

Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
 Regional Office No. I
OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)

RATING SCALE

4 – Outstanding	- Meeting the success indicators
3 – Very Satisfactory	- 90% to 99% of the success indicators
2 – Satisfactory	- 80% to 89% of the success indicators
1 – Unsatisfactory	- 79% or below the success indicators

I, **GRACE Y. URSUA**, Regional Director, Regional Office No. I, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January to December, 2013**. I further commit that the physical and financial outputs shall be posted at the Regional Office website and in relevant program information systems, e.g., SPRS, Phil-JobNet, DKIS, etc. every end of the month using monitoring formats developed by the program managers.

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
MFO I. Employment Facilitation and Manpower Development							
1. Employment Facilitation							
1.1 SPES	<ul style="list-style-type: none"> Provided bridging employment to 5,424 beneficiaries end of December 2013 	610,000 MOOE 16,606,000 – Grant 2,400,000 – Special Fund requested LGU-Bani, Pangasinan from DBM	FOs, TSSD	5,667 students provided with bridging employment 540 students from the municipality of Bani, Pangasinan provided with bridging employment * A total of 6,207 students were provided with bridging employment assistance thru SPES	114% or 4		
1.2 Job Fairs in coordination with PESO - National (Labor Day, Kalayaan, DOLE Anniversary) Regional	<ul style="list-style-type: none"> Registered 2,500 applicants 	200,000	FOs, TSSD	Labor Day, June 12 Jobs Fair A total of 7,704 applicants registered during the Labor Day Jobs Fair (Rosales and Calasiao, Pangasinan and Batac City, Ilocos Norte); June 12 Jobs Fair (San Fernando City, La Union, Candon City, Ilocos Sur and Laoag City, Ilocos Norte; and DOLE Anniversary Jobs Fair (Calasiao, Pangasinan)	308% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> 15% HOTS (Hired on the Spot) based on 2,500 qualified/matched applicants. Posted at the RO website and Phil-JobNet website the Calendar of Job end of every quarter 2013 			<p>7 jobs fair posted <u>5,759</u> qualified applicants and <u>16.91%</u> or <u>974</u> applicants hired-on-the-spot (HOTS)</p> <p>As December 31, 2013, <u>107</u> jobs fair were conducted with <u>24,125</u> qualified applicants and <u>4,323</u> HOTS or <u>18%</u>.</p> <p>Schedule of jobs fair in the region were posted in the DOLE-RO1 website and official Facebook account on a <u>monthly basis</u></p>	112% or 4		
2. Labor Market Information							
2.1 Enhanced Phil-Jobnet System (with SRS and DOLE Data Warehouse Sub-System) in coordination with PESO	<ul style="list-style-type: none"> Accredited and Registered establishments at the end of 2013 446 Registered a minimum of 100 establishments with Vacancy Postings at the end of 2013 Posted/Solicited a minimum of 23,911 Job Vacancies at the end of 2013 If not covered in LGU SRS, registered and posted at the PJN website at least 50% of March and October graduates of tertiary education (9,650) and training centers (6,320) 	160,000	FO Heads, Philjobnet Focal	<p><u>545</u> establishments were registered and accredited</p> <p><u>246</u> establishments with vacancies were registered</p> <p>Posted <u>44,389</u> job vacancies in the region</p> <p>Registered <u>14,168</u> March and October graduates of tertiary education and <u>16,349</u> graduates of training centers in the region</p>	122% or 4		
2.2 Skills Registry System	<ul style="list-style-type: none"> Implemented SRS in <u>20</u> LGUs 	1,336,000 MOOE 810,000 CO	FOs/TSSD	<p>Implemented the SRS 4th wave in <u>20 LGUs</u></p> <p>La Union – San Juan, Bacnotan & Naguilian</p> <p>Ilocos Norte – Laoag City, Bacarra & Paoay</p> <p>Ilocos Sur – Sinait & Cabugao</p> <p>Pangasinan – Pozorrubio, Binalonan,</p>	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> Trained 14 LGUs covered by 3rd Wave SRS implementation 			<p>Tayug, Umingan, Bani, Dasol, Mangatarem, Aguilar, San Fabian, Manaoag, Mangaldan & Dagupan City</p> <p>1 training for 14 LGUs; Conducted last September 4-5, 2013 @ Baguio City</p>	100% or 4		
3. Capacity Building of Employment Service Providers							
