by the spirit of good governance. The labor and employment policies are also anchored on the strategic framework of the Philippine Development Plan, 2011-2016 with the goal of inclusive growth and poverty reduction. These are translated into strategies and concrete actions stipulated in the Philippine Labor and Employment Plan (LEP) 2011-2016.

# DOLE-Office of the Secretary

## LOGICAL FRAMEWORK (DOLE-OSEC)

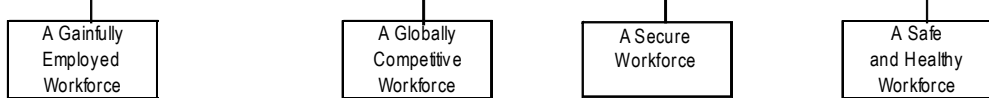
### Societal Goal

Inclusive Growth (Employment Creation and Poverty Reduction)

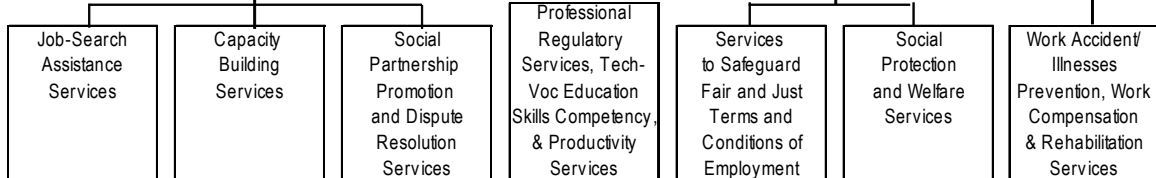
### Sectoral Goal

Inclusive Growth through Decent and Productive Work

### Organizational Outcomes



### Major Final Outputs



### P/A/Ps

	<p><b>Job-Search Assistance Services</b></p> <p>Employment Facilitation</p> <ul style="list-style-type: none"> <li>* Placement of job seekers for local employment</li> <li>* SPES</li> <li>* Overseas Employment Program</li> </ul> <p>Labor Market Information</p> <ul style="list-style-type: none"> <li>* Phil-JobNet (SRS, Integrated Human Resource Data Warehouse)</li> <li>* Career Guidance and Employment Coaching</li> <li>* Occupational / Career Guides</li> <li>* JobFit 2020</li> <li>* Employment Kiosks</li> <li>* Labor Market Monitor and other IEC materials</li> </ul> <p>Capacity Building for Employment Intermediaries</p>	<p><b>Capacity Building Services</b></p> <p>Capacity Building for Specific Sectors</p> <ul style="list-style-type: none"> <li>* Conduct of training, livelihood enterprise development and other capacity building program for students, youths, and disabled workers</li> <li>* Income augmentation for workers</li> </ul> <p>Promotion of Rural and Emergency Employment Program</p> <ul style="list-style-type: none"> <li>* Conduct of training, livelihood enterprise development for the rural workers including programs for self-organization for sugar plantation workers</li> <li>* Program implementation for emergency employment of displaced workers</li> </ul>	<p><b>Social Partnership Promotion and Dispute Resolution Services</b></p> <p>Dispute Resolution</p> <ul style="list-style-type: none"> <li>* Speedy and efficient delivery of Labor Justice</li> <li>&gt; Adjudication</li> <li>&gt; Conciliation</li> </ul> <p>Enhanced Labor and Employment Education</p> <p>Tripartism</p> <ul style="list-style-type: none"> <li>* Industry Voluntary Codes of Good Practices</li> <li>* Incentivizing Labor Law Compliance with Tripartite Seal of Excellence Award</li> <li>* Quarterly Dialogues</li> <li>* Sustaining 100% of existing national, regional and provincial Industry Tripartite Councils</li> </ul>	<p><b>Professional Regulatory Services, Tech-Voc Education Skills Competency, &amp; Productivity Services</b></p> <p>Education and Training</p> <ul style="list-style-type: none"> <li>* Tech-Voc</li> <li>* Maritime</li> </ul> <p>Scholarships</p> <ul style="list-style-type: none"> <li>* TWSP</li> <li>* PESFA</li> </ul> <p>Training</p> <p>Standards Assessment &amp; Certification</p> <ul style="list-style-type: none"> <li>* National Skills Certificate</li> <li>* Certificate of Proficiency</li> <li>* Certificate of Competency</li> </ul> <p>Curriculum Development for Maritime Courses (STCW)</p> <p>Productivity Training</p> <p>Professional Licensure Examination and Registration</p>	<p><b>Services to Safeguard Fair and Just Terms and Conditions of Employment</b></p> <p>Labor Standard and Enforcement Program</p> <ul style="list-style-type: none"> <li>* Voluntary Compliance</li> <li>&gt; Self-Assessment</li> <li>&gt; Incentivizing Labor Law Compliance</li> <li>&gt; Kapatiran WISE or "Big Brother, Small Brother"</li> <li>* Compulsory Compliance</li> <li>&gt; Routine inspection</li> <li>&gt; Compliant inspection</li> </ul> <p>Wage Determination and Review Program</p>	<p><b>Social Protection and Welfare Services</b></p> <p>Social Protection and Welfare Program</p> <ul style="list-style-type: none"> <li>* Anti Child Labor Program</li> <li>* Anti-Illegal Recruitment/ Trafficking in Persons Program</li> <li>* Family Welfare Program</li> <li>* Worker's protection and welfare services for OFWs</li> <li>&gt; Repatriation</li> <li>&gt; Reintegration</li> <li>* Maintenance of POLOs and Filipino Resource Centers</li> </ul>	<p><b>Work Accident/ Illnesses Prevention, Work Compensation &amp; Rehabilitation Services</b></p> <p>Occupational Safety and Health Standards Setting and Enforcement Program</p> <ul style="list-style-type: none"> <li>* Safety and Health Program</li> <li>* Workmen's Compensation Program</li> </ul>
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**Policy Development Support**

- \* Timely statistical information on labor and employment in support of policy development
- \* Conduct policy researches in support of trade, labor and employment negotiations
- \* Formulate technical inputs in crafting the New Labor Code of the Philippines and labor-related legislations

**Institutional Support**

- \* Application systems for transparency and accountability
- \* Strategic Performance Management System
- \* Anti-Red Tape Act (ARTA) and implementation of Integrity Dev't Program
- \* Fully functional Tripartite Efficiency and Integrity Board
- \* Dispose corruption-related administrative cases w/in the prescribed period
- \* Quick Response Mechanism to Citizen's Feedback (QRMCf)
- \* Green Our DOLE Program

**PERFORMANCE MEASURES AND TARGETS**  
(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>				
<b>Job Search Assistance Services for Wage Employment *</b>	<b>814,022</b>	<b>695,672</b>	<b>493,713</b>	<b>701,766</b>
Workers placed for local employment through:				
Public Employment Service Office (PESOs)	723,800	883,313	723,800	850,000
Private Recruitment and Placement Agency (PRPAs)	70,000	74,061	70,000	70,000
Jobs/Service Contractors/Sub-Contractors	130,000	113,464	130,000	150,000
Youth provided with bridging employment assistance				
Special Program for Employment of Students (SPES)**	77,550	84,786	136,000	140,000
Kasanayan at Hanapbuhay (KasH)	49,602	54,131	54,131	54,131
Capacity building provided for employment service providers				
PESOs	607	284	607	607
Participants	1,800	3,767	1,800	1,800
Network of Career Guidance Counselors and Employment Advocates/Coaches	66	86	66	66
Participants	6,200	5,057	6,200	6,200
PRPAs /Job/Service Contractors	243	762	243	243
Participants	955	1,388	955	955
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)	new indicator		80%	80%
Authority to Operate Branch Office (10 working days upon filing of application and payment of fees and bonds)	new indicator		80%	80%
Authority to Recruit (1 working day after filing of application and payment of fees and bonds)	new indicator		80%	80%
Certificate of Registration of Job/Service Contractors/Sub- contractors (1 working day after filing of application and payment of registration fee)	new indicator		80%	80%
Job Fair clearance (5 working days after receipt of documents) (Note: different from Job Fair Permit)	new indicator		80%	80%

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
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)	new indicator		80%	80%
Jobseekers/employers provided access to Labor Market Information (LMI)				
Individuals reached	255,000	492,319	255,000	464,800
Institutions reached	2,055	7,313	2,055	3,800
Industry Career Guides published	new indicator		101 career pamphlets/ occupational briefs	4 new ICG developed and published
Jobseekers Kiosks maintained			114 (existing)	114
Development/Maintenance of Labor Market Information Portal				
Phil-Jobnet System reengineered	new indicator		new indicator	Enhance PJN implemented and 11 capacity building program for PESO conducted
Skills Registry System (SRS)	new indicator	39 (1st wave)	80	implemented in 160 LGUs
DOLE Manpower Data Warehouse	new indicator		new indicator	1 system developed and deployed
PESO Performance Monitoring System	new indicator		new indicator	20% of the active PESO
Career Guidance and Employment Coaching	new indicator		2,000 copies each module and manual printed	2,000 copies disseminated
Workers employment contracts processed	1,480,000	1,644,439	1,600,000	1,548,000
Workers deployed for overseas employment				
Landbased	1,500,000	1,470,826	1,600,000	1,548,000
Seabased				
Job orders approved	654,847	671,420	638,000	519,140
Workers placed through government hiring facility	5,000	6,519	4,045	4,166
Foreign principals accredited/registered	20,000	22,875	20,866	18,626

Particulars	FY 2010		FY 2011	FY 2012
	Target/	Actual/	Target/	Target/
<b>MFO 2</b>				
<b>Capacity-Building Services for Livelihood *</b>	<b>253,368</b>	<b>492,452</b>	<b>482,233</b>	<b>506,314</b>
Workers provided with various livelihood assistance / services **	95,000	93,026	58,000***	58,000****
<b>MFO 3</b>				
<b>Social Partnership Promotion and Dispute Resolution Services *</b>	<b>949,115</b>	<b>1,014,010</b>	<b>894,308</b>	<b>1,037,394</b>
<b>Dispute Resolution</b>				
Adjudication (Speedy and Efficient Delivery of Labor Justice)				
Disposition Rate	98%	96%	98%	98%
Conciliation (Single Entry Approach)				
Settlement rate	new indicator		70%	70%
Newly registered workers' organization	new indicator			
Union				
Membership			demand-driven	demand-driven
Process cycle time			1 day	1 day
Workers' associations operating in the region				
Membership			demand-driven	demand-driven
Process cycle time			1 day	1 day
Collective Bargaining Agreements (CBAs) registered	new indicators			
Workers covered			demand-driven	demand-driven
Process cycle time			1 day	1 day
Workers, employers, and students reached by enhanced labor and employment education assistance/services	200,000	154,165	200,000	200,000
Advocacies, seminars and orientations conducted	3,000	2,206	demand-driven	demand-driven
Tripartism	new indicators			
Policy issuances processed/endorsed	1	3	1	1
Tripartite advertisement/resolutions issued	1	1	1	1
Tripartite engagement in programs/projects/activities	1	4	1	1
Establishments voluntarily complied with labor laws through tripartite certification and provided incentives	new indicator		67 establishments	
Resolution of labor issues through quarterly dialogue with tripartite partners	new indicator		2	4
Issuance of directives	new indicator		as necessary	as necessary

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
Workers, Organization Development Program (WODP)	new indicator			
union members and officers granted training			demand-driven	demand-driven
union members, officers and legitimate dependents			demand-driven	demand-driven
Plant-level dispute resolution mechanisms established				
Labor Management Cooperation (LMC)	186	192	202	215
Grievance Machinery (GM)	314	325	279	305
<b>MFO 4</b>				
<b>Professional Regulatory Services, Tech-Voc Education, Skills Competency and Productivity Training Services *</b>	<b>3,440,289</b>	<b>3,773,442</b>	<b>3,624,953</b>	<b>3,749,629</b>
Persons provided with skills trainings				
Tech-Voc graduates	1,080,146	1,344,371	1,344,371	1,344,371
Maritime graduates - NMP	7,700	7,923	8,470	9,317
Persons granted training and educational scholarships				
Training scholarships granted				
TESDA	30,996	56,038	65,000	65,000
TWSP			50,000	50,000
PESFA			15,000	15,000
Persons issued Certificates of Skills Competency/Proficiency				
National Certificates/Certificates of Competency				
TESDA	380,963	594,323	594,323	594,323
MTC *****	demand-driven	139,089	demand-driven	demand driven
Licensure examinations conducted				363
Professional examinees tested	458,864	438,161	441,191	442,820
Passers	new indicator	150,871	202,241	208,302
Registration of professionals				
New	new indicator	169,522	178,377	187,472
Renewal	new indicator	373,759	437,339	505,794
Institutions evaluated on quality standards in the practice of profession	438	323	446	391
Firms provided with productivity services thru:				
Productivity orientations/trainings conducted	5,600	8,360	6,000	6,000
Productivity actions plans/improvement programs developed/installed			1,500 Action Plans/PIPs developed/installed	1,500 Action Plans/PIPs developed/installed
Number of learning sessions on productivity, wages and employment related topics/concerns conducted	12	14	12	12

