



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

DOLE-QF-MP-01.01
Revision No. 03
Effectivity Date: 12 March 2019



Certificate Number: AJA15-0048

OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)
OFFICE: DOLE – Regional Office No.1

I, NATHANIEL V. LACAMBRA, Head of the DOLE-RO1, 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 2019.

NATHANIEL V. LACAMBRA
Regional Director

[Handwritten Signature]
Date: 4/25/19

| | | |
|--------------|--------------------------------|-----------|
| Approved by: | <i>[Handwritten Signature]</i> | Date: |
| | | Secretary |

5-Outstanding
4-Very Satisfactory
3-Satisfactory
2-Unsatisfactory
1-Poor

| Organizational Outcome/PAP (1) | Success Indicator (Target + Measure) (2) | Allotted Budget (3) | Division/ Individuals Accountable (4) | Actual Accomplishments (5) | | | | Rating (6) (7) (8) (9) | | | | Remarks (10) |
|--|--|------------------------|--|-------------------------------|----|----|----|---------------------------|----|----|----|-----------------|
| | | | | Q1 | Q2 | T3 | A4 | Q1 | Q2 | T3 | A4 | |
| CORE INDICATORS | | | | | | | | | | | | |
| OUTCOME 1: EMPLOYABILITY OF WORKERS AND COMPETITIVENESS OF MSMEs ENHANCED | | | | | | | | | | | | |
| | 1% increase in SPES beneficiaries graduated from Senior High School, Tech-Voc, and College Courses (2015 baseline) | | | | | | | | | | | |
| | 70% placement rate of youth assisted under JobStart Philippines | | | | | | | | | | | |
| | 82% placement rate of qualified jobseekers | | | | | | | | | | | |
| EMPLOYMENT FACILITATION | | | | | | | | | | | | |
| Youth Employability | 1. <u>3,230</u> youth assisted | 13,000,000 | FO, TSSD | | | | | | | | | |
| Special Program for Employment of Students (SPES) | • SPES <u>3,230</u> | 13,000,000 | FO, TSSD | | | | | | | | | |
| JobStart | • JOBSTART (Life Skills Training enrollees) <u>0</u> | 0.00 | FO, TSSD | | | | | | | | | |
| Job Search Assistance | | | | | | | | | | | | |
| Public Employment Service (PES) | 2. <u>63,000</u> qualified jobseekers referred for job placement | 286,000 | FO, TSSD | | | | | | | | | |
| Labor Market Information | 3. <u>162,000</u> individuals reached | | | | | | | | | | | |
| National Skills Registry Program (NSRP) | 4. <u>7 LGUs</u> trained/re-oriented on NSRP by end of December 2019 | | FO, TSSD | | | | | | | | | |
| Career Guidance Advocacy Program (CGAP) | 5. <u>Actual</u> Number of Registered Guidance Counselors (RGCs) and Career Advocates (CAs) participated in the Regional Career Advocacy Congress conducted by end of September 2019 | | FO, TSSD | | | | | | | | | |

| Organizational Outcome/PAP | Success Indicator (Target + Measure) September 2019 | Allotted Budget | Division/ Individuals Accountable | Actual Accomplishments | Rating | | | | Remarks |
|---|---|-----------------|--------------------------------------|------------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | Q ² | T ³ | A ⁴ | |
| Enterprise Productivity Improvement | | | | | | | | | |
| Productivity Training Program | 6. 750 MSMEs provided with training/ orientation services <ul style="list-style-type: none"> • 520 MSMEs provided with orientation • 230 MSMEs provided with training services <ul style="list-style-type: none"> - 50% of MSMEs trained with PIP/ Action Plan | c/o RTWPB | RTWPB, TSSD, FOs | | | | | | |
| | 7. 50 MSMEs provided with technical assistance on designing/ formulation of productivity/ performance based incentives scheme <ul style="list-style-type: none"> • 18% of MSMEs assisted with PBIS installed but not less than 9 MSMEs | | | | | | | | |
| OUTCOME 2: PROTECTION OF WORKERS' RIGHTS AND MAINTENANCE OF INDUSTRIAL PEACE ENSURED | 70% compliance rate of establishments 77% settlement rate (SEnA) Enforcement rates of decisions/orders on: <ul style="list-style-type: none"> • 90% - Certification election, and • 50% - Labor standards cases | | | | | | | | |
| EMPLOYMENT PRESERVATION AND REGULATION | | | | | | | | | |
| Labor Law Compliance | | | | | | | | | |
| Labor Inspection Program | 8. 1,813 establishments in priority sectors inspected | 5,010,000 | Labor Inspectors, TSSD | | | | | | |
| Workers Organizations Development and | | | | | | | | | |