

**XVIII. DEPARTMENT OF LABOR AND EMPLOYMENT****A. OFFICE OF THE SECRETARY****STRATEGIC OBJECTIVES****SECTOR OUTCOME**

1. Income-earning ability increased
2. Maximize gains from demographic dividend

**ORGANIZATIONAL OUTCOME**

1. Employability of workers and competitiveness of MSMEs enhanced
2. Protection of workers' rights and maintenance of industrial peace ensured
3. Social protection for vulnerable workers strengthened

**PERFORMANCE INFORMATION**

<u>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2024 TARGETS</u>
Employability of workers and competitiveness of MSMEs enhanced		
<b>EMPLOYMENT FACILITATION PROGRAM</b>		
Outcome Indicators		
1. Percentage of Special Program for the Employment of Students (SPES) beneficiaries graduated from Tech Voc or College Courses	18,920 beneficiaries	1% increase in graduates of SHS, College and Tech-Voc
2. Placement rate of qualified jobseekers	81%	82%
3. Placement rate of youth assisted under JobStart Philippines	73%	60%
Output Indicators		
1. Number of youth-beneficiaries assisted	170,875	105,659
2. Number of qualified jobseekers referred for placement	2,330,936	1,717,200
3. Number of individuals reached through Labor Market Information (LMI)	4,184,649	4,500,000
Protection of workers' rights and maintenance of industrial peace ensured		
<b>EMPLOYMENT PRESERVATION AND REGULATION PROGRAM</b>		
Outcome Indicators		
1. Compliance rate of establishments inspected (LLCS)	79%	90%
2. Settlement rate (SEnA)	77%	70%
3. Enforcement rates of decisions/orders on:		
a. certification election and	80%	90%
b. labor standards cases (writs of execution issued and served)	91%	100%
Output Indicators		
1. Number of establishments assessed (LLCS)	59,380	170,000
2. Number of beneficiaries/workers served	662,095	611,100
3. Disposition rate of cases handled, including requests for assistance	92%	100%

## Social protection for vulnerable workers strengthened

**WORKERS PROTECTION AND WELFARE PROGRAM**

## Outcome Indicators

1. Percentage of livelihood projects still operational after two (2) years of grant	84% (group) 87% (individual)	40%
2. Percentage of OFW labor cases resolved	-	-

## Output Indicators

1. Number of beneficiaries provided with livelihood assistance	85,471	63,959
2. Number of beneficiaries served	1,473,771	1,464,043
3. Percentage of individuals provided services within the prescribed process cycle time (PCT)	100%	100%

**B. INSTITUTE FOR LABOR STUDIES**

## STRATEGIC OBJECTIVES

## SECTOR OUTCOME

1. Income-earning ability of workers increased
2. Universal and transformative social protection for all achieved

## ORGANIZATIONAL OUTCOME

Utilization of labor and employment researches for policy development and program implementation increased

## PERFORMANCE INFORMATION

**ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)****BASELINE****2024 TARGETS**

Utilization of labor and employment researches for policy development and program implementation increased

**LABOR AND EMPLOYMENT RESEARCH PROGRAM**

## Outcome Indicators

1. Percentage of users satisfied with research papers	70%	80%
2. Percentage of research papers considered as actual or potential input to policy/program development	70%	70%

## Output Indicators

1. Number of research papers completed	8	8
2. Number of research papers disseminated or published	8	8
3. Percentage of requests for technical papers or reports met not later than date of deadline set by the requesting person or agency	80%	85%