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 5</b> <b>Services to Safeguard Fair and Just Terms and Conditions of Employment *</b>	<b>346,082</b>	<b>295,312</b>	<b>260,000</b>	<b>310,594</b>
Establishments covered by labor standards (LS) compliance assistance				
Self-assessment	2,227	1,315	2,155	100% participation by covered establishments
Inspection	35,680	35,391	29,038	100% of inspectionable establishments inspected
Training and Advisory Visits (TAVs)	7,482	5,722	8,138	100% of targeted Kapatiran WISE-TAV establishments enrolled
Wage Orders/Implementing Rules/Advisories issued	16 (1/RB) as necessary	15	16 (1/RB) as necessary	16 (1/RB) as necessary
Workers reached by Operasyon PAWS advocacy services	150,000	205,536	150,000	150,000
<b>MFO 6</b> <b>Social Protection and Welfare Services *</b>	<b>812,415</b>	<b>887,854</b>	<b>858,144</b>	<b>930,516</b>
Workers in the informal sector facilitated enrollment to government's various social security schemes	46,200	24,328	20,000	20,000
Workers provided with Family Workers Program (FWP)-related services/activities	35,000	263,894	41,900	104,900
Establishment covered	155	1,447	160	360
Children prevented/removed from child labor	100% of reported CL cases acted upon	2,096	100% of reported CL cases acted upon	100% of reported CL cases acted upon
Workers affected by economic crisis, and natural/man-made disasters assisted (other than livelihood and emergency employment)	100% of affected workers tracked & provided assistance	18,176	100% of affected workers tracked & provided assistance	100% of affected workers tracked & provided assistance

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
OFWs and their families provided with reintegration services	100% of affected workers tracked	14,561	100% of affected workers tracked	100% of affected workers tracked
Payo (Reintegration Advocacy)				
Pagnenegosyo (Livelihood)	provided assistance	1,192	provided assistance	provided assistance
Panghanapbuhay (Local Wage Employment)				
OFWs on-site provided with protection and welfare services				
Maintenance/Management of Overseas Labor Offices Operations				
Philippine Overseas Labor Offices (POLOs)				
Number of overseas employment documents verified at posts	demand-driven		demand-driven	demand-driven
Number of OFWs benefitted			300,000	360,000
Filipino Resource Center (FRC)				
Number of wards counselled and housed in 21 FRCs	newly included indicators		10,000	10,000
Number of training courses conducted by the 38 POLOs	newly included indicators		770	770
Number of participants			20,000	20,000
OFW assisted with repatriation assistance	100 % of request served	13,700	100 % of request served	100 % of request served
Workers provided with Pre-employment/ departure orientation seminars (PFOS / PDOS) (POEA)	97,868	103,538	68,000	70,040
Workers provided with Anti-Illegal Recruitment (AIR) campaign services				
IR victims assisted	1,366	468	1,834	1,255
<b>MFO 7</b>				
<b>Work Accidents/Illnesses Prevention and Work Rehabilitation Services *</b>	<b>2,292</b>	<b>2,235</b>	<b>2,292</b>	<b>2,046</b>
Workers/employers reached by basic, advanced and specialized OSH courses, orientations, seminars and trainings *****	7,000	8,225	7,000	7,000
OSH orientations, seminars and trainings conducted *****	110	214	110	110



Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
Construction Safety and Health program (CSHP)		106		demand-driven
CHSP Approved	demand-driven	159	demand-driven	100% of targeted construction sites inspected
Construction sites/projects inspected		38		
Workers benefitted through OSH evaluation, work environment measurement, OH examination and testing of safety devices *****	100% of requests served	39,694	100% of requests served	100% of requests served
Occupationally-disabled workers (ODWs) provided with various services *****	188	325	89	100
Appealed employees compensation cases disposition rate *****	100%	93%	100%	100%
Occupational Safety and Health (OSH) Accreditation Program				
Applications approved	100% of applications processed	145	100% of applications processed	100% of applications processed
New		85		
7.6.1 Renewal		60		
Work Accident/Injury Reporting System				
Work accidents/injuries reported	demand-driven	2,149	demand-driven	demand-driven
Injuries	demand-driven	2,137	demand-driven	demand-driven
Fatalities	demand-driven	12	demand-driven	demand-driven
Work-ALERT Cases investigated	demand-driven	67	demand-driven	demand-driven
Injuries	demand-driven	276	demand-driven	demand-driven
Fatalities	demand-driven	12	demand-driven	demand-driven
Stoppage and Desist Orders issued	demand-driven	3	demand-driven	demand-driven
Work Environment Measurements (WEM) Program	demand-driven	74	demand-driven	demand-driven
Establishments with noted violations	demand-driven	3	demand-driven	demand-driven
Workers affected	demand-driven	39	demand-driven	demand-driven
<b>TOTAL</b>	<b>6,617,583</b>	<b>7,160,977</b>	<b>6,615,643</b>	<b>7,238,259</b>

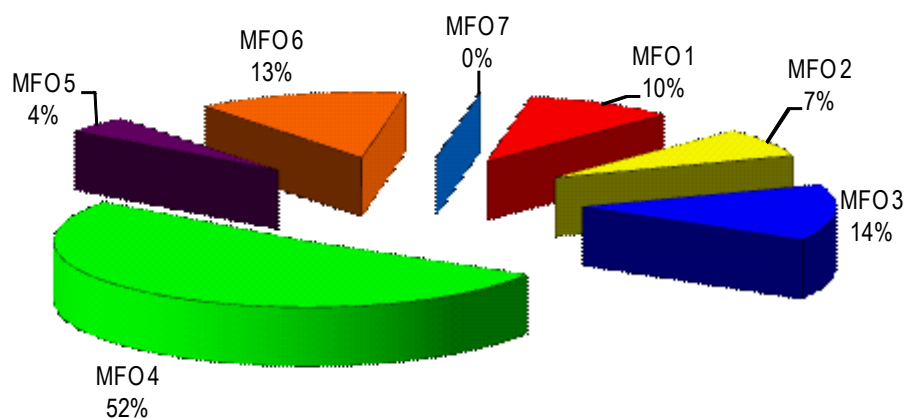
- \* Policy Development and Institutional Support services are embedded in all MFOs
- \*\* Enrolled under the Community Based Employment Program to maximize employment creation
- \*\*\* Targets are based on the increased per capita in support to quality livelihood assistance/employment (Php 5000/project)
- \*\*\*\* Per capita is pegged at P 10,000/project; targets includes WINAP
- \*\*\*\*\* Fund under SIF

FY 2012

**By MFO/By Expense Class**  
(Amounts in Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
<b>MFO 1</b> Job Search Assistance Services for Wage Employment	190,854	482,357	17,576	690,787	10%
<b>MFO 2</b> Capacity-Building Services for Livelihood	136,185	374,411	8,996	519,592	7%
<b>MFO 3</b> Social Partnership Promotion and Dispute Resolution Services	712,736	265,988	26,212	1,004,936	14%
<b>MFO 4</b> Professional Regulatory Services, Tech-Voc Education, Skills Competency and Productivity Training Services	1,625,045	1,871,883	252,701	3,749,629	52%
<b>MFO 5</b> Services to Safeguard Fair and Just Terms and Conditions of Employment	219,604	78,088	5,272	302,964	4%
<b>MFO 6</b> Social Protection and Welfare Services	429,608	511,941	26,967	968,516	13%
<b>MFO 7</b> Work Accidents/Illnesses Prevention and Work Rehabilitation Services	-	1,835		1,835	0%
<b>Total</b>	<b>3,314,032</b>	<b>3,586,503</b>	<b>337,724</b>	<b>7,238,259</b>	<b>100%</b>
<b>% Share</b>	<b>46%</b>	<b>50%</b>	<b>5%</b>	<b>100%</b>	

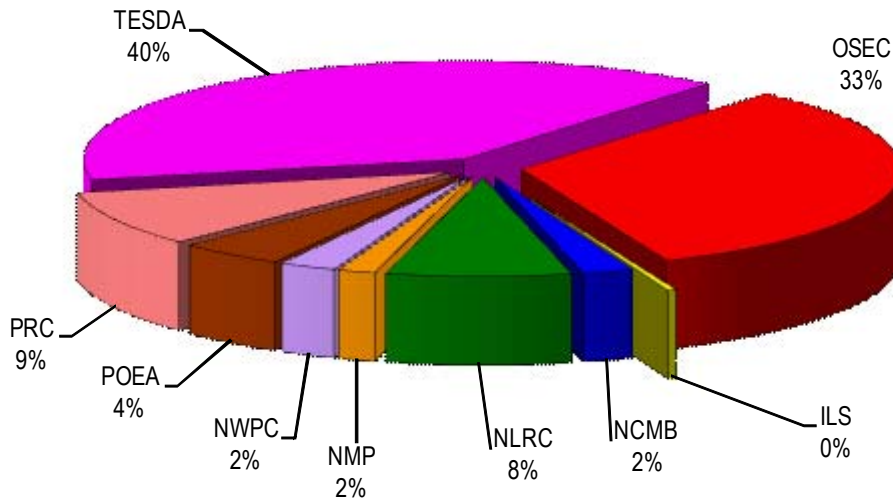
**By MFO**  
(Total Budget = P7,238,259,000)



**By Agency / By MFO**  
(In Thousand Pesos)

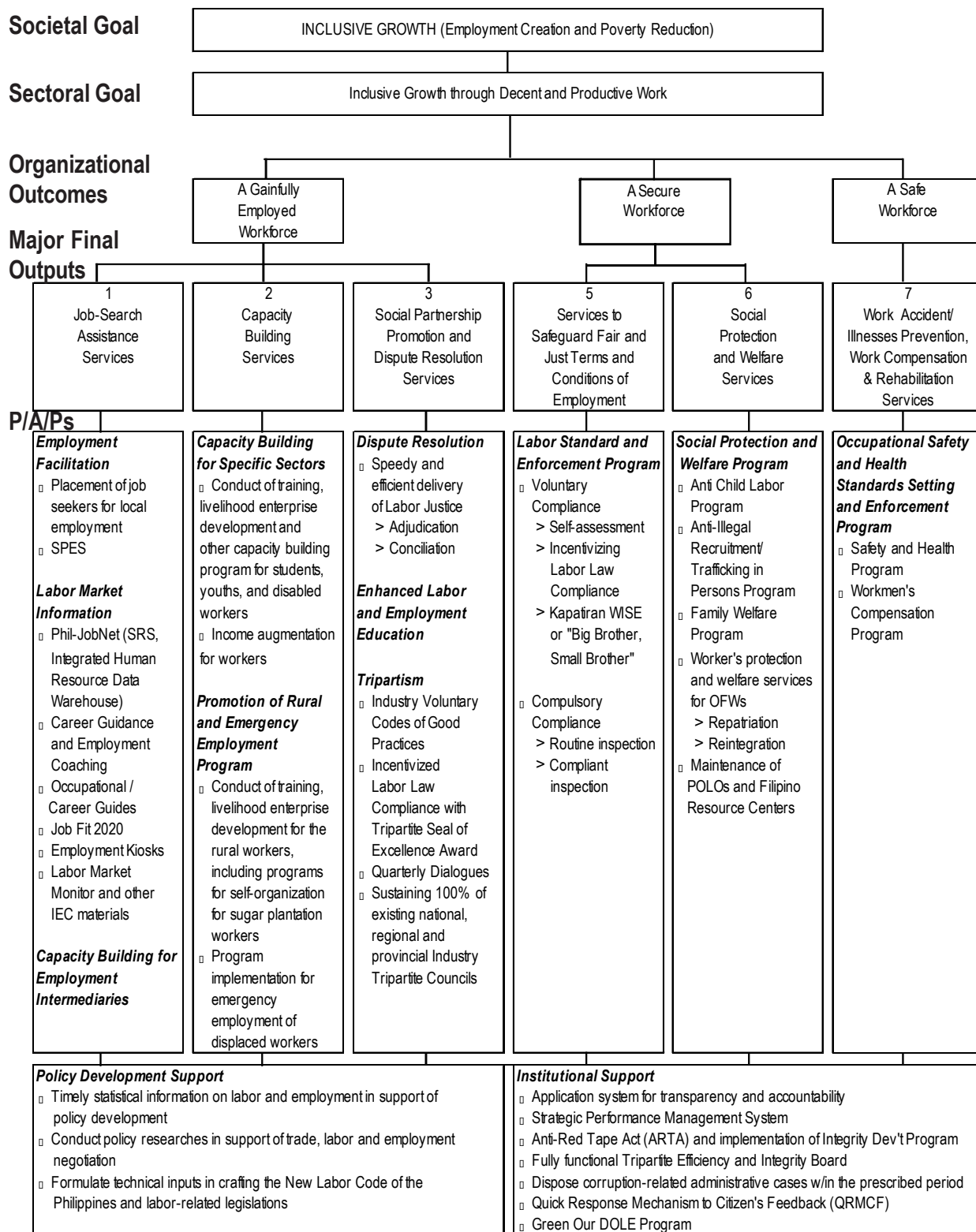
Particulars	MFO1	MFO2	MFO3	MFO4	MFO5	MFO6	MFO7	Total	% Share
OSEC	589,318	431,623	221,056		258,612	860,667	2,046	2,363,322	33%
ILS	26,181							26,181	0%
NCMB			154,677					154,677	2%
NLRC			567,952					567,952	8%
NMP				114,155				114,155	2%
NWPC				121,852	51,982			173,834	2%
POEA	86,267	74,691	93,709			69,849		324,516	4%
PRC				659,516				659,516	9%
TESDA				2,854,106				2,854,106	40%
<b>Total</b>	<b>701,766</b>	<b>506,314</b>	<b>1,037,394</b>	<b>3,749,629</b>	<b>310,594</b>	<b>930,516</b>	<b>2,046</b>	<b>7,238,259</b>	<b>100%</b>
<b>% Share</b>	<b>10%</b>	<b>7%</b>	<b>14%</b>	<b>52%</b>	<b>4%</b>	<b>13%</b>	<b>0%</b>	<b>100%</b>	

