



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

**OFFICE PERFORMANCE COMMITMENT AND REVIEW (OPCR)**  
**DOLE Regional Office No. IV-A**

I, **ATTY. EVELYN R. RAMOS**, of **DOLE RO IV-A**, 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, 2018.

<b>RATING SCALE</b>	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

OUTCOME/ PAP	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<b>CORE INDICATORS</b>						
<b>OUTCOME 1: EMPLOYABILITY OF WORKERS AND COMPETITIVENESS OF MSMES ENHANCED</b>	7% – 8% increase in SPES beneficiaries graduated from Tech-Voc or College Courses (2015 baseline)		• TSSD E/W • POs			
	76% placement rate of youth assisted under JobStart Philippines		• TSSD E/W • CPO • LPO			
	81% placement rate of qualified jobseekers		• TSSD E/W • POs			
<b>EMPLOYMENT FACILITATION</b>						
<b>Youth Employability</b> SPES JobStart	<b>11,306</b> youth assisted ○ SPES – 11, 106  ○ JOBSTART (LST enrolees) – 200 (ADB Funds)	54,269,000  327,149	• TSSD E/W • POs  • TSSD E/W • CPO • LPO			
<b>Job Search Assistance</b> Public Employment Service (PES) Labor Market Information	<b>276,459</b> qualified jobseekers referred for job placement <b>425,800</b> individuals reached	2,651,000	• TSSD E/W • POs  • TSSD E/W • POs			

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(1)	(2)	(3)	(4)	(5)	(6)	(7)
National Skills Registry Program (NSRP)	<b>10</b> LGUs trained/re-oriented on NSRP	1,121,126.50	• TSSD E/W • POs			
<b>Enterprise Productivity Improvement</b> Productivity Toolbox	<b>750</b> MSMEs provided with training/orientation services		• RTWPB IV-A			
	○ <b>520</b> MSMEs provided with orientation		• RTWPB IV-A			
	○ <b>230</b> MSMEs provided with training services		• RTWPB IV-A			
	– <b>50%</b> of MSMEs trained with PIP / Action Plan implemented		• RTWPB IV-A			
	– Productivity Improvement Programs/Action Plans of <b>10</b> MSME-beneficiaries documented		• RTWPB IV-A			
	<b>50</b> MSMEs provided with technical assistance on designing/formulation of productivity/ performance-based incentives scheme		• RTWPB IV-A			
	○ <b>10%</b> of MSMEs assisted with productivity based pay incentives schemes installed but not less than 5 MSMEs		• RTWPB IV-A			
	<b>100%</b> of participants who rated training services as satisfactory or better		• RTWPB IV-A			
<b>OUTCOME 2: PROTECTION OF WORKERS' RIGHTS AND MAINTENANCE OF INDUSTRIAL PEACE ENSURED</b>	<b>70%</b> compliance rate of establishments		• TSSD LRLS • POs			
	<b>77%</b> settlement rate (SEnA)		• TSSD LRLS • POs			
	Enforcement rates of decisions/orders on:		• TSSD LRLS • POs			
	○ <b>90%</b> - Certification election, and		• TSSD LRLS • MALSU • POs			



OUTCOME/ PAP	SUCCESS INDICATORS (Targets + Measures)	ALLOTTED BUDGET	DIVISION/S ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING	REMARKS (for validation purposes)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	o 50% - Labor standards cases		• TSSD LRLS • POs			
<b>EMPLOYMENT PRESERVATION AND REGULATION</b>						
<b>Labor Law Compliance</b>		18,895,000				
Labor Inspection Program	<b>7066</b> establishments in priority sectors inspected		• TSSD LRLS • POs			
<b>Case Management</b>		1,152,000				
Single Entry Approach (SEnA)	<b>77%</b> of the total requests handled settled within process cycle time (PCT) (include actual figures in accomplishments)		• TSSD LRLS • POs			
	<b>100%</b> of the total requests handled disposed within 30 days (include actual figures in accomplishments)		• TSSD LRLS • POs			
SpeED Cases: Labor Standards and Arbitration Cases	<b>100%</b> of cases are disposed within the PCT (70 days from the lapse/termination of correction period) (include actual figures in accomplishments)		• TSSD LRLS • MALSU • POs			
SpeED Cases: Inter-Intra Unions Cases	<b>100%</b> of cases are disposed within the PCT (include actual figures in accomplishments)		• TSSD LRLS • MALSU • POs			
<b>Workers Organizations Development and Empowerment</b>		2,271,000				
Workers Organization and Development (WODP) Program	WODP Trainings	556,000				
	<b>105</b> unions and workers' organizations provided with training grants (workers served)		• TSSD LRLS • POs			
	<b>(Actual)</b> number of union members / workers' association members participated/covered		• TSSD LRLS • POs			
	<b>100%</b> of trainings adopted topic on contracting using the prescribed module		• TSSD LRLS • POs			
	WODP Scholarships	344,000				
	<b>7</b> individuals provided with scholarship grants (workers served) - New: 1		• TSSD LRLS • POs			