3.1 Capacity Building for PESO	<ul style="list-style-type: none"> Institutionalized at least 5 PESOs at the end of 2013 Trained PESO managers on the following at the end of 2013: <ul style="list-style-type: none"> Basic Employment Services - 1 for 35 active PESOs (50% of 69 active PESOs) Basic Management Course 1 for 35 active PESOs (50% of 69 active PESOs) 	150,000	TSSD, FOs	<p>Institutionalized 6 PESOs</p> <ol style="list-style-type: none"> La Union Provincial PESO; PESO Bautista, Pangasinan; PESO Alcala, Pangasinan; PESO Balungao, Pangasinan; Sta. Lucia, Ilocos Sur; and Laoag City, Ilocos Norte) <p>Conducted 1 BES Training for 36 newly designated PESOs</p> <p>Conducted 1 BMC for 40 PESOs</p>	120% or 4 102% or 4 114% or 4		
a. Career and Employment Coaching/ Guidance Advocacy	<ul style="list-style-type: none"> Conducted 1 Regional Career Advocacy Congress 	150,000	TSSD, FOs	<p>Conducted the 1st Regional Career Advocacy Congress at the Leisure Coast Resort in Dagupan City, Pangasinan on September 18-19, 2013.</p> <p>Attended by 196 guidance counsellors from secondary and tertiary schools, representatives of industry association, government agencies and other stakeholders.</p>	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
- Labor Education for Graduating Students (LEGS)	<ul style="list-style-type: none"> Advocacy activities to 150 public high schools with a <i>minimum</i> of 100 3rd year and 4th year high school students/participants per session conducted Oriented 40% of graduating students in private schools (40% of private school graduates: 5,320) Oriented 75 % of graduating students in State Universities and Colleges (75% of SUCs graduates: 4,500) 			<p>Conducted career and employment coaching/advocacy activities in 197 public high schools with 38,645 students/participants</p> <p>Conducted LEGS seminars to graduating students in private tertiary schools benefiting 7,553 students</p> <p>Conducted LEGS seminars to graduating students in SUCs (including its different campuses) benefiting 8,809 students</p>	131% or 4		
4. Efficient Service Delivery							
4.1 Permits and Licenses: -	<ul style="list-style-type: none"> Processed 100% of applications for permits, licenses, certificates, clearances (AEP, PRPA, Contractor/ Subcontractor, Working Child Permit, Job Fair) 		TSSD, FOs	<p>Processed a total of 203 permits, clearances, licenses and certificates</p> <ul style="list-style-type: none"> Processed 58 AEP & issued 35 permit Processed and issued 37 DO 18-A Processed 1 Working Child Permit Processed 107 job fair clearances 	100% or 4		
5. Capacity Building for Livelihood							
5.1 DOLE Integrated Livelihood Program (DILP)	<ul style="list-style-type: none"> Created 3,230 self-employment (direct beneficiaries) giving priority to 300 poorest municipalities Established 2 livelihood projects under Youth Entrepreneurship Support (YES) 	13,932,000 – Grant 3,050,000 - MOOE	TSSD, FOs	<p>3,586 direct beneficiaries were given livelihood assistance including beneficiaries of CED Project</p> <p>900 workers affected by Typhoon Maring were also given income-augmenting assistance</p> <p>*4,486 total beneficiaries benefited from DILP funds.</p> <p>Two (2) livelihood projects amounting to PhP 396,540 were established under the YES program benefiting 10* students/youths</p>	138% or 4		
					100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				*Five (5) BS Information Technology graduating students of Ilocos Sur Polytechnic State College and 5 Students in Free Enterprise (SIFE) graduating students of Pangasinan State University – Bayambang Campus			
MFO 2: Labor Standards Enforcement and Dispute Resolution							
1. Labor Law Compliance							
<ul style="list-style-type: none"> Self-Assessment 	<ul style="list-style-type: none"> Achieved 100% retrieval rate of SA forms from targeted unionized establishments with certified CBAs 	10,000	TSSD, FOs	13 establishments with registered CBAs submitted the accomplished SA forms covering 1,888 workers	100% or 4		
<ul style="list-style-type: none"> Routine Inspection 	<ul style="list-style-type: none"> Inspected 1,620 number of establishments Achieved 70% compliance rate Submitted monthly report every 10th day of the month following the reference month. 	817,000	TSSD, FOs, Labor Inspectors	<p>1,633 establishments were inspected with 15,335 workers covered</p> <p>Compliance rate of 88% was achieved</p> <p>Report submitted thru the online SPRS and PS</p> <p>60 establishments with 8,583 workers and 411 electrical and mechanical units were inspected under the Technical Safety Inspection</p> <p>Validated report on BWC indicators submitted thru isd_bwc@yahoo.com, dole.bwc@gmail.com and lsletargo@yahoo.com</p>	100% or 4 125% or 4 100% or 4		
<ul style="list-style-type: none"> Training and Advisory Visits 	<ul style="list-style-type: none"> Conducted 22 TAV orientation using LHP or CLES Modules to 990 participating establishment 		TSSD, FOs	Conducted 24 TAV orientations to 1,039 establishments covering 4,434 workers	109% or 4		
<ul style="list-style-type: none"> Contracting and Sub-contracting (D.O. 18-A) 	<ul style="list-style-type: none"> Submitted monthly report every 10th day of the month following the reference month. 			<p>Submitted monthly reports to BLE before the set deadline</p> <p>*Issued a total of 37 DO 18-A certificates</p>	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
Incentivizing Labor Laws Compliance Program	<ul style="list-style-type: none"> Issued 100 labor standard compliance certificate (LSCC) for Bus Transport Submitted monthly report on issued labor compliance certificate for Bus Transport every 10th day of the month following the reference month. Awarded 2 Tripartite Certificate of Compliance with Labor Standards (TCCLS) Enrolled 2 establishments for the Secretary's Award 	100,000	TSSD, FOs	<p>246 LSCC covering 923 buses for 860 Certificate of Public Convenience (CPC) benefiting 9341 bus drivers and 932 conductors.</p> <p>Report on issued LSCC submitted to BWC thru isd_bwc@yahoo.com, and dole.bwc@gmail.com</p> <p>Awarded 3 TCCLS to Aniceto Bus Lines and Marsha's Delicacies in Ilocos Sur and Team Sual in Pangasinan</p> <p>Enrolled TEAM SUAL AND MARSHA'S DELICACIES for the Secretary's Award</p>	246% or 4 100% or 4 150% or 4 100% or 4		
KAPATIRAN WISE -TAV	<ul style="list-style-type: none"> Implemented the program in 2 companies identified as Big Brothers (<i>PETRON CORPORATION, La Union and SAN ROQUE POWER CORPORATION, Pangasinan</i>) Achieved 100% compliance with labor standards of Small Brother enterprises end of the year Submitted monthly report every 10th day of the month following the reference month. 	100,000	TSSD, FOs	<p>Implemented the Program in PETRON PORO POINT (La Union) and San Roque Power Corporation (Pangasinan) <i>(With 10 Small Brothers covering 80 workers)</i></p> <p>100% compliance to labor standard of 31 Small Brothers of 8 Big Brothers enrolled under Kapatiran Wise-TAV</p> <p>Report submitted before the set date</p>	100% or 4		
Safety and Health Program • Construction Safety	<ul style="list-style-type: none"> Trained 50 Safety Officers end of the year Conducted 25 advocacies on OSH, DO 13, DO 18-A Acted upon 100% of submitted CSHP within five-day process cycle time 	100,000	TSSD, FOs	<p>113 Safety Officers trained</p> <p>37 advocacies on OSH, DO 18, DO 13</p> <p>Received and processed 174 CSHP</p> <p>Approved 39 CSHP with complete requirements within 5 day process cycle time</p>	230% or 4 148% or 4 100% or 4		<p>Note: Most CSHP application were disapproved due to no submission or lack of requirements submitted and non-</p>

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<ul style="list-style-type: none"> • Work Alert • Accreditation of Safety Practitioners 	<ul style="list-style-type: none"> • Submitted monthly report every 10th day of the month following the reference month. • Submitted Work-Alert monthly report every 10th day of the month following the reference month. • Acted upon 100% of application for safety practitioner accreditation within prescribed cycle time • Submitted monthly report every 10th day of the month following the reference month. 			<p>Report of CSHP submitted thru dole.bwc@gmail.com</p> <p>Report of WORK-ALERT submitted thru the BWC Information System (BWCIS)</p> <p>Received and processed 8 applications for accreditation and issued 7 accreditation certificates</p> <p>Report of A-OSH-P submitted thru dole.bwc@gmail.com</p>	100% or 4 100% or 4 100% or 4 100% or 4		<i>submission of lacking requirements</i>
2. Dispute Resolution							
2.1 SpeED <ul style="list-style-type: none"> • Single Entry Approach (SEnA) 	<ul style="list-style-type: none"> • Settled at least 70% of the total requests handled within the prescribed period • Achieved 70% settlement rate of cases through SENA by end of December 2013 	98,600	TSSD, FOs	674 or 80% RFAs were settled out of the 810 RFA handled with PhP 57,799,175.91 as settlement benefiting 1,222 workers Disposition rate posted at 99% or 805 RFAs out of 810 RFAs handled	114% or 4		