**By Agency**  
(Total= P7,238,259,000)



# DOLE-Office of the Secretary

## LOGICAL FRAMEWORK (DOLE-OSEC)



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>				
<b>Job Search Assistance Services for Wage Employment *</b>	<b>707,761</b>	<b>586,286</b>	<b>389,017</b>	<b>589,318</b>
<ul style="list-style-type: none"> <li>● Workers placed for local employment through: <ul style="list-style-type: none"> <li>- Public Employment Service Office (PESOs) 723,800 883,313 723,800 850,000</li> <li>- Private Recruitment and Placement Agency (PRPAs) 70,000 74,061 70,000 70,000</li> <li>- Jobs/Service Contractors/Sub-Contractors 130,000 113,464 130,000 150,000</li> </ul> </li> <li>● Youth provided with bridging employment assistance <ul style="list-style-type: none"> <li>- Special Program for Employment of Students (SPES) * 77,550 84,786 136,000 140,000</li> </ul> </li> <li>● Capability building provided for employment service providers <ul style="list-style-type: none"> <li>- PESOs 607 284 607 607 <ul style="list-style-type: none"> <li>&gt; Participants 1,800 3,767 1,800 1,800</li> </ul> </li> <li>- Network of Career Guidance Counselors and Employment Advocates/Coaches 66 176 70 70 <ul style="list-style-type: none"> <li>&gt; Participants 6,200 5,067 6,200 6,200</li> </ul> </li> <li>- PRPAs /Job/Service Contractors 243 762 250 250 <ul style="list-style-type: none"> <li>&gt; Participants 955 1,388 955 955</li> </ul> </li> </ul> </li> <li>● Compliance with the prescribed process cycle time in the issuance of: <ul style="list-style-type: none"> <li>- PRPA License (10 working days upon filing of application and payment of fees and bonds) new indicator 80% 80%</li> <li>- Authority to Operate Branch Office (10 working days upon filing of application and payment of fees and bonds) new indicator 80% 80%</li> <li>- Authority to Recruit (1 working day after filing of application and payment of fees and bonds) new indicator 80% 80%</li> <li>- Certificate of Registration of Job/Service Contractors/Sub-contractors (1 working day after filing of application and payment of registration fee) new indicator 80% 80%</li> </ul> </li> </ul>				

- Job Fair clearance (5 working days after receipt of documents) (Note: different from Job Fair Permit)		new indicator	80%	80%
- 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))		new indicator	80%	80%
• Jobseekers/employers provided access to Labor Market Information (LMI)				
- Individuals reached	255,000	492,319	255,000	464,800
- Institutions reached	2,055	7,313	2,055	3,800
- Industry Career Guides published		new indicator	101	4 new ICG developed & published
- Jobseekers Kiosks maintained			114	114
Development/Maintenance of Labor Market Information Portal				
Phil-Jobnet System reengineered		new indicator	new indicator	enhanced PJN implemented and 11 capacity building program for PESO conducted
Skills Registry System (SRS)	new indicator	39	80	implemented in 180 LGUs
DOLE Manpower Data Warehouse	new indicator		new indicator	1 system developed & deployed
PESO Performance Monitoring System	new indicator		new indicator	20% of the active PESO
Career Guidance and Employment Coaching	new indicator		2000 copies/ module and manual printed	2000 copies disseminated
<b>MFO 2</b>				
<b>Capacity-Building Services for Livelihood *</b>	<b>251,156</b>	<b>412,770</b>	<b>410,571</b>	<b>431,623</b>
Workers provided with various livelihood assistance/services **	95,000	93,026	58,000 ***	58,000 ****

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 3</b>	<b>151,116</b>	<b>216,002</b>	<b>183,796</b>	<b>221,056</b>
<b>Social Partnership Promotion and Dispute Resolution Services *</b>				
● Dispute Resolution				
● Adjudication (Speedy and efficient delivery of Labor Justice)				
- Disposition Rate	98%	96%	98%	98%
● Conciliation (Single Entry Approach)				
- Settlement Rate	new indicator		70%	70%
● Newly registered workers' organization				
- Union				
> Membership	demand-driven		demand-driven	demand-driven
> Process cycle time	1 day		1 day	1 day
- Workers' associations operating in the region				
> Membership	demand-driven		demand-driven	demand-driven
> Process cycle time	1 day		1 day	1 day
● Collective Bargaining Agreements (CBAs) registered				
- Workers covered	demand-driven		demand-driven	demand-driven
- Process cycle time	1 day		1 day	1 day
● Workers, employers, and students reached by continuing labor and employment education assistance/services	200,000	154,165	200,000	200,000
- Advocacies, seminars and orientations conducted	3,000	2,206	demand-driven	demand-driven
● Tripartism				
- Policy issuances processed/endorsed	1	3	1	1
- Tripartite advertisement/resolutions issued	1	1	1	1

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actua/ Amount	Target/ Amount	Target/ Amount
- Tripartite engagement in programs/ projects/activities	1	4	1	1
- Establishments having voluntarily complied with labor laws recognized and provided incentives	new indicator		67	
- Labor issues resolved through dialogue with tripartite partners	new indicator		2	4
● Workers, Organization Development Program (WODP)	new indicator			
- union members and officers granted training			demand-driven	demand-driven
- union members, officers and legitimate dependents granted scholarship			demand-driven	demand-driven
<b>MFO 5</b> <b>Services to Safeguard Fair and Just Terms and Conditions of Employment</b>	<b>290,001</b>	<b>253,758</b>	<b>216,695</b>	<b>258,612</b>
● Establishments covered by labor standards (LS) compliance assistance				
- Self-assessment	2,227	1,086	2,155	100% participation
- Inspection	35,680	26,042	29,038	100% inspected
- Training and Advisory Visits (TAVs)	7,482	4,013	8,138	100% participation
<b>MFO 6</b> <b>Social Protection and Welfare Services *</b>	<b>745,805</b>	<b>819,478</b>	<b>791,128</b>	<b>860,667</b>
Workers in the informal sector facilitated enrollment to government's various social security schemes	46,200	24,328	20,000	20,000
Workers provided with Family Workers Program (FWP)-related services/activities	35,000	263,894	41,900	104,900
- Establishment covered	155	1,447	160	360
Children prevented/removed from child labor	100% of reported CL cases acted upon	2,096	100% of reported CL cases acted upon	100% of reported CL cases acted upon
Workers affected by economic crisis, and natural/man-made disasters assisted (other than livelihood and emergency employment)	100% of known affected workers	18,176	100% of known affected workers	100% of known affected workers
OFWs and their families provided with reintegration services				



Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
- Payo (Reintegration Advocacy)	100% of affected workers	14,561	100% of affected workers	100% of affected workers
- Pagnenegosyo (Livelihood)	tracked	1,192	tracked	tracked
- Panghanapbuhay (Local Wage Employment)	provided assistance		provided assistance	provided assistance
OFWs on-site provided with protection and welfare services				
- Number of overseas employment documents verified at posts	demand-driven		demand-driven	demand-driven
- Number of OFWs benefitted			300,000	300,000
Filipino Resource Center (FRC)				
- Number of wards counselled and housed in FRCs		new indicator	10,000	10,000
- Number of training courses conducted by the 38 POLOs			770	770
- Number of participants			20,000	20,000
- OFW assisted with repatriation assistance	100% of request served	13700	100% of request served	100% of request served
<b>MFO 7</b>				
<b>Work Accidents/Injuries Prevention and Work Rehabilitation Services</b>	<b>2,054</b>	<b>2,235</b>	<b>2,292</b>	<b>2,046</b>
● Construction Safety and Health program (CSHP)	demand-driven	106	demand-driven	demand-driven
- CHSP Approved	demand-driven	159	demand-driven	demand-driven
- Construction sites/projects inspected	demand-driven	38	demand-driven	600
● Occupational Safety and Health (OSH) Accreditation Program				
- Applications approved	100% of applications processed	145	100% of applications processed	100% of applications processed
> New		85		
> Renewal		60		
● Work Accident/Injury Reporting System				
- Work accidents/injuries reported	demand-driven	2,149	demand-driven	demand-driven

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
> Injuries		2137		
> Fatalities		12		
- Work-ALERT Cases investigated	demand-driven	67	demand-driven	demand-driven
> Injuries	demand-driven	276	demand-driven	demand-driven
> Fatalities	demand-driven	12	demand-driven	demand-driven
- Stoppage and Desist Orders issued	demand-driven	3	demand-driven	demand-driven
● Work Environment Measurements WEM) Program		74		
- Establishments with noted violations	demand-driven	3	demand-driven	demand-driven
- Workers affected		39		
<b>TOTAL</b>		<b>2,147,893</b>	<b>1,993,499</b>	<b>2,363,322</b>

\* - Policy Development and Institutional Support Services are embedded in all MFOs.

\*\* - Enrolled under the Community Based Employment Program to maximize employment creation

\*\*\* - Targets are based on the increased per capita in support to quality livelihood assistance/employment (Php 5,000/project).

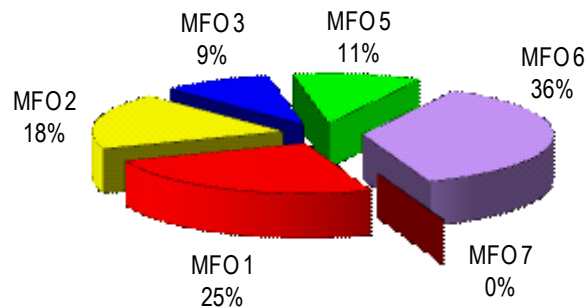
\*\*\*\*- Per capita is pegged at P10,000/project; targets includes WINAP.

## FY 2012 MFO BUDGET

### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
MFO 1 Job Search Assistance Services for Wage Employment	128,959	449,231	11,128	589,318	25%
MFO 2 Capacity-Building Services for Livelihood	95,524	330,829	5,270	431,623	18%
MFO 3 Social Partnership Promotion and Dispute Resolution Services	124,878	90,908	5,270	221,056	9%
MFO 5 Services to Safeguard Fair and Just Terms and Conditions of Employment	184,530	68,810	5,272	258,612	11%
MFO 6 Social Protection and Welfare Services	390,714	446,550	23,403	860,667	36%
MFO 7 Work Accidents / Illnesses Prevention and Work Rehabilitation Services		2,046		2,046	0%
<b>TOTAL</b>	<b>924,605</b>	<b>1,388,374</b>	<b>50,343</b>	<b>2,363,322</b>	<b>100%</b>
<b>%SHARE</b>	<b>39%</b>	<b>59%</b>	<b>2%</b>	<b>100%</b>	

### By MFO (Total Budget = P2,363,322,000)





## Institute for Labor Studies

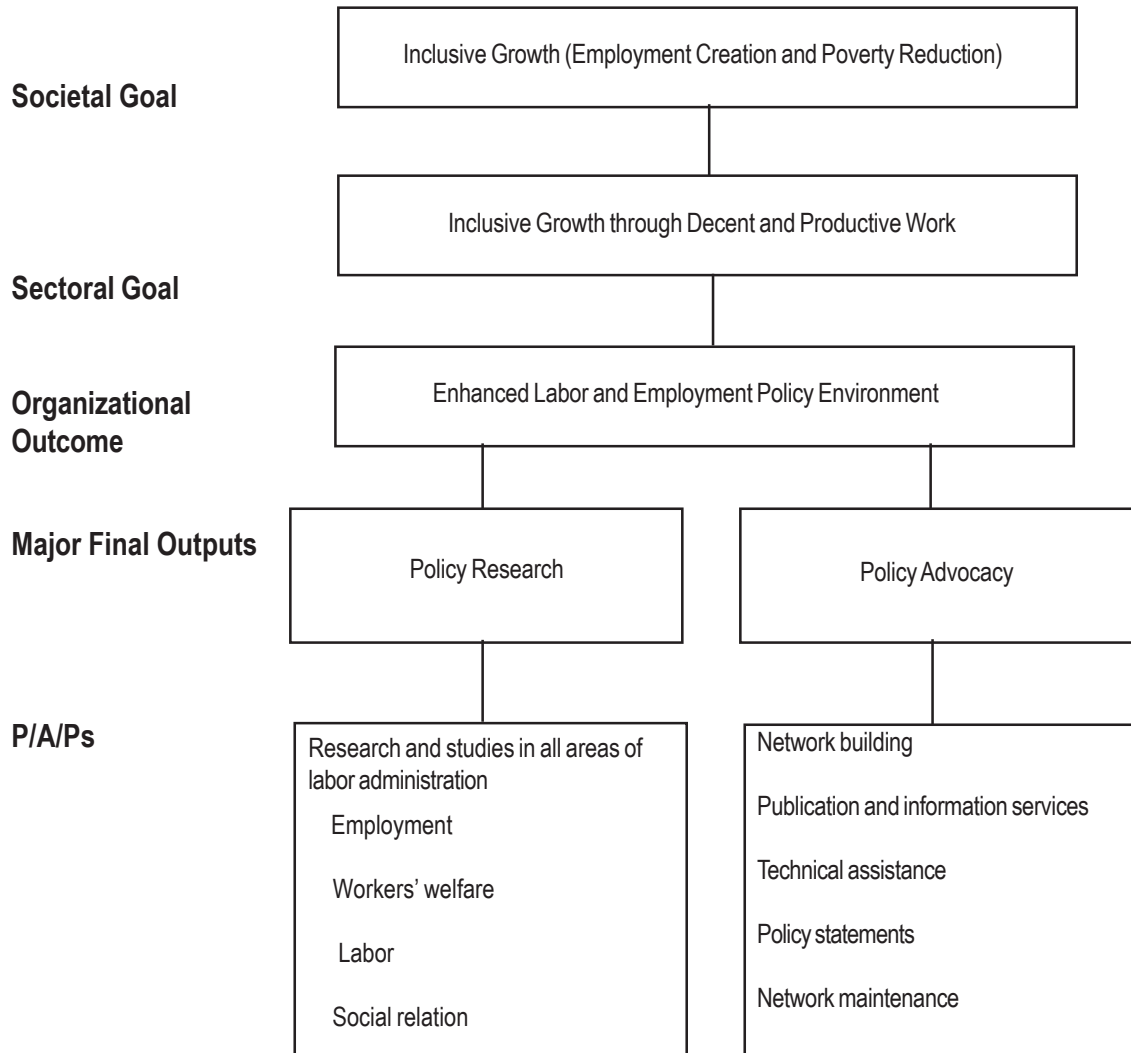
### Legal Basis

- **Presidential Decree No. 620** (December 21, 1974) created the Institute of Labor and Manpower Studies (ILMS) to provide the then Ministry of Labor and Employment with technical support in policy-making and program implementation.
- **Executive Order No. 251** (July 25, 1987) officially established the Institute for Labor Studies (ILS) in response to the growing need of the Department of Labor and Employment (DOLE) for more comprehensive and innovative research to back up its policy recommendations.