**C. NATIONAL CONCILIATION AND MEDIATION BOARD**

## STRATEGIC OBJECTIVES

## SECTOR OUTCOME

Income-earning ability increased

**ORGANIZATIONAL OUTCOME**

1. Labor-management relations improved
2. Labor disputes effectively settled/resolved

**PERFORMANCE INFORMATION**

<b>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2024 TARGETS</b>
Labor-management relations improved		
<b>LABOR-MANAGEMENT PARTNERSHIP AND EMPOWERMENT PROGRAM</b>		
Outcome Indicators		
1. Percentage of incidence of Preventive Mediation (PM) and Notices of Strike/Lockout (NS/L) cases involving companies with Labor Management Cooperation/Councils/Committees (LMCs) and/or Grievance Machineries (GMs)		
a. Percentage of Incidence of PM and NS/L cases involving companies with LMCs	3.05%	not more than 10%
b. Percentage of Incidence of PM and NS/L cases involving companies with GMs	3.77%	not more than 10%
Output Indicators		
1. LMCs facilitated	310	442
2. LMCs Enhanced	2,172	2,295
3. GMs Institutionalized/Operationalized	311	442
4. GMs Enhanced	2,127	2,295
Labor disputes effectively settled/resolved		
<b>LABOR CASE MANAGEMENT PROGRAM</b>		
Outcome Indicator		
1. Percentage of Notices of Strike/Lockout handled which resulted to strike incidence	2.47%	not more than 6% of NS/L
Output Indicators		
1. Disposition rates of:		
a. Actual Strike/Lockout (AS/L)	100%	100%
b. Voluntary Arbitration	73.57%	60%
2. Settlement rates of:		
a. Requests for Assistance (RFAs)	64.65	70%
b. Preventive Mediation (PM)	90.51%	85%
c. Notice of Strike/Lockout (NS/L)	75.31%	70%
3. Percentage of cases/RFAs settled within process cycle time (NS/L, PM, and SEaA)	66.12%	60%

**D. NATIONAL LABOR RELATIONS COMMISSION****STRATEGIC OBJECTIVES****SECTOR OUTCOME**

Income-earning ability increased

**ORGANIZATIONAL OUTCOME**

Due process in resolving labor disputes ensured

**PERFORMANCE INFORMATION****ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)****BASELINE****2024 TARGETS**

Due process in resolving labor disputes ensured

**LABOR ARBITRATION PROGRAM****Outcome Indicator**

1. Percentage of cases resolved through conciliation-mediation

58%

54%

**Output Indicators**

1. Percentage of original/appealed cases processed within nine (9) months or 270 days/six (6) months or 180 days

92%

84%

2. Percentage of decisions affirmed by a higher court

98%

96%

3. Percentage of cases resolved within three (3) months from filing of case

65%

44%

**E. NATIONAL WAGES AND PRODUCTIVITY COMMISSION****STRATEGIC OBJECTIVES****SECTOR OUTCOME**

A secure workforce

**ORGANIZATIONAL OUTCOME**

1. Capacity of MSMEs to implement productivity improvement program enhanced
2. Fair and reasonable minimum wages in accordance with law ensured

**PERFORMANCE INFORMATION****ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)****BASELINE****2024 TARGETS**

Capacity of MSMEs to implement productivity improvement program enhanced

**ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM****Outcome Indicators**

1. Percentage of trained MSMEs with productivity improvement program/action plan

40%

50%

2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes

12%

14%

**Output Indicators**

1. Number of MSMEs trained/oriented

9,000

16,000

2. Percentage of clients who rated training/technical services as satisfactory or better

100%

98%

3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes

800

1,280

Fair and reasonable minimum wages in accordance with law ensured

**WAGE REGULATORY PROGRAM****Outcome Indicators**

1. Percentage of wage rates above the poverty threshold	0 100%	60% (2021 PT) 100% (2018 PT)
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days	100%	98%
<b>Output Indicators</b>		
1. Number of clients reached thru advocacy services	270,000	350,000
2. Number of wage orders issued, as necessary	as necessary	as necessary
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application	98%	98%

**F. PROFESSIONAL REGULATION COMMISSION****STRATEGIC OBJECTIVES****SECTOR OUTCOME**

Income-earning ability increased

**ORGANIZATIONAL OUTCOME**

Highly ethical, globally competitive, and recognized Filipino professionals ensured

**PERFORMANCE INFORMATION****ORGANIZATIONAL OUTCOMES (00s) / PERFORMANCE INDICATORS (PIs)****BASELINE****2024 TARGETS**

Highly ethical, globally competitive, and recognized Filipino professionals ensured

**PROFESSIONAL LICENSURE PROGRAM****Outcome Indicator**

1. Percentage