<ul style="list-style-type: none"> • SpeED Cases : Labor Standards and Arbitration cases 	<ul style="list-style-type: none"> • Disposed 98% of handled med-arbitration cases under project SpeED for 2013 • Disposed 100% of Labor Standards cases filed within 3 months from reference period 		TSSD, FOs	No Med-Arb cases filed 91% disposition rate or 199 cases out of 199 cases were disposed benefiting 631 workers with PhP 27,841,604.68 as amount of monetary benefits	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<p>2.2 Continuing Labor and Employment Education Program (CLEEP)</p> <p>2.2.1 Performance of labor-management education activities</p>	<ul style="list-style-type: none"> • Conducted LR seminars, including LHP <ul style="list-style-type: none"> ○ Conducted 40 seminars ○ Trained 5 of employers' groups and 80 employers ○ Trained 10 of workers' groups and 920 workers • Conducted Workers Benefits-related seminars, including OSH <ul style="list-style-type: none"> ○ Conducted 80 seminars ○ Trained 10 of employers' groups 160 employers ○ Trained 20 of workers' groups and 3,200 workers • Conducted seminars/advocacies on Requested Topics – <i>Kasambahay Law</i> <ul style="list-style-type: none"> ○ Trained 100% of target participants of requesting employers 	110,000	FOs, TSSD	<p>Conducted 60 LHP Seminars to 163 establishments</p> <p>Trained 12 employer's groups and 167 employers</p> <p>Trained 12 workers' groups and 1,437 workers</p> <p>Conducted 180 on workers benefits-related seminars</p> <p>Trained 17 employer's groups and 578 employers</p> <p>Trained 20 workers' groups and 3,173 workers</p> <p>Conducted 28 advocacy activities on Kasambahay Law</p>	<p>150% or 4</p> <p>240% or 4</p> <p>120% or 4</p> <p>287% or 4</p> <p>170% or 4</p> <p>100% or 4</p> <p>100%</p>		
MFO 3: Social Protection and Welfare							
<p>1. Family Welfare Program</p>	<ul style="list-style-type: none"> • Increase by 10% the no. of establishments reached thru DOLE initiated FWP related services/activities (10% of 52 or 5) 	464,000	TSSD, FOs	<p>Conducted 1 region-wide Capability Building and Benchmarking Activity for FWP Implementers In Region 1 benefiting 20 establishments and 3,521 workers</p> <p>Increased by 220% or 10 new establishments reached thru DOLE-initiated FWP-related services</p>	<p>200% or 4</p>		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> Increased 1 program dimensions being implemented at the company level among existing Family Welfare Committees Created/reactivated 5 FWCs 			<p>Increased 1 program dimension (Education and Gender Equality)</p> <p>Created and reactivated FWC to 10 establishments</p>	200% or 4		
2. Child Labor Prevention and Elimination Program	<ul style="list-style-type: none"> Implemented the Child Labor-Free Barangay program in 19 barangays. 	558,000		<p>Conducted advocacy activities to 13 municipalities covering the 19 target barangays:</p> <ul style="list-style-type: none"> Barangay Sinapangan (Balaoan, La Union); Barangay Central East, Central West, Calumbaya, Quinavite and Paringao (Bauang, La Union); Barangay Cabaroan and Valbuena (Pinili, I. Norte); Barangay Napo (Sto. Domingo, I. Sur), Barangay Napo (Magsingal, I. Sur), Barangay Kaliwakiw (Salcedo, I. Sur), Barangay Allangigan 1st (Candon City) Barangay Dapdapig (G. Del Pilar, I. Sur); Barangay Gabon and Barangay Poblacion (Calasiao, Pangasinan), Barangay Amalbalan (Dasol, Pangasinan), Barangay Aramal (San Fabian, Pangasinan), Barangay Zaragoza (Bolinao, Pangasinan) Barangay Pangapisan (Lingayen, Pangasinan) . 	100%		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> Acted upon 100% of reported child labor cases <ul style="list-style-type: none"> Prevented 50 children from engaging child labor thru : <ol style="list-style-type: none"> Livelihood assistance to parents of children-at-risk of becoming child laborers Educational assistance 			Provided livelihood assistance to 70 parents of children-at-risk to engage in child labor in San Emilio, Ilocos Sur; Calasiao and Sta. Barbara, Pangasinan amounting to PhP112,000.00 (under <i>ECLTI Program</i>) and PhP250,000.00 (under <i>KASAMA Project</i>)	100% or 4		
MFO 4: Social Partnership Promotion							
1. Tripartism <ul style="list-style-type: none"> Establishment and sustainability of T IPCs Establishment and sustainability of ITCs 	<ul style="list-style-type: none"> Sustained existing 1 regional and 3 provincial T IPCs (<i>RO to indicate where and type of T IPCs are located</i>) Established 1 regional ITC in the Transportation Industry and 1 provincial ITC in the Educational Institution Industry Sustained 100% of existing regional and provincial ITCs – Regional – Tobacco & Hotel and Restaurant; Provincial – Hotel & Restaurant, Educational Institution, Security, Retail & Services 	110,000	FOs/TSSD	<p>Conducted 6 regional RTIPC activities (regular meetings on March, April, August, September, November & December 2013)</p> <p>Established 1 Regional ITC (<u>Transportation Industry</u>), 1 Provincial ITC (<u>Construction Industry in Central Pangasinan</u>) and reactivated 3 ITCS (<u>Educational Institutions</u> Industry in Ilocos Sur and La Union, and <u>Retail & Services</u> in Eastern Pangasinan)</p> <p>Conducted 4 RTIPC meetings (March 13, August 20, November 21 & December 12; 2 regional ITC-Tobacco Industry meetings (February 18 and October 8) and 2 regional ITC-Transportation Industry meetings (August 20 Organizational Meeting and October 15)</p> <p>Conducted 11 provincial TIPC/ITC meetings on Hotel and Restaurant, Educational Institutions, Retail and Services, Hospital and Construction Industry</p>	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