### Mandate

The Institute for Labor Studies (ILS) provides technical support to DOLE on policy formulation relative to labor issues through the conduct of research/studies in all areas of labor administration as well as by evaluating existing labor policies, legislation and programs in aid of development.

## LOGICAL FRAMEWORK (ILS)



**PERFORMANCE MEASURES AND TARGETS**  
(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 1</b>				
<b>Policy Research</b>	<b>9,696</b>	<b>11,347</b>	<b>10,011</b>	<b>12,083</b>
Number of labor policy researches completed as scheduled	7	17	15	15
<b>MFO 2</b>				
<b>Policy Advocacy</b>	<b>10,988</b>	<b>12,544</b>	<b>11,917</b>	<b>14,098</b>
Number of published researches/ materials circulated	6	31	6	30
Number of information services rendered/network maintained	3	1	1	1
Number of seminars/fora conducted	7	42	7	15
Number of technical assistance rendered (e.g. speeches, briefing materials)	180	231	180	180
<b>TOTAL</b>	<b>20,684</b>	<b>23,891</b>	<b>21,928</b>	<b>26,181</b>

Notes:

FY 2011 budget includes P2,915,000 Capital Outlay (P2,315,000 for ISSP and P600,000 for purchase of office equipment.)

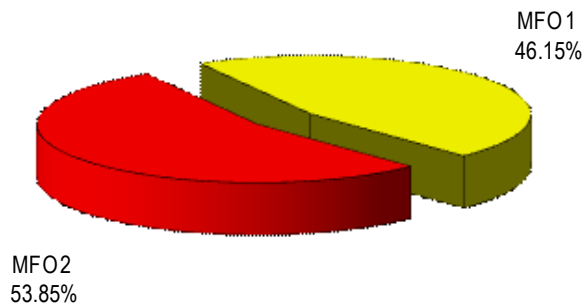
FY 2012 proposed budget includes P2,236,000 Capital Outlay (P1,336,000 for last and final year ISSP and P900,000 for one (1) unit motor vehicle.)

## FY 2012 MFO BUDGET

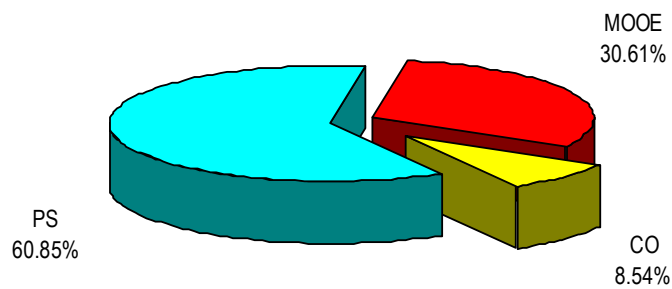
### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
<b>MFO 1</b> Policy Research	8,167	3,916		12,083	46.15%
<b>MFO 2</b> Policy Advocacy	7,763	4,099	2,236	14,098	53.85%
<b>TOTAL</b>	<b>15,930</b>	<b>8,015</b>	<b>2,236</b>	<b>26,181</b>	<b>100%</b>
<b>% Share</b>	<b>60.85%</b>	<b>30.61%</b>	<b>8.54%</b>	<b>100%</b>	

**By MFO**  
(Total Budget = P 26,181,000)



**By Expense Class**  
(Total Budget = P26,181,000)





## National Conciliation and Mediation Board

### Legal Basis

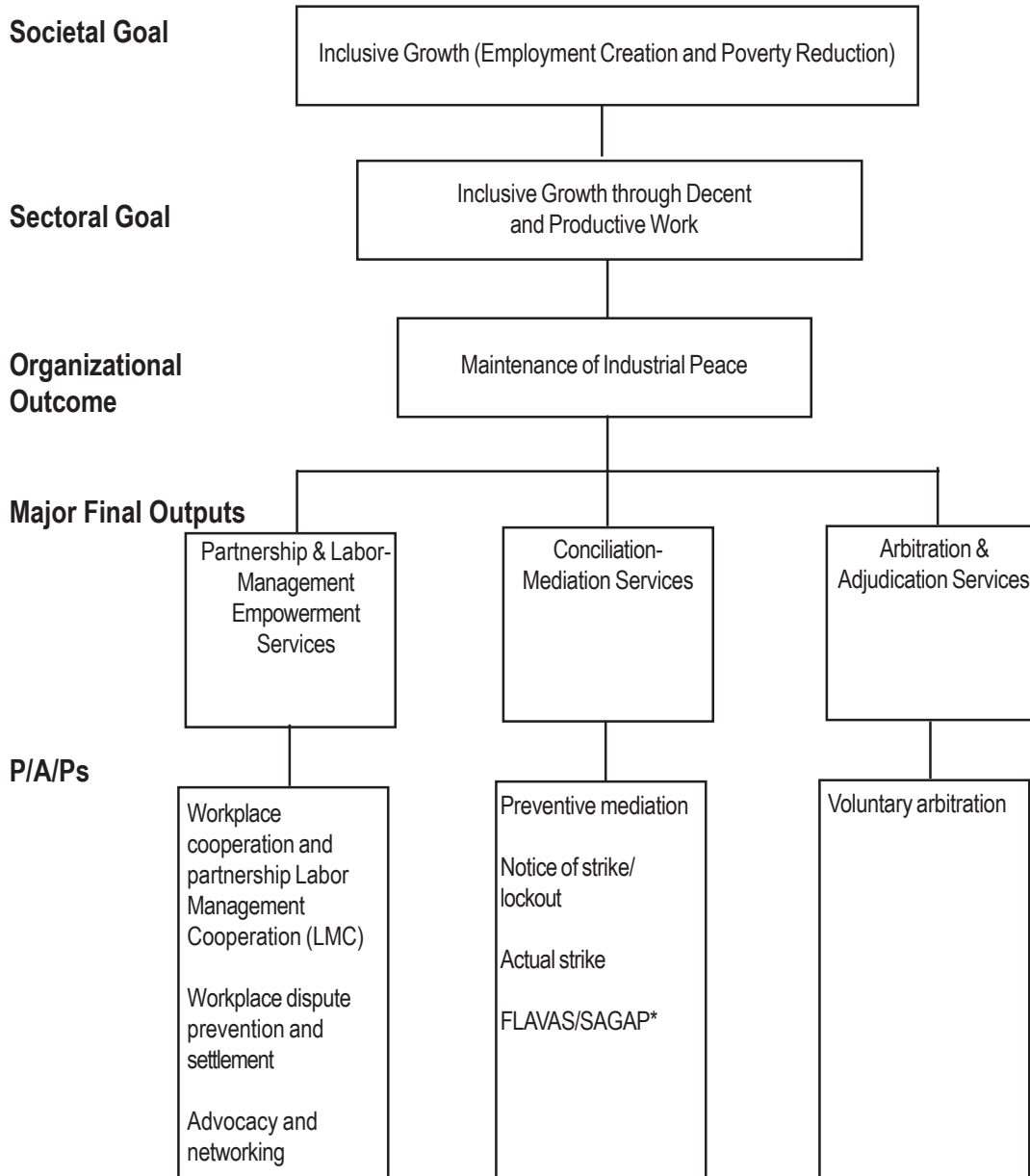
**Executive Order No. 126** (January 31, 1987) created the National Conciliation and Mediation Board (NCMB) as an agency attached to the Department of Labor and Employment (DOLE). The NCMB absorbed the conciliation, mediation, and labor-management functions of the Bureau of Labor Relations and its counterparts in the regional offices of the Department.

### Mandate

The National Conciliation Mediation Board (NCMB) formulates policies, develops plans and programs, and sets standards and procedures relative to the promotion of conciliation and mediation of labor disputes, administration of the voluntary arbitration program, and the promotion of other cooperative, non-adversarial, and voluntary modes of labor dispute settlement. Through its labor-management cooperation programs, the NCMB facilitates the setting up of functional mechanisms for information sharing, effective consultation and group problem-solving whereby labor and management can jointly and voluntarily discuss matters covered by their collective agreements. In so doing, the Board renders advisory and counseling services on various aspects of labor-management relations.



**LOGICAL FRAMEWORK (NCMB)**



\* Free Legal Assistance and Voluntary Arbitration Services/Single-Agency Approach Program

## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>				
<b>Partnership and Labor-Management Empowerment Services</b>	<b>55,262</b>	<b>57,420</b>	<b>59,835</b>	<b>69,779</b>
<b>A. Workplace Cooperation and Partnership Labor-Management Cooperation (LMCs)</b>				
<b>Labor-Management Cooperation Facilitation</b>				
Number of LMCs facilitated				
- Organized establishment	96	80	102	95
- Unorganized establishment	88	112	219	120
<b>Labor-Management Cooperation Enhancement</b>				
Number of LMCs enhanced				
- Organized establishment	541	686	691	687
- Unorganized establishment	194	286	419	344
<b>Documentation of LMC Best Practices</b>				
Number of LMCs Best Practices documented				
- Organized establishment	54	52	55	64
- Unorganized establishment	24	18	40	39
<b>B. Workplace Dispute Prevention and Settlement Grievance Machineries</b>				
<b>Institutionalization of GMs in Unorganized Companies</b>				
Number of companies covered	128	146	200	117
<b>Operationalization of GMs</b>				
Number of GMs operationalized				
- Organized establishment	196	179	171	188
<b>Strengthening/Enhancement</b>				
Number of GMs strengthened				
- Organized establishment	507	645	684	670
- Unorganized establishment	184	269	389	272
<b>Documentation of GMs</b>				
Number of GMs documented				
- Organized establishment	56	35	58	40
- Unorganized establishment	21	15	38	33
<b>C. Advocacy and Networking</b>				
<b>Dissemination of Information Education and Communication Materials</b>				
Number of IEC materials disseminated	8,130	16,261	13,453	9,485
<b>Meetings/Briefings/Consultations with Social Partners and Various Sectors</b>				
Number of meetings/briefings/consultations conducted	320	742	482	471
Number of MOAs forged	20	20	32	25
Number of trainings/seminars conducted	143	239	259	192

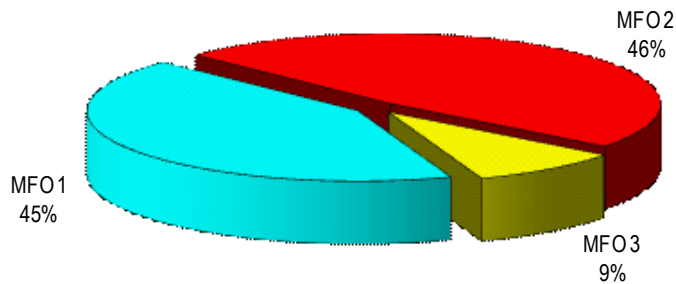
Particulars	FY 2010		FY 2011	FY 2012
	Amount/Target	Amount/Actual	Amount/Target	Amount/Target
<b>MFO 2</b>				
<b>Conciliation and Mediation Services</b>	<b>49,966</b>	<b>64,112</b>	<b>55,048</b>	<b>70,793</b>
Number of new Actual Strikes/Lockouts cases declared	12	8	6% of the total notices handled	13% of the total notices handled
Number of new Notice of Strikes/Lockouts cases filed	451	276	223	316
Number of new Preventive Mediation cases filed	532	416	469	498
<b>Disposition Rate</b>				
- Actual Strikes/Lockouts	95%	100%	95%	95%
- Notices of Strikes/Lockouts	93%	90%	93%	93%
- Preventive Mediation	94%	89%	94%	94%
<b>Settlement Rate</b>				
- Actual Strikes/Lockouts	75%	88%	75%	75%
- Notices of Strikes/Lockouts	78%	80%	78%	78%
- Preventive Mediation	89%	84%	89%	89%
<b>Duration to Dispose/Settle</b>				
- Actual Strikes/Lockouts	23	11	23	23
- Notices of Strikes/Lockouts	29	55	29	29
- Preventive Mediation	22	36	22	22
<b>Single Agency Approach Program (SAGAP)/ Free Legal Assistance and Voluntary Arbitration Services (FLAVAS)</b>				
Number of new cases filed	994	843	1,016	1,108
Disposition Rate		96%	98%	98%
<b>MFO 3</b>				
<b>Arbitration and Adjudication Services</b>	<b>11,027</b>	<b>10,784</b>	<b>12,889</b>	<b>14,105</b>
<b>Voluntary Arbitration Cases Facilitated and Monitored</b>				
Number of new voluntary arbitration cases	155	124	162	148
<b>Disposition Rate</b>				
- Previous cases	100%	82%	100%	100%
- Current cases	50%	50%	50%	50%
- Combined cases	60%	63%	60%	60%
<b>Average Days to Decide</b>				
- From submission to decision	20	38	20	20
- From acceptance to release from arbitrator	90	250	90	90
<b>Special Voluntary Arbitration Fund (SVAF) Subsidy Utilization</b>				
Number of cases subsidized	129	73	96	113
Amount of subsidy (in pesos)	2,580	885	1,920	2,260
<b>Total</b>	<b>116,255</b>	<b>132,316</b>	<b>127,772</b>	<b>154,677</b>

