



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

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

I, **EXEQUIEL RONIE A. GUZMAN**, of DOLE-CAR, 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)		FOs/TSSD			
	76% placement rate of youth assisted under JobStart Philippines		FOs/TSSD			
	81% placement rate of qualified jobseekers		FOs/TSSD			
<b>EMPLOYMENT FACILITATION</b>						
<b>Youth Employability</b>	7,645 youth assisted		FOs/TSSD			
SPES	7,645 SPES	29,774,000				
JobStart	0 JOBSTART (LST enrollees)		FOs/TSSD			
<b>Job Search Assistance</b>		892,000				
Public Employment Service (PES)	88,431 qualified jobseekers referred for job placement		FOs/TSSD			
Labor Market Information	99,652 individuals reached		FOs/TSSD			
National Skills Registry Program (NSRP)	10 LGUs trained/re-oriented on NSRP		FOs/TSSD			
<b>Enterprise Productivity Improvement</b>						
Productivity Toolbox	750 MSMEs provided with training/orientation services		RTWPB			

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)
	<ul style="list-style-type: none"> <li>○ <b>520</b> MSMEs provided with orientation</li> <li>○ <b>230</b> MSMEs provided with training services <ul style="list-style-type: none"> <li>- <b>50%</b> of MSMEs trained with PIP / Action Plan implemented</li> <li>- Productivity Improvement Programs/Action Plans of <b>10</b> MSME-beneficiaries documented</li> </ul> </li> </ul>		RTWPB			
	<ul style="list-style-type: none"> <li>○ <b>10%</b> of MSMEs assisted with productivity based pay incentives schemes installed but not less than 5 MSMEs</li> </ul>					
	<b>100%</b> of participants who rated training services as satisfactory or better					
	<b>50</b> MSMEs provided with technical assistance on designing/formulation of productivity/ performance-based incentives scheme		RTWPB			
<b>OUTCOME 2: PROTECTION OF WORKERS' RIGHTS AND MAINTENANCE OF INDUSTRIAL PEACE ENSURED</b>	<b>70%</b> compliance rate of establishments		FOs/TSSD			
	<b>77%</b> settlement rate (SEnA)		FOs/TSSD			
	Enforcement rates of decisions/orders on:		FOs/TSSD			
	○ <b>90%</b> - Certification election, and		FOs/TSSD/IMSD			
	○ <b>50%</b> - Labor standards cases		FOs/TSSD/IMSD			
<b>EMPLOYMENT PRESERVATION AND REGULATION</b>						
<b>Labor Law Compliance</b>						
Labor Inspection Program	<b>1,267</b> establishments in priority sectors inspected	3,806,000	FOs/TSSD			
<b>Case Management</b>						
Single Entry Approach (SEnA)	<b>77%</b> of the total requests handled settled within process cycle time (PCT) (include actual figures in accomplishments)		FOs/TSSD			
	<b>100%</b> of the total requests handled		FOs/TSSD			