<ul style="list-style-type: none"> Adoption and operationalization of Voluntary Codes of Good Practices 	<ul style="list-style-type: none"> Facilitated the adoption of <u>2</u> Voluntary Codes of Good Practices by EO November 2013 in the Transportation and Construction Industry based on the directive of DOLE Secretary issued on August 2010 to encourage industry to self-regulate and to strengthen public-private partnership Submitted an action plan on the operationalization of the Codes by EO December 2013 and monitored their implementation Submitted updates on the implementation of <u>7</u> VCGPs in the following industries- Hotel and Restaurant and Tobacco 			<p>Facilitated the adoption of 2 Voluntary Codes of Good Practices in the ITC-Construction Industry in Central Pangasinan and ITC-Transportation Industry in the region.</p> <p>Action plan on the operationalization of the Code submitted on December 2013</p> <p>Submitted report on the implementation of VCGP in Hotel and Restaurant Industry for the 1st semester ; Submitted 2nd semester report</p>	100% or 4		
<ul style="list-style-type: none"> Workers Organization Development Program (WODP) 	<ul style="list-style-type: none"> Extended <u>1</u> training grant benefitting 45 officer/members covering 10 unions/associations 	73,000– Grant 59,000 MOOE	TSSD, FOs	<p>Conducted <u>1</u> Specialized Labor Relations Training attended by 16 labor unions and 32 union officers and members</p> <p>Conducted <u>1</u> Basic Trade Union Administration Seminar benefitting <u>1</u> union and 22 union officers and members</p>	200% or 4		
<p>2. Involvement/ Mobilization among Interagency Committees/ Mechanisms</p>	<ul style="list-style-type: none"> Monitored and submitted report to concerned offices within the set deadline on the following: <ul style="list-style-type: none"> ➢ Implementation of Child Labor Prevention and Elimination Program 		TSSD, FOs	<p>Advocacy activities conducted in mainstreaming Child Labor Prevention and Elimination Program:</p> <p>1. Conducted orientations on child labor related laws, issuances, and concerns and profiling in:</p> <ol style="list-style-type: none"> Luna & Bagulin La Union, Urdaneta City & Bolinao, Pangasinan, Vintar, Pinili & Badoc, Ilocos Norte Candon City & Magsingal, Ilocos 	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<p>➤ Implementation of Anti-Illegal Recruitment and Anti-trafficking Program</p>			<p>e. Sur</p> <p>f. Conducted advocacy activities to the municipalities of Balaoan and Bauang, La Union; Pinili, Ilocos Norte; Sto. Domingo, Magsingal, Salcedo, Candon City and G. Del Pilar, Ilocos Sur; Calasiao, Dasol, San Fabian, Bolinao and Lingayen, Pangasinan covering the 19 target barangays.</p> <p>g. Conducted 2 meetings of the Regional Child Labor Committee (RCLC) with DOLE, DSWD, DILG, DEPED, NEDA, DTI, TESDA and DA as members</p> <p>h. Provided livelihood assistance to 70 parents of children-at-risk amounting to PhP112,000.00 (under <i>ECLTI Program</i>) and PhP250,000.00 (under <i>KASAMA Project</i>)</p> <p>i. Attendance to the regular quarterly meeting of the RIACAT-VAWC in Region 1 chaired and co-chaired by DSWD and Regional Prosecutors Office and Regional Council for Children chaired by DSWD-FO1</p> <p>1. Submitted monthly report on AIR-TIP Advocacies through the online SPRS</p> <p>2. Submitted monthly report on the implementation of AIR-TIP where 663 advocacies were conducted with 73,768 participants</p> <p>3. Attended and signatory to the MOU Signing on AIR in Pangasinan, Ilocos Sur and Ilocos Norte as headed by POEA Regional Center for North</p>	100% or 4		<p>AIR-TIP advocacies integrated in the module used during LHP, CLES, LEGS, Career and Employment Coaching; AR-TIP advocacies conducted also during WAs validation</p>