## FY 2012 MFO Budget

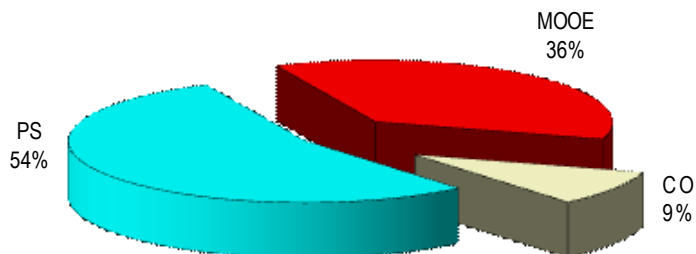
### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	Total	% SHARE
<b>MFO 1</b> Partnership and Labor-Management Empowerment Program	38,509	25,286	5,984	<b>69,779</b>	<b>45%</b>
<b>MFO 2</b> Conciliation and Mediation Program	37,626	26,113	7,054	<b>70,793</b>	<b>46%</b>
<b>MFO 3</b> Arbitration and Adjudication Program	7,791	4,908	1,406	<b>14,105</b>	<b>9%</b>
<b>Total</b>	<b>83,926</b>	<b>56,307</b>	<b>14,444</b>	<b>154,677</b>	<b>100%</b>
<b>% Share</b>	<b>54%</b>	<b>36%</b>	<b>9%</b>	<b>100%</b>	

**By MFO**  
(Total Budget = P 154,677,000)



**By Expense Class**  
(Total Budget = P 154,677,000)





## National Labor Relations Commission

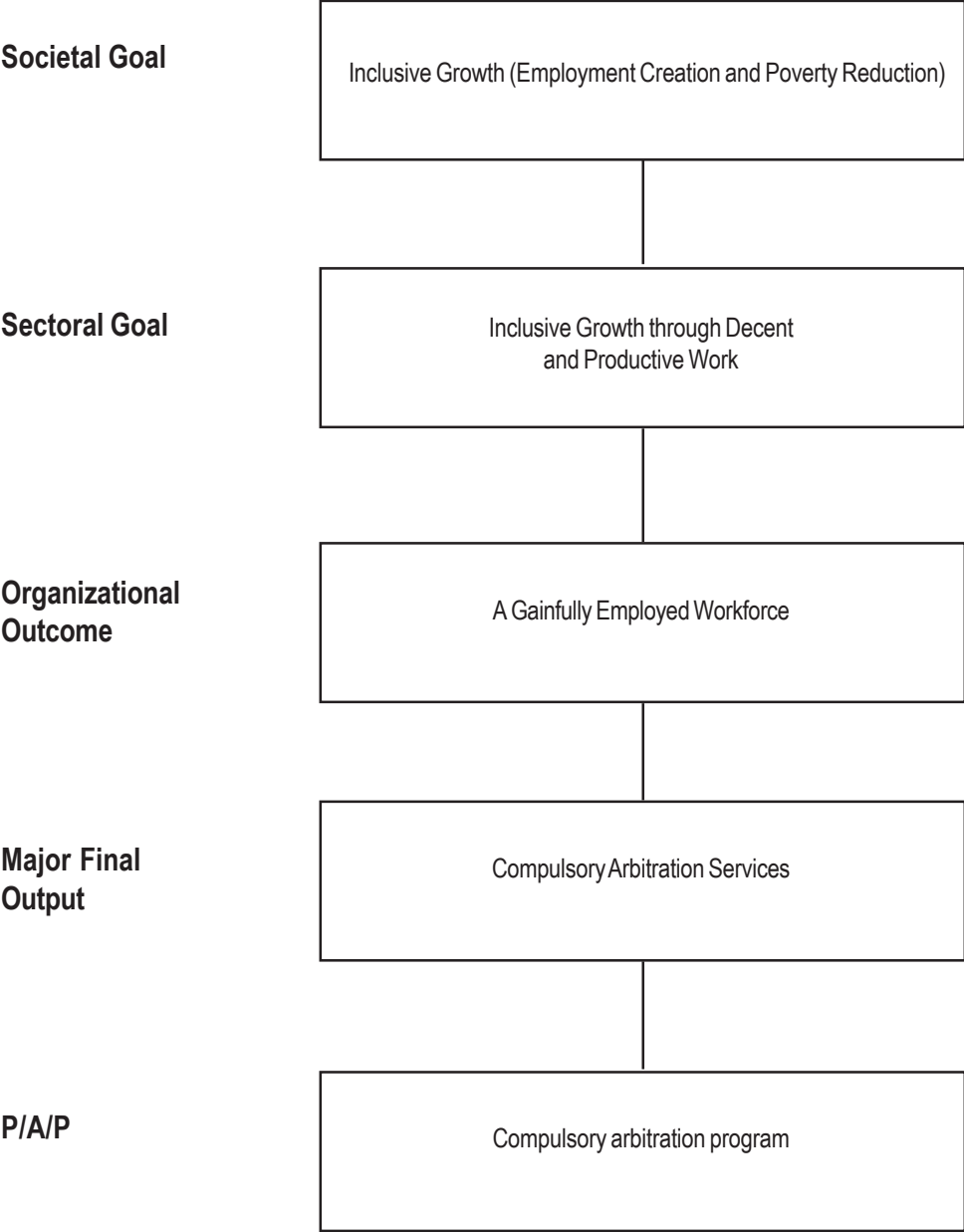
### Legal Basis

- **Republic Act No. 442** (November 1, 1974) created the National Labor Relations Commission (NLRC) and Regional Arbitration Branches (RABs).
- **Republic Act No. 6715** (March 21, 1989) reorganized the NLRC and the RABs.
- **Republic Act No. 9347** (August 26, 2006) created three additional divisions in the Commission Proper and provided for the deployment of labor arbiters as reviewers at the RABs.

### Mandate

The National Labor Relations Commission (NLRC) is a quasi-judicial body tasked to promote and maintain industrial peace based on social justice by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration and alternative modes of dispute resolution.

**LOGICAL FRAMEWORK (NLRC)**



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 1</b>				
<b>Compulsory Arbitration Services</b>				
<b>A. Disposition of cases at the Regional Arbitration Branches</b>	<b>281,775</b>	<b>290,998</b>	<b>336,500</b>	<b>388,541</b>
Total number of cases disposed of at the Regional Arbitration Branches	To have resolved 32,000 cases	104% of the target or 33,416 cases have been resolved	To have resolved 33,000 cases	To have resolved 34,000 cases
Percentage of reduction of more than one year old cases or rate of disposition based on age of cases	To have reduced 100% of more than one year old cases or 2009 baseline	96% of the target or only 11,273 cases were resolved of the 11,735 2009 and earlier cases	100% disposal of more than one year old cases	
<b>B. Disposition of cases at the Commission Proper</b>	<b>159,776</b>	<b>282,962</b>	<b>156,331</b>	<b>179,411</b>
Total number of cases disposed of at the Commission Proper	To have resolved 13,000 cases	95.8% of the target or 12,456 cases have been resolved	To have resolved 13,500 cases	To have resolved 14,000 cases
Percentage of reduction of more than one year old cases or rate of disposition based on age of cases	To have reduced 900% of more than one year old cases or 2009 baseline	94% of the target or only 3,657 cases were resolved of the 3,900 2009 and earlier cases	To have reduced 100% of more than one year old cases or 2010 baseline	
<b>Total</b>	<b>441,551</b>	<b>573,960</b>	<b>492,831</b>	<b>567,952</b>

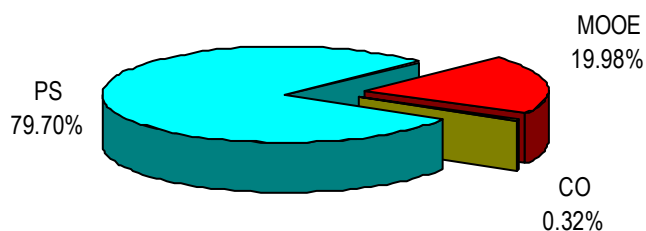
### FY 2012 MFO BUDGET

#### By MFO/By Expense Class

(In Thousand Pesos)

Particulars	PS	MOOE	CO	Total	% Share
<b>MFO 1</b>					
Compulsory Arbitration Services	452,663	113,489	1,800	567,952	100%
<b>% Share</b>	<b>79.70%</b>	<b>19.98%</b>	<b>0.32%</b>	<b>100%</b>	

#### By Expense Class (Total Budget = P567,952,000)





## National Maritime Polytechnic

### **Legal Basis**

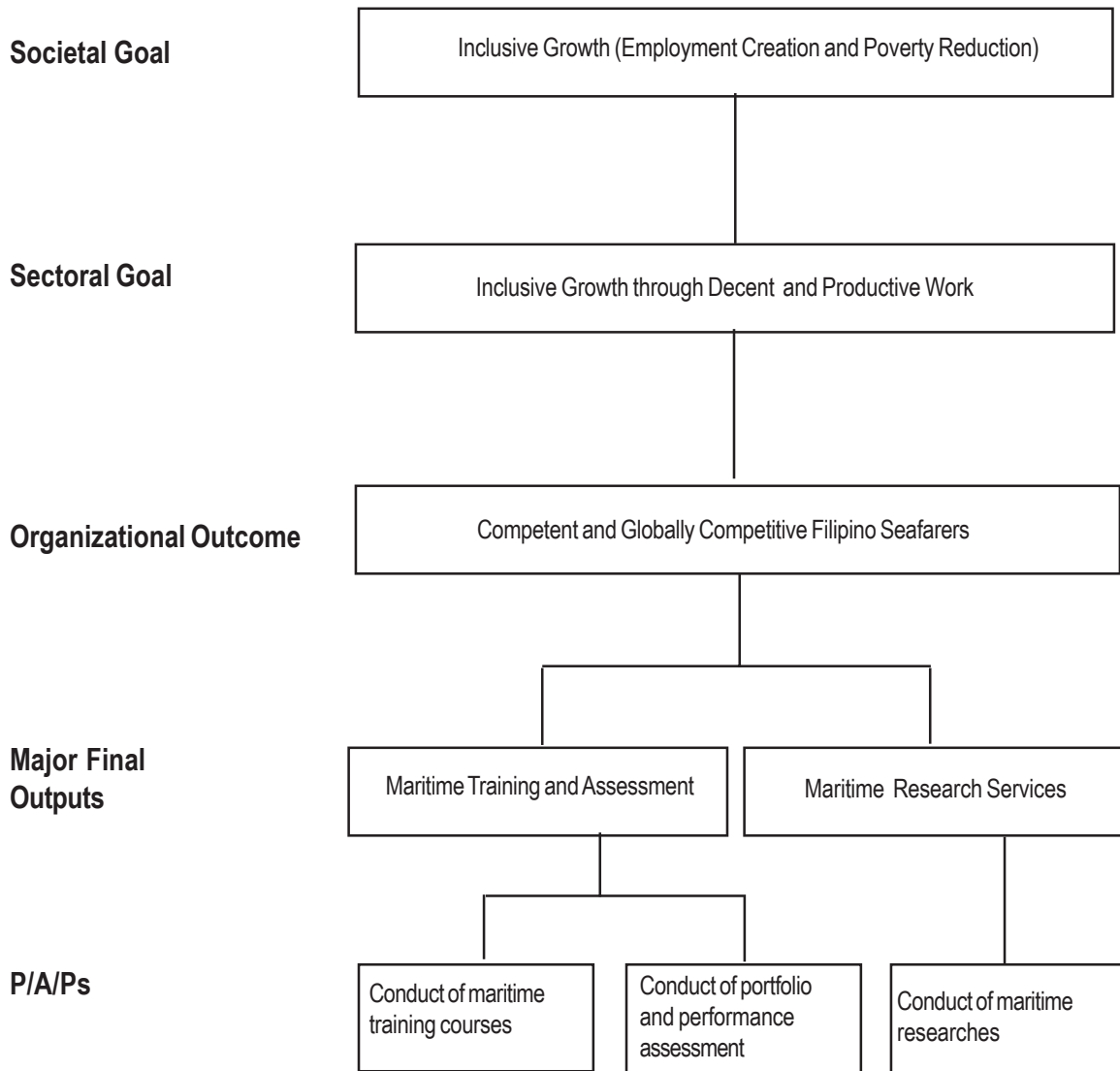
**Presidential Decree No. 1369** (May 1, 1978) created the National Maritime Polytechnic (NMP).

### **Mandate**

The National Maritime Polytechnic (NMP) enhances the employability and competitiveness of Filipino seafarers in the domestic and international labor market through quality training and research. It trains and updates the country's maritime manpower resources through upgrading and specialized programs and researches and studies on the latest maritime technologies and other maritime industry-related matters.



## LOGICAL FRAMEWORK (NMP)



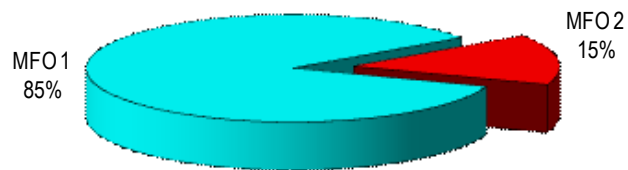


## FY 2012 MFO BUDGET

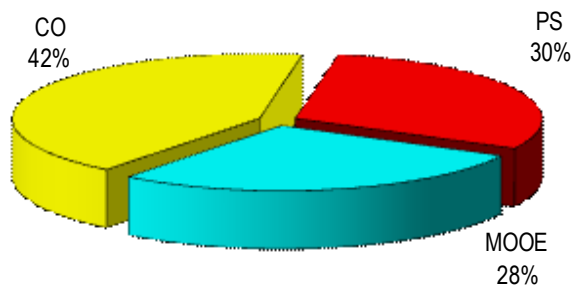
### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
<b>MFO 1</b> Maritime Training and Assessment	24,576	23,820	48,150	96,546	85%
<b>MFO 2</b> Maritime Research Services	9,549	8,060	-	17,609	15%
<b>Total</b>	<b>34,125</b>	<b>31,880</b>	<b>48,150</b>	<b>114,155</b>	<b>100%</b>
<b>% Share</b>	<b>30%</b>	<b>28%</b>	<b>42%</b>	<b>100%</b>	

**By MFO**  
(Total Budget = P114,155,000)



**By Expense Class**  
(Total Budget = P114,155,000)





## National Wages and Productivity Commission

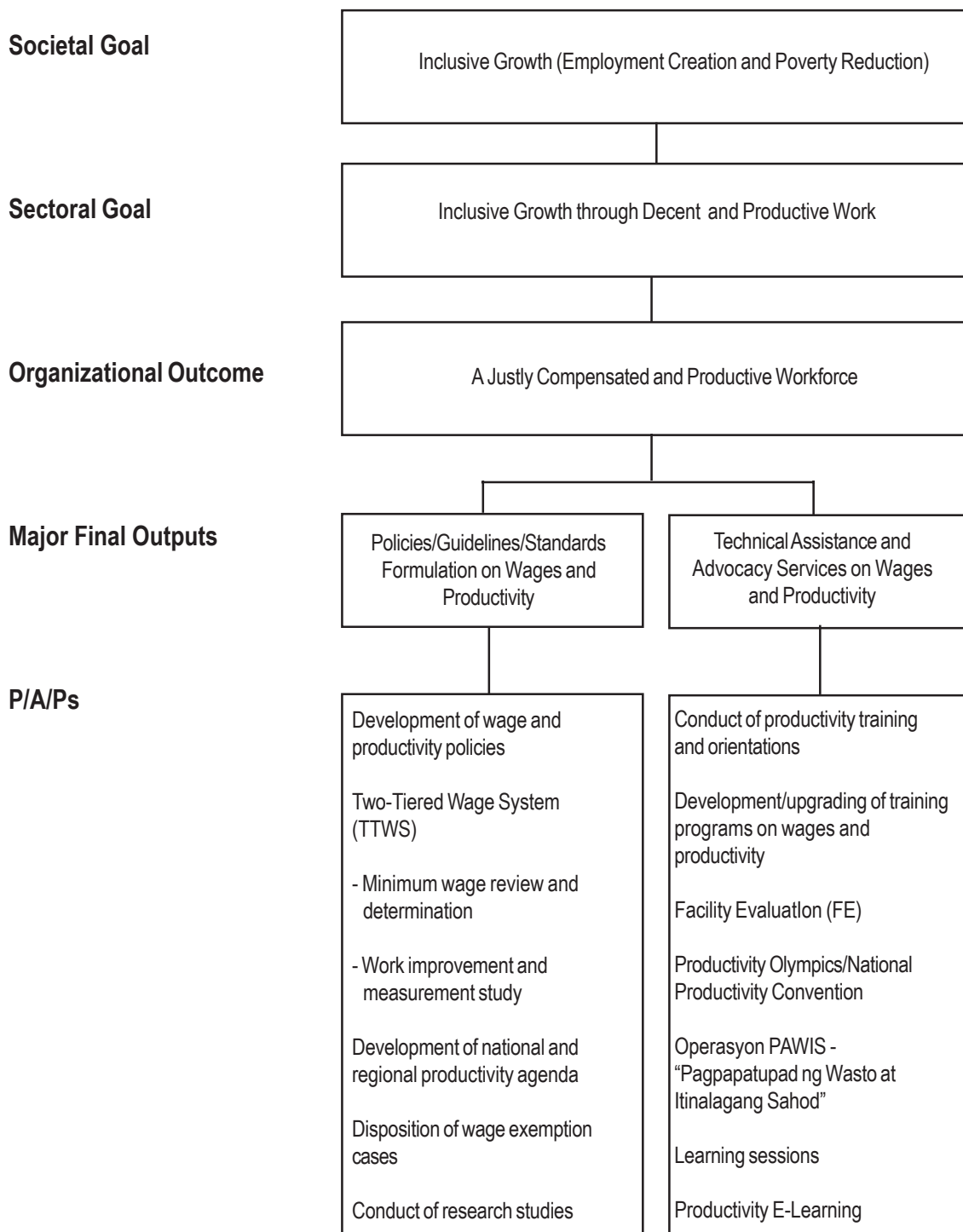
### Legal Basis

**Republic Act No. 6727** (July 1, 1989), Wage Rationalization Act of 1989, created the National Wages and Productivity Commission (NWPC) and the Regional Tripartite Wages and Productivity Boards (RTWPBs).

### Mandate

The National Wages and Productivity Commission (NWPC) develops policies and guidelines on wages, incomes, and productivity. It exercises technical and administrative supervision over the RTWPBs which implement the wages, incomes, and productivity policies and programs in their respective regions.

**LOGICAL FRAMEWORK (NWPC)**



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>				
<b>Policies/Guidelines/Standards Formulation on Wages and Productivity</b>	<b>83,287</b>	<b>89,789</b>	<b>91,235</b>	<b>121,852</b>
<b>Development of Wage &amp; Productivity Policies</b>				
No. of technical papers prepared and/or policies developed/recommended/adopted	6	15	6	6
No. of Regional Wage-Price situationer reports submitted	64 Quarterly Reports/4 Consolidated Reports prepared	64 Quarterly Reports/4 Consolidated Reports prepared	64 Quarterly Reports/4 Consolidated Reports prepared	64 Quarterly Reports/4 Consolidated Reports prepared
No. of Wage Orders (WOs) & Implementing Rules & Regulations issued (IRRs)	16 (1/Reg'l Board)	15 WOs/IRRs Issued	16 (1/Reg'l Board)	16 (1/Reg'l Board)
Two-Tiered Wage System (TTWS) implemented		Conceptual and operational framework on TTWS developed  Memo on the use of poverty threshold as additional reference data for the first-tier issued	Pilot - tested in RB IV-A	TTWS implemented
Work Improvement and Measurement Study (WMS)			50% of requests acted upon	50% of requests acted upon
Facility Evaluation (FE)			60% of requests acted upon	60% of requests acted upon
<b>Disposition of Wage Exemption Cases</b>				
Disposition Rate on:				
-Wage exemption cases filed with the regional boards	85%	58%	85%	85%
-Appeals on WO/exemption filed with the Commission	85%	100%	85%	85%

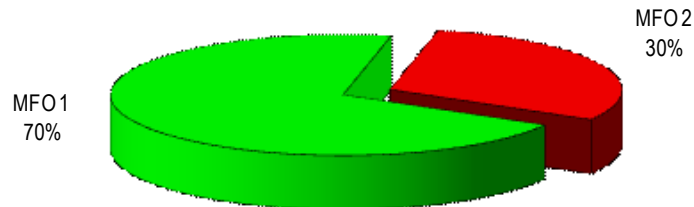
Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>Conduct of Research Studies</b> No. of research studies/reports conducted/ completed and submitted	6	5	6	6
<b>MFO 2</b>				
<b>Technical Assistance and Advocacy Services On Wages and Productivity</b>	<b>50,673</b>	<b>49,169</b>	<b>53,582</b>	<b>51,982</b>
<b>Technical Assistance</b>				
<b>Productivity Training/Orientation</b>				
-No. of Micro Small Medium Enterprises (MSMEs) provided with productivity training programs/ orientations	5,600	8,260	6,000	6,000
-No. of MSMEs provided with technical assistance on productivity improvement/installation of PIPs	32	37	32 (2/RB)	32 (2/RB)
<b>Productivity Olympics</b>				
-No. of awards given / NPC conducted	9 awards given	NPC conducted	9 awards given	NPC conducted
<b>Learning Sessions on Wages and Productivity</b>				
-No. of sessions conducted	12	14	12	12
-No. of participants	600	780	300	300
-No. of companies benefited	120	504	160	160
<b>Operation PAWIS (Pagpapatupad ng Wasto at Itinalagang Sahod)</b>				
-No. of clients reached thru advocacy services	150,000	205,536	150,000	150,000
<b>Non-Wage Benefits for Workers</b>				
-No. of diskwento caravans organized/pledging sessions facilitated nationwide	as per request		as per request	
<b>Program Development/Upgraded</b>				
-Number of design/modules developed/upgraded	3	5	5	5
-ISTIV Accreditation Program				
Number of trainers accredited	10	10	-	-
E-Learning Center on Productivity for Workers and Entrepreneurs				
-E-Learning Center maintained	E-Learning Center maintained	E-Learning Center maintained	E-Learning Center maintained	E-Learning Center maintained
<b>TOTAL</b>	<b>133,960</b>	<b>138,958</b>	<b>144,817</b>	<b>173,834</b>

## FY 2012 MFO Budget

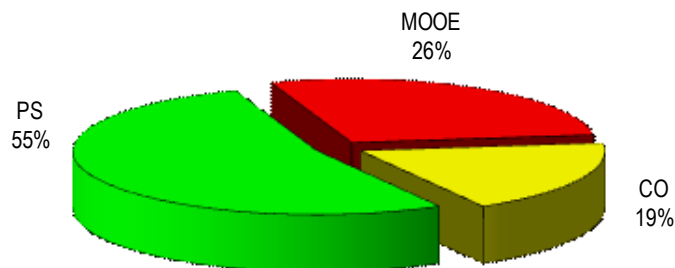
### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% Share
<b>MFO 1</b> Policies/Guidelines/ Standards Formulation on Wages and Productivity	59,724	28,790	33,338	121,852	70%
<b>MFO 2</b> Technical Assistance and Advocacy Services on Wages and Productivity	35,074	16,908		51,982	30%
<b>TOTAL</b>	<b>94,798</b>	<b>45,698</b>	<b>33,338</b>	<b>173,834</b>	<b>100%</b>
<b>% Share</b>	<b>55%</b>	<b>26%</b>	<b>19%</b>	<b>100%</b>	

**By MFO**  
(Total Budget = P173,834,000)



**By Expense Class**  
(Total Budget = P173,834,000)







## Philippine Overseas Employment Administration

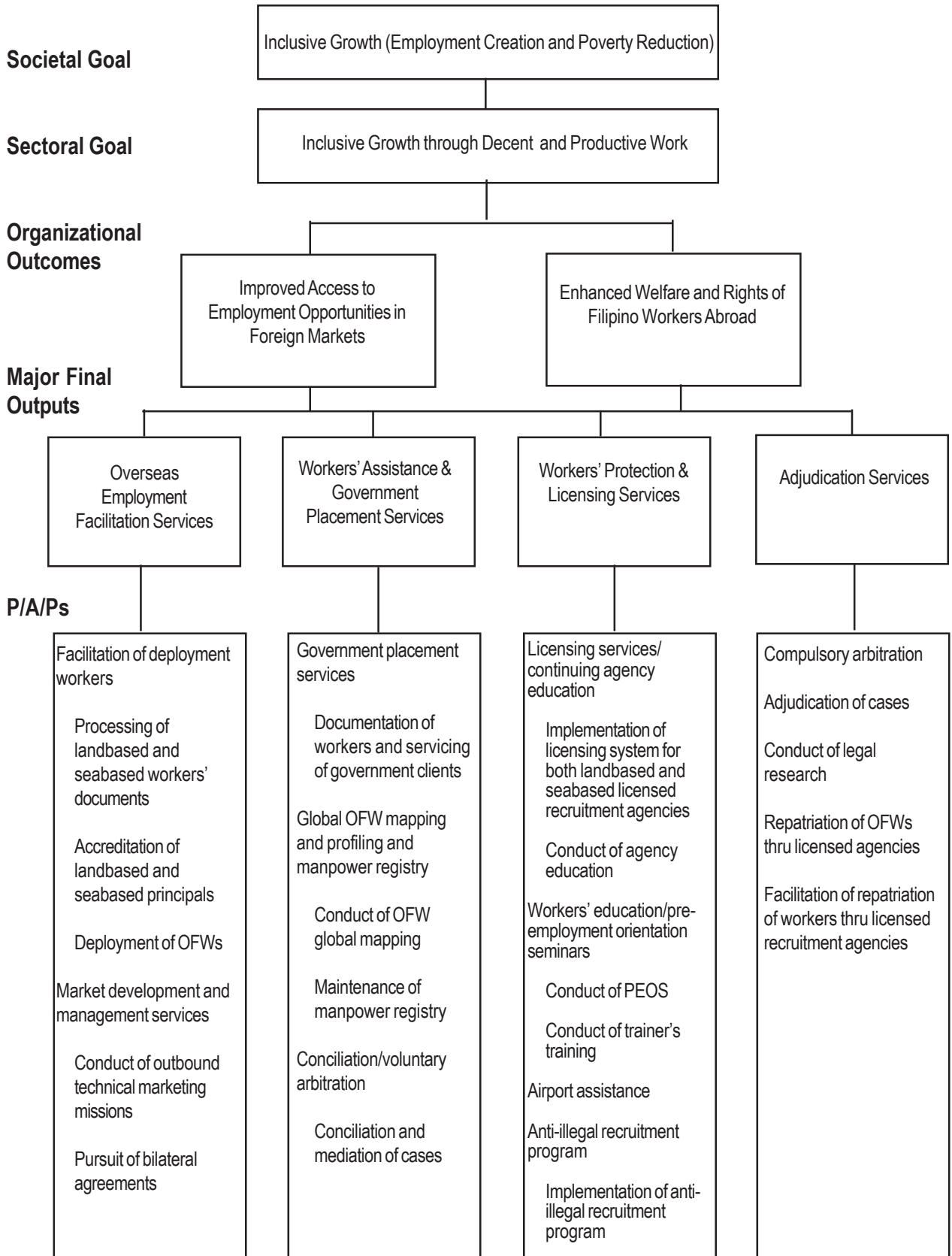
### Legal Basis

- **Executive Order No. 797** (May 1, 1982) created the Philippine Overseas Employment Administration (POEA) by integrating under it the functions of the Overseas Employment Development Board, the National Seamen Board, and the overseas employment functions of the Bureau of Employment Service.
- **Executive Order No. 247** (July 24, 1987) reorganized the POEA and expanded its powers and functions to enhance its effectiveness in responding to changing market and economic conditions and to strengthen the worker protection and regulation components of the overseas employment program.
- **Republic Act No. 8042** (June 7, 1995), Migrant Workers and Overseas Filipinos Act of 1995, instituted policies on overseas employment and established a higher standard of protection and promotion for the welfare of migrant workers, their families, and overseas Filipinos in distress.
- **Republic Act No. 9422** (April 10, 2007) amended RA 8042 and strengthened POEA's regulatory functions, expanding its duties to include providing information on the human rights of workers and ensuring that the development of OFWs are restricted to countries with whom the Philippines has bilateral agreements.