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> ➤ Strike Prevention • Regional Coordinating Committee (RCC) • Established/reactivated Regional Interagency Coordinating and Monitoring Committee 			<p>Luzon</p> <p>No strike reported in Region 1</p> <ol style="list-style-type: none"> 1. Conducted 11 regular monthly DOLE-RCC meeting 2. Conducted 3 quarterly Wellness program/HATAW of DOLE-RCC <p>Maintained and strengthened the established interagency committees in 2012</p> <p><i>Regional Child Labor Committee (RCLC)</i></p> <ul style="list-style-type: none"> - Conducted 2 meetings - Conducted advocacy activities and profiling in Luna, La Union, Urdaneta City, Pangasinan and Bolinao, Pangasinan <p>Attended meetings and activities of various inter-agency committees in the region:</p> <ul style="list-style-type: none"> - Regional Social Development Committee (RSDC) - Regional Trade, Industry and Tourism Committee (TIT) - Regional Agribusiness Committee - Regional Environment and Natural Resource Committee - Regional Statistics Coordination Committee - Regional Nutrition Council - Regional Cooperative Development Council - Regional Law Enforcement Committee - Expanded Regional Intelligence Committee -1 	<p>100% or 4</p> <p>100% or 4</p> <p>100% o 4</p>		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/ Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
				<ul style="list-style-type: none"> - Regional Interagency Committee on Filipino Family - Regional Council for Children - Regional Poverty Reduction Action Team (RPRAT) - Regional Youth Advisory Council - Regional Statistical Steering Committee - Regional Interagency Committee on Sustainable Livelihood Program - Regional Inter-agency Committee for Senior Citizen - Regional Council on Disability Affairs 			
MFO 5: Institutional Support							
1. Support for Policy Development	<ul style="list-style-type: none"> • Submitted to BLES the Job Displacement Monitoring System (JDMS) reports 15 days after reference month 		TSSD	Submitted 12 monthly report to BLES before the set deadline	100% or 4		
2. Integrity Development Program	<ul style="list-style-type: none"> • Monitored the status of cases filed against officials and employees of the RO and submitted report to HRDS not later than the 5th day of the month after the reference quarter • Submitted to HRDS the Office/Agency EIDP Semestral Report within 10 days after the reference semester 		IMSD, HRMO	<p>Submitted quarterly report (April, July, September 2013 & January 2014)</p> <p>Submitted 2013 Agency EIDP with transmittal dated May 17, 2013 in compliance to memo signed by Usec. Ciriaco Lagunzad</p> <p>Submitted to HRDS the 1st semestral Report on EIDP with transmittal dated July 23, 2013; 2nd semestral report with transmittal dated January 7, 2014 submitted to Legal Service</p>	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
3. Strategic Performance Management System	<ul style="list-style-type: none"> Submitted 2013 Reformulated OPCR to PS not later than 13 September 2013 Submitted 2013 OPCR Accomplishment Report to PS not later than 30 November 2013 Monitored 100% the preparation and implementation of Individual Performance Commitments and evaluation of the employees' performance commitment based on the guidelines (includes the completion of 20123 IPCR ratings) 		TSSD, IMSD	<p>Submitted 2013 Reformulated OPCR to PS on September 13, 2013</p> <p>Submitted OPCR Accomplishment Report on November 30, 2013 thru ps@dole.gov.ph</p> <p>7 monitoring activities for the preparation of 2013 IPCR (<i>regional office and 6 field offices</i>)</p>	<p>100% or 4</p> <p>100% or 4</p> <p>100% or 4</p>		
4. Communication Program	<ul style="list-style-type: none"> Disseminated/ published at least 5 press releases on a monthly basis Appeared/ guested in TV/radio program at least once a month Conducted press briefings at least once a month Submitted a monthly report to LCO on at least 3 program-related good news not later than the EO of the month 		LCO	<p>76 press releases were disseminated</p> <p>102 TV/radio guesting/ appearance & media interviews</p> <p>37 press briefings</p> <p>Submitted 12 monthly reports of good news</p>	<p>126% or 4</p> <p>850% or 4</p> <p>258% or 4</p> <p>100% or 4</p>		
5. Statistical Performance Reporting System (SPRS)	<ul style="list-style-type: none"> Submitted monthly report on the physical accomplishments thru Online SPRS every month as scheduled. Submitted monthly physical accomplishment report to PS every 5th day of the month starting October 5 for September report 		TSSD	<p>Submitted monthly report of physical accomplishment thru Online SPRS and to PS</p> <p>Submitted report to PS before the set deadline</p>	<p>100% or 4</p> <p>100% or 4</p>		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