### Mandate

The Philippine Overseas Employment Administration (POEA) is mandated to manage the country's overseas employment program.

**LOGICAL FRAMEWORK (POEA)**



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>				
<b>Overseas Employment Facilitation Services</b>	<b>78,080</b>	<b>85,495</b>	<b>82,100</b>	<b>86,267</b>
Facilitation of Deployment of Workers to Global Market				
No. of employment contracts processed	1,480,000	1,644,126	1,600,000	1,548,000
No. of workers deployed	1,500,000	1,279,221	1,600,000	1,548,000
No. of foreign principals accredited/registered	20,000	22,876	20,866	18,626
No. of job orders approved	654,847	671,420	638,000	519,140
<b>MFO 2</b>				
<b>Workers' Assistance and Government Placement Services</b>	<b>72,567</b>	<b>80,000</b>	<b>77,134</b>	<b>74,691</b>
Government Placement Services				
No. of workers placed thru government hiring facility	5,000	6,519	4,045	4,166
Global OFW Mapping and Profiling Manpower Registry				
No. of country destinations completed for OFW mapping and profiling	40	211	180	185
No. of worker applicants registered	160,000	197,173	50,000	51,500
No. of skills/manpower profiled	60,000	84,761	50,000	51,500
No. of jobs fair facilitated	520	1,517	525	541
Conciliation Services				
No. of cases disposed	3,600	3,516	3,531	3,637
Disposition rate	97%	96%	97%	97%
<b>MFO 3</b>				
<b>Workers' Protection and Licensing Services</b>	<b>73,091</b>	<b>80,440</b>	<b>84,360</b>	<b>93,709</b>
Licensing Program/Continuing Agency Education Program				
No. of new agencies issued license	66	41	52	42
No. of renewed licenses	250	294	371	261
Pre-employment Orientation Program/Employment Regulation Services				
No. of PEOS conducted	1,150	882	450	464
No. of participants attended	79,868	77,706	50,000	51,500
No. of PEOS trainers trained in line with Illegal Recruitment (IR) Free LGUs	200	349	200	206
No. of Anti-Illegal Recruitment (AIR) regional seminars conducted	12	17	12	12
Number of pre-departure orientation seminar conducted	600	1,381	600	618
No. of workers attended Pre-Departure Orientation Seminar	18,000	25,832	18,000	18,540

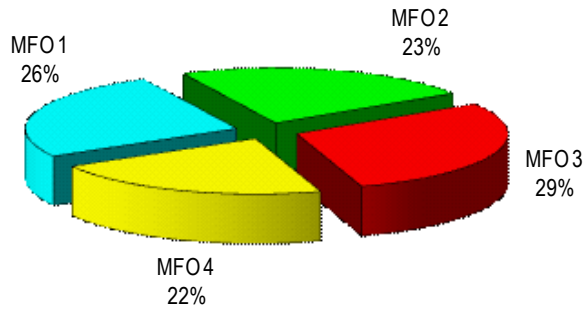
Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
Anti-Illegal Recruitment Program				
No. of IR victims assisted	1,366	468	1,834	1,255
No. of surveillance operations conducted	280	215	495	510
No. of illegal recruitment establishment closed	36	6	42	43
No. of suspected illegal recruiters arrested	50	12	-	-
No. of IR cases filed for preliminary investigation	274	240	300	309
No. of appearances as Special Council during Preliminary Investigation (PI)			336	336
No. of appearances as Collaborating prosecutor during trial			168	168
<b>MFO 4</b>				
<b>Adjudication Services</b>	<b>63,074</b>	<b>71,735</b>	<b>67,761</b>	<b>69,849</b>
Compulsory Arbitration				
No. of cases disposed	3,800	3,835	3,900	4,017
Disposition Rate	60%	49%	67%	67%
Repatriation of OFWs thru Licensed Agencies				
No. of requests for repatriation acted upon	2,000	3,436	3,000	2,090
Compliance rate of licensed agencies	100%	100%	100%	100%
<b>Total</b>	<b>286,812</b>	<b>317,670</b>	<b>311,355</b>	<b>324,516</b>

## FY 2012 MFO BUDGET

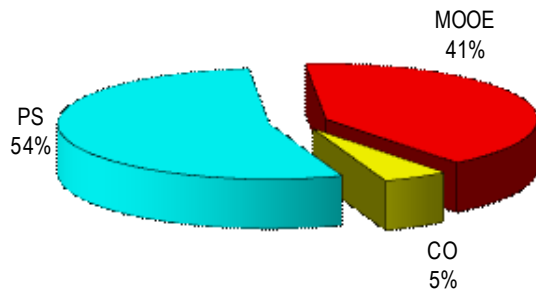
### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	Total	% SHARE
<b>MFO 1</b> Overseas Employment Facilitation Services	45,965	36,090	4,212	<b>86,267</b>	<b>26%</b>
<b>MFO 2</b> Workers' Assistance and Government Placement Services	40,661	30,304	3,726	<b>74,691</b>	<b>23%</b>
<b>MFO 3</b> Workers' Protection and Licensing Services	51,269	37,742	4,698	<b>93,709</b>	<b>29%</b>
<b>MFO 4</b> Adjudication Services	38,894	27,391	3,564	<b>69,849</b>	<b>22%</b>
<b>Total</b>	<b>176,789</b>	<b>131,527</b>	<b>16,200</b>	<b>324,516</b>	<b>100%</b>
<b>% Share</b>	<b>54%</b>	<b>41%</b>	<b>5%</b>	<b>100%</b>	

**By MFO**  
(Total Budget = P324,516,000)



**By Expense Class**  
(Total Budget = P324,516,000)





## Professional Regulation Commission

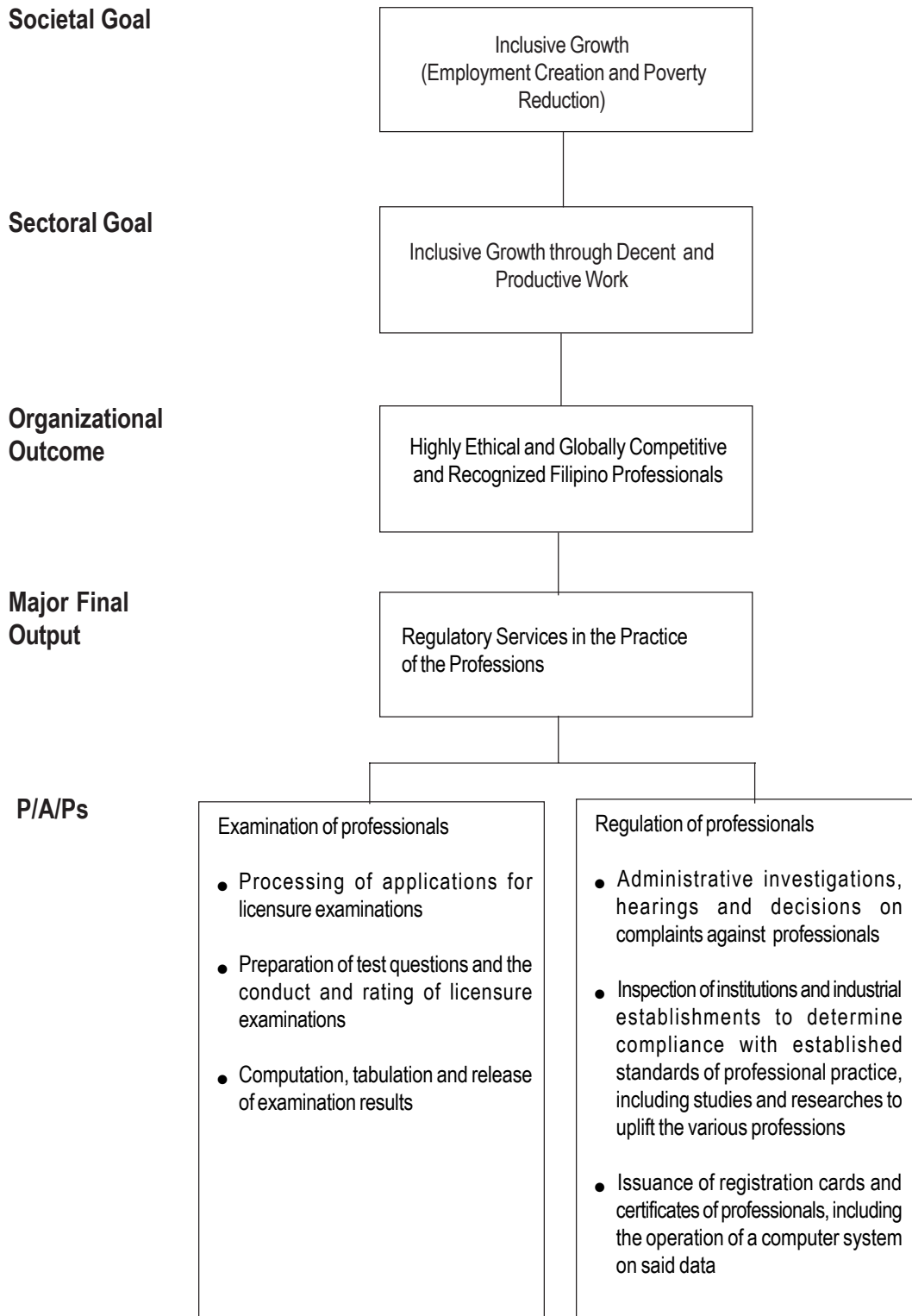
### Legal Basis

- **Presidential Decree No. 223** (June 22, 1973) created the Professional Regulation Commission (PRC) attached to the Office of the President (OP) for general direction and coordination.
- **Republic Act No. 8981** (December 5, 2000), "The PRC Modernization Act of 2000", repealed PD 223 and modernized the PRC, headed by a Chairman.
- **Executive Order No. 565** (September 11, 2006), as amended by EO 565-A, attached the PRC to the Department of Labor and Employment (DOLE) for general direction and coordination.

### Mandate:

The Professional Regulation Commission (PRC) administers, implements, and enforces the regulatory laws and policies of the country with respect to the regulation and licensing of the various professions and occupations under its jurisdiction, including the enhancement and maintenance of professional and occupational standards and ethics and the enforcement of the rules and regulations relative thereto.

## LOGICAL FRAMEWORK (PRC)



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/ Amount	Actual/ Amount	Target/ Amount	Target/ Amount
<b>MFO 1</b>	<b>411,776</b>	<b>526,753</b>	<b>474,122</b>	<b>659,516</b>
<b>Regulatory Services in the Practice of Professions</b>				
<b>A. Examination of professionals</b>				
Number of applicants with complete documentary and qualification requirements processed and issued in 15 minutes/ application.	472,620	462,146	480,150	498,710
Number of qualified examinees tested through valid and leakage-free licensure examination	458,864	433,832	441,191	442,820
Number of examination results computed tabulated and released within an average of less than four (4) days from the last day of examination	458,864	442,922	441,191	525,603
<b>B. Regulation of professionals</b>				
Number of administrative investigations, hearings and decisions made to safeguard just and fair regulation of professionals and properly implement the rule of law.	2,652	2,323	2,654	3,152
Number of institutions, schools, and industrial establishments inspected and evaluated to meet quality standards in the practice of the profession	438	323	446	391
Number of identification cards and certificates of registration/licenses of professionals processed and issued within an average of three (3) days from receipt	543,124	675,220	561,498	643,173
Number of Certificates of Competency and Endorsement processed, evaluated and issued to ensure quality standards for Filipino Seafarers	49,971	62,103	51,662	68,224
<b>TOTAL</b>	<b>411,776</b>	<b>526,753</b>	<b>474,122</b>	<b>659,516</b>

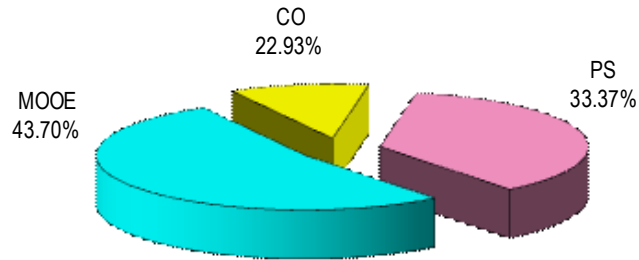


## FY 2012 MFO BUDGET

### By MFO By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
<b>MFO 1</b> Regulatory Services in the Practice of the Professions	220,096	288,207	151,213	659,516	100%
<b>Total</b>	<b>220,096</b>	<b>288,207</b>	<b>151,213</b>	<b>659,516</b>	<b>100%</b>
<b>%Share</b>	<b>33.37%</b>	<b>43.70%</b>	<b>22.93%</b>	<b>100%</b>	