6. Financial Management	<ul style="list-style-type: none"> • Funds Utilization <ul style="list-style-type: none"> i. Utilized 100% of the allotted funds for priority programs/projects/activities (P/P/A) and commitments of the Department under the PLEP (2011-2016) ii. Submitted monthly Statement of Allotment, Obligations and Allotment (SAOB) report. • Funds Accountability <ul style="list-style-type: none"> i. Liquidated/settled cash advances within the corresponding rate per selected account and within the prescribed period for the following accounts: <ul style="list-style-type: none"> - Account 148 (Cash Advances to Officials and Employees) by 80% for prior and current years - Account 104 (Petty Cash Fund) by 100% - Account 139 (Due from NGOs/POs) by 80% for prior and current years - Account 138 (Due from LGUs) by 80% for prior and current years 			<p style="text-align: center;">95% (As of December SAOB)</p> <p style="text-align: center;">Submitted 12 SAOB (January -December)</p> <p>Account 148: 80%</p> <p>Account 104: 100%</p> <p>Account 139 Projects Released as of Dec. 2012 (PhP 139,929.50 liquidated out of PhP 5,606,189.82 due for liquidation) 2.5%</p> <p>Projects Released for CY 2013 (PhP 1,171,789.00 projects funded for NGO)</p> <p>Account 138 Projects Released as of Dec. 2012 (PhP 10,081,897.88 liquidated out of PhP 20,250,975.79 due for liquidation) 49%</p> <p>Projects Funded for CY 2013 (PhP 1,592,000.00 liquidated out of PhP 14,665,508.50 released)</p>	<p>95% or 2</p> <p>100% or 4</p> <p>102% or 4</p> <p>100% o 4</p> <p>3% or 1</p> <p>61% or 1</p>		<p>First Sem funded: PhP 4,177,417.50 Liquidated: PhP 542,000.00</p> <p>2nd Sem. funded: PhP 10,548,091.00 Liquidated: PhP 1,050,000.00</p>

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	ii. Submitted monthly report on the status of accounts.			11% Submitted 12 monthly reports (November report for submission 1st working day after the reference month)	100% or 4		
	iii. Replied/acted upon 100% of COA recommendations and submitted quarterly status of actions taken on COA annual audit reports		IMSD, TSSD	Acted upon 100% of COA recommendations (COA 2012 Annual Audit Report received on July 15, 2013) Submitted 1 report (As of August 2013 Report submitted) Report for submission as per memo received on January 8, 2014	100% or 4		
7. HRD Interventions	<ul style="list-style-type: none"> • Trained the office staff on the following areas until December 15, 2013: <ol style="list-style-type: none"> 1. Supervisory Training 2. Refresher Course on DOLE Livelihood Program 3. Construction Safety/BOSH 		HRMO, IMSD	4 Supervisory Training-CSC March 18-21: 1 staff March 27-31: 2 staff June 4-7: 1 staff Oct. 21-25: 1 staff (attended by 5 staff) 1 Refresher Course on DOLE Livelihood Program March 11-12 (attended by 36 staff) 3 Occupational Safety and Health seminar March 21-24: 2 staff July 17-21: 7 staff Nov. 25-28: 6 staff (attended by 14 staffs)	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<p>4. Gender Sensitivity Training</p> <p>5. Kasambahay Law</p> <p>6. New Labor Law Compliance System</p> <p>7. Wellness Program</p> <p>8. Communication Skills Training</p> <p>9. Personality Development Training</p> <p>10. IT Skills Enhancement Training</p>			<p>2 GST Training Apr 25-26: 36 staff May 29-30: 36 staff (attended by 72 staff)</p> <p>1 Kasambahay Law orientation March 27 (attended by 34 staff)</p> <p>7 LLCS Training June 13-14; 17-21 – 5 staff June 24-28; July 1-5 – 2 staff July 1-5; 8-9 – 2 staff July 15-19; 22-26 – 1 staff Oct 29-31 - 3 staff Oct 10-11 - 1 staff Nov 25-27 - 6 staff (attended by 12 staff)</p> <p>3 Wellness Activities conducted during the DOLE-RCC Wellness Activities and DOLE-RCC Sports Program activities March 15 Oct-Nov October 11 December 10</p> <p>1 Communication Skills Training November 18-19 (Attended by 34 staff)</p> <p>1 Personality Development Training November 18-19 (Attended by 34 staff)</p> <p>1 IT Skills Enhancement Training November 28 (Attended by 37 staff)</p>			

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> Filled up 80% of vacant positions as of September 27, 2013 (Election Ban: September 28 - November 12, 2013) Submitted report on their conduct of Training and Events based on the synchronized calendar for 2013 every 1st week of the following month. 			<p>Filled up 86% of vacancies or 6 out of 7 vacancies (For vacancies as of January 2013)</p> <p>Filled up 20% of vacancies or 3 out of 15 vacancies (For vacancies as of June 2013)</p> <p>Submitted 4 quarterly Schedule of Trainings and Events and quarterly report on conducted trainings</p>	107% or 4 25% or 1 100% or 4		7 vacancies represent new vacancies vacated by newly promoted LLCOs
8. Green Our DOLE Program (GODP)	<ul style="list-style-type: none"> Submitted to AS GODP Plan 2013 end of February 2013 Submitted to AS report on GODP Plan implementation not later than end of the month 		IMSD	<p>Submitted on August 8, 2013 (with transmittal dated Aug. 8, 2013 in compliance to Usec. Ciriaco Lagunzad memo on GODP 2013 submission dated Aug. 6, 2013)</p> <p>Submitted monthly report of 2013 GODP Plan Implementation (January – December)</p>	100% of 4		As per memo signed by Usec. Ciriaco Lagunzad indicating August 8 as the deadline of GODP Plan 2013; Reformulated OPCR submission deadline on September 13 indicating February 2013 as the deadline of GODP Plan 2013
9. Gender and Development (GAD)	<ul style="list-style-type: none"> Submitted to PS Revised GAD Plan 2013 in accordance with the ILO PGA Audit, end of February 2013, per OS memo dated January 30, 2013 Submitted to PS GAD annual report 1st week of December 2013 		IMSD, GAD Focal Planning Officer	<p>Submitted to PS the revised 2013 GAD Plan on 24 February 2013</p> <p>Submitted 2013 GAD Accomplishment Report on Dec. 6, 2013</p>	100% or 4		
11. DOLE Citizens Charter implementation geared towards ISO certification of systems and procedures	<ul style="list-style-type: none"> Documented work processes end of December 2013: <ul style="list-style-type: none"> Procedures Manual or Manual of Instructions 		IMSD, TSSD	Documented Work Process of 13 Frontline Services enrolled in DOLE Citizen Charter and 1 Program – Special Program on the Employment of Students (SPES)	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	<ul style="list-style-type: none"> ○ Citizens Charter - for at least one (1) frontline service ○ Implemented/adopted a citizens feedback system/mechanism on the enrolled frontline services in the DOLE Citizens Charter <ul style="list-style-type: none"> ➤ Submitted monthly/quarterly reports to FMS ➤ Provided monthly actions on complaints/feedback 			<p>Work Process for the Accreditation of Occupational Safety and Health (OSH) Practitioner</p> <p>Citizen feedback system installed in the regional office and 6 field offices in the region for all enrolled frontline services</p> <p>Submitted monthly/quarterly report to CO</p> <p>No complaints received</p>	100% or 4		
<p>OFFICE INITIATIVES (these should be included in the submission of the monthly OPCR accomplishment report)</p>	<ol style="list-style-type: none"> 1. Improvement of office facilities 2. Upgrading of IT equipment through purchase of equipment 			<p>Improvement of office facilities for a more responsive and service- oriented atmosphere</p> <ul style="list-style-type: none"> ○ Physical arrangements of offices/ units ○ Purchase and installation of 4 panaflex signage for regional office and field offices and 1 DOLE Mission/Vision signage ○ Purchase of office furniture and fixtures (1 set conference table w/ chairs, 1 conference table with 18 swivel chairs, 3 steel cabinets, 3 air conditioning units, 2 sofa set) ○ Purchase of 4 TV sets for field offices and installed for clients and visitors <p style="text-align: center;">Continuing</p> <ul style="list-style-type: none"> ○ As part of the IT skills upgrading of staffs ○ Purchase of 14 computer set, 3 netbook, 1 laptop, 10 portable hard-drives, 9 printers, 1 projector, 23 computer tablet, 6 camera, 2 SLR camera, 2 photocopiers, 4 portable LCD projector, 1 digital voice recorder & 1 scanner 	100% or 4		

Major Final Output (MFO) (1)	RO Success Indicators (Targets + Measures) (2)	Allotted Budget (3)	Division/Individuals Accountable (4)	Actual Accomplishments (5)	Self-Rating (6)	Validated Rating (7)	Remarks (for Validation Purposes) (8)
	3. Greening of DOLE offices			<p>Continuing As part of DOLE-RO1 commitment in the GODP submitted to CO</p> <ul style="list-style-type: none"> ○ Implementation of paperless office transactions; ○ Sustained the use of free online communication system; ○ Implementation of Smoke-free Workplace; ○ Enhancement of energy conservation and reduction of carbon footprints; and ○ Assessment of OSH at the workplace 			
Total Overall Rating							
Final Average Rating							
Adjectival Rating							

		Endorsed by:		Validated by:*	
	Date		Date		Date
GRACE Y. URSUA Regional Director		USEC. CIRIACO A. LAGUNZAD III DOLE PMT		DOLE Validation Team	

Recommended by:		Approved by:	
	Date		Date
ASEC. REBECCA J. CALZADO Cluster Head		ROSALINDA DIMAPILIS-BALDOZ Secretary	