### By Expense Class (Total Budget = P659,516,000)





## Technical Education and Skills Development Authority

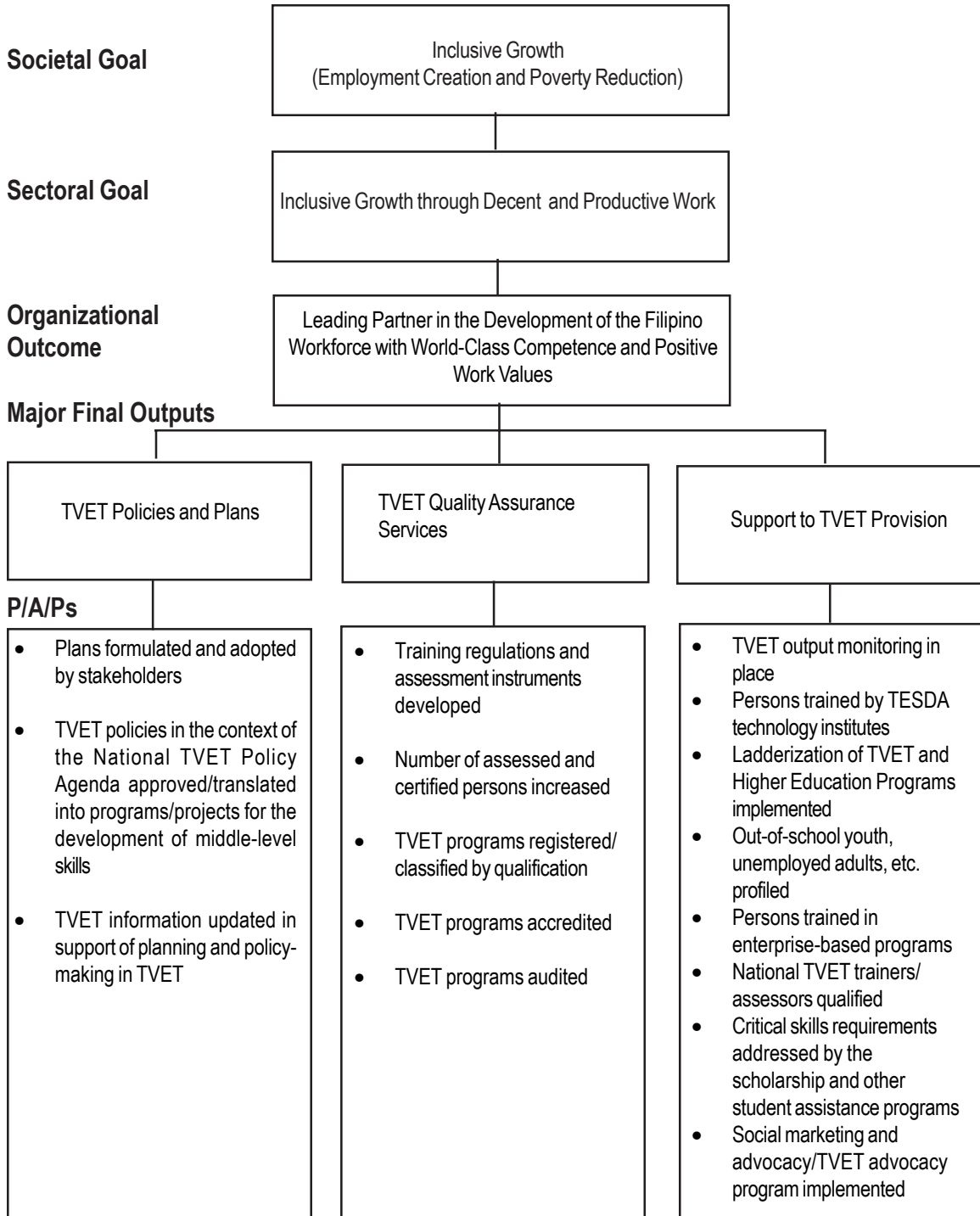
### Legal Basis

**Republic Act No. 7796** (August 25, 1994), the “Technical Education and Skills Development Act of 1994”, established the Technical Education and Skills Development Authority (TESDA) from the merger of the National Manpower and Youth Council (NMYC) of the Department of Labor and Employment (DOLE), the Bureau of Technical and Vocational Education (BTVE) of the Department of Education, Culture and Sports (DECS), and the Apprenticeship Program of the Bureau of Local Employment (BLE) of the DOLE.

### Mandate

The Technical Education and Skills Development Authority (TESDA) formulates manpower and skills plans; sets appropriate skills standards; tests, coordinates, and monitors manpower policies and programs; and provides policy directions and guidelines for resource allocation for the TVET (technical, vocational, educational, training) institutions in both the private and public sectors. It manages and supervises technical education and skills development in the Philippines and mobilizes the full participation of industry, labor, technical and vocational institutions, local governments, and civil society for skilled manpower development programs.

## LOGICAL FRAMEWORK (TESDA)



**PERFORMANCE MEASURES AND TARGETS**  
(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 1</b>				
<b>TVET POLICIES AND PLANS</b>	<b>156,328</b>	<b>160,330</b>	<b>118,137</b>	<b>190,046</b>
<b>Formulation/updating of Technical Education and Skills Development (TESD) Plans</b>	NTESDP 2010-2014 Framework formulated	National Technical Education and Skills Development Plan (NTESDP) 2005-2009 assessed.	NTESDP 2011-2016 Framework formulated	NTESDP 2011-2016 Framework prepared
Number of TESD Plans formulated/ updated/ monitored	TESDA Corporate Plan 2010-2014 rolled-out	TESDA Corporate Plan 2010-2014 rolled-out	TESDA Corporate Plan 2011-2016 drafted	TESDA Corporate Plan 2011-2016 developed
	SURGE-TESDA Program implemented	PMS-OPES component of SURGE TESDA Program Implemented	QMS component of SURGE TESDA Program Implemented	QMS component of SURGE TESDA Program Implemented
<b>Policy development/ formulation in the context of the National TVET Policy Agenda</b>		326 TESDCs resolution accounted:	326 TESDCs resolution accounted	326 TESDCs resolution accounted
Type and number of policies adopted/ translated into programs/projects (TESDA Board Resolutions, Regional and Provincial TESDC Policy Agenda, Resaerch Agenda)	326 TESDCs resolution accounted		20 National policies / resolution approved	20 National policies / resolution approved
	2010 and beyond TVET Policy Agenda prepared / updated	Action Plan for the 2009 TVET Policy Agenda and beyond prepared	Quarterly TESDC Performance Report TVET Policy Agenda implemented and monitored	Quarterly TESDC Performance Report TVET Policy Agenda implemented and monitored
<b>Labor Market and Education and Training Market Studies and other Researches and Evaluation</b>				
Number of TVET situationers and other statistical reports/researches conducted/ updated	Manual on the Conduct of the Impact Evaluation Study (IES) published.	2008 IES Report completed and disseminated to COROPOTI	2010 Impact Evaluation Study (IES) of TVET programs conducted	2010 Impact Evaluation Study (IES) of TVET programs conducted
	6 Labor Market Intelligence Reports (LMIRs);	40 LMIRs prepared and disseminated to TESDA Operating Units	12 LMIRs	12 LMIRs
	16 Regional LMIRs/ 85 Prov'l LMIRs	16 Regional LMIRs/ 85 Prov'l LMIRs	16 Regional LMIRs/ 85 Prov'l LMIRs	16 Regional LMIRs/ 85 Prov'l LMIRs
	2005-2009 Current TVET Statistics	2005-2009 Current TVET Statistics	2005-2010 TVET Statistical Report	2005-2011 TVET Statistical Report
Installation and operationalization of information systems	Upgrading of the Central Office/Regional Office/ Provincial Office/Training Institution (COROPOTI) Information System for realtime monitoring.	Upgrading of COROPOTI Information System for realtime monitoring maintained	Upgrading of Central Office / Regional Office / Provincial Office / Training Institution (COROPOTI) Information System for realtime monitoring	Upgrading of Central Office / Regional Office / Provincial Office / Training Institution (COROPOTI) Information System for realtime monitoring

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
No. of TVET graduates placed for employment		504,335	504,335	504,335
No. of wage employed TVET graduates tracked		268,504	268,504	268,504
No. of self-employed TVET graduates tracked		228,059	228,059	228,059
<b>MFO 2</b>				
<b>TVET QUALITY ASSURANCE SERVICES</b>	<b>1,042,577</b>	<b>1,076,058</b>	<b>1,063,229</b>	<b>1,303,689</b>
<b>Development of Competency Standards/ Training Regulations (TRs)</b>				
Number of Training Regulations developed	20 TRs developed	11 TRs promulgated; 4 new TRs developed; 10 TRs	20 TRs developed	15 TRs developed
Number of Training regulations covered with Certificate of Program Registered (CoPR)		1015 CoPRs issued based on existing TRs	170 TRs covered with CoPRs and offered by TVIs	170 TRs covered with CoPRs and offered by TVIs
Number of Competency Assessment Tools (CATS) developed	20 CATs developed	20 CATs developed	20 CATs developed	
<b>Development of Competency-Based Curriculum (CBC)</b>				
Number of CBC developed	20 CBCs developed	20 CBCs developed	20 CBCs	20 CBCs
<b>Unified TVET Programs Registration and Accreditation System (UPTRAS)/ TVET programs</b>				
Number with Training Regulation (WTR) programs audited for UPTRAS compliance		3,881 WTR Programs Audited for Compliance	939 Registered Programs Audited for Compliance	4000 WTR Programs audited for compliance
Number of Training Regulation (NTR) programs evaluated		531 NTR programs evaluated	532 NTR programs evaluated	3792 NTR programs evaluated
Number of WTR TVET Programs		16,966	16,966	16,966
Number of NTR TVET Programs		3,079	3,079	3,079
Number of UPTRAS compliance audit findings closed	2,317 Registered Programs Audited for Compliance	2,724	2,724	2,724
<b>Competency Assessment and Certification System</b>				
Number of persons assessed	368,101 persons assessed	716,220 persons assessed	716,220 persons assessed	716,220 persons assessed
Number of persons certified	480, 444 persons certified	594,323 persons certified	594,323 persons certified	594,323 persons certified

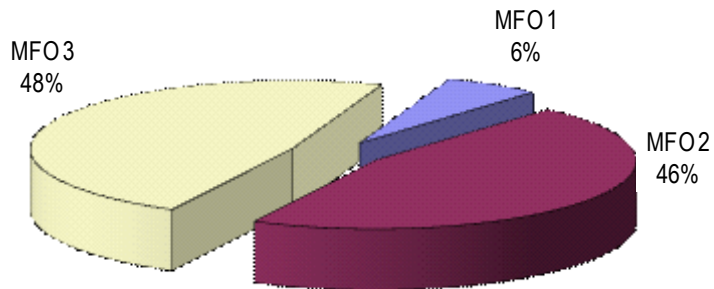
Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
Number of assessment centers accredited	460 assesment centers	-	460	-
Number of TESDA Training Institution (TTI) graduates certified		61,311	69,518	69,518
Number of graduates assessed		78,858	78,858	78,858
<b>TVET Trainers Development</b>				
Number of TVET trainers accredited under NTTAQP		5,595	5,595	5,595
Number of TVIs assisted under NTTAQP		1,658	1,658	1,658
<b>MFO 3 SUPPORT TO TVET PROVISION</b>	<b>1,792,362</b>	<b>1,846,873</b>	<b>1,772,047</b>	<b>1,360,371</b>
<b>Post-Secondary Technical and Vocational Educational Training</b>				
Number of students enrolled in TVET programs, all delivery modes		1,568,617 enrolled by TVET sector	1,568,617 enrolled by TVET sector	1,568,617 enrolled by TVET sector
Number of TVET graduates, all delivery modes	1,080,146	1,344,371 graduates by TVET sector	1,344,371 graduates by TVET sector	1,344,371 graduates by TVET sector
<b>Scholarship and other Student Assistance Programs</b>				
PESFA-subsidized TVET enrollees	16,000 PESFA	25,651	25,000	25,000
PESFA-subsidized TVET graduates	15,000 graduates	19,812	19,000	19,000
PESFA-subsidized TVET graduates employed	6,000	1,227	5,255	5,255
TWSP subsidized TVET enrollees	53,000	105,793	105,000	106,000
TWSP subsidized TVET graduates	50,000	91,637	92,000	92,000
TWSP-subsidized TVET graduates employed	27,500	8,602	50,600	50,601
<b>Ladderization of TVET and Higher Education Programs (EO 358)</b>				
Number of institutions adopting ladderized programs in 8 disciplines	LEP implementation monitored/evaluated	LEP Implementation monitored and evaluated	1 Program Evaluation Report submitted for LEP	LEP implementation of 90 institutions evaluated
<b>Youth Profiling for Starring Career (YP4SC)</b>				
Number of profiled for TVET career (YP4SC, NCAE, etc.)	146,854 4th year high school students and OSYs	405,270	405,270	405,270
<b>Total</b>	<b>2,991,267</b>	<b>3,083,261</b>	<b>2,953,413</b>	<b>2,854,106</b>

## FY 2012 Budget

### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% Share
<b>MFO 1</b>					
TVET Policies and Plans	78,666	91,380	20,000	190,046	6%
<b>MFO 2</b>					
TVET Quality Assurance Services	603,106	700,583	-	1,303,689	46%
<b>MFO 3</b>					
Support to TVET Provision	629,328	731,043	-	1,360,371	48%
<b>TOTAL</b>	<b>1,311,100</b>	<b>1,523,006</b>	<b>20,000</b>	<b>2,854,106</b>	<b>100%</b>
<b>% Share</b>	<b>46%</b>	<b>53%</b>	<b>1%</b>	<b>100.00%</b>	

### By MFO (Total Budget = P2,854,106,000)



### By Expense Class (Total Budget = P2,854,106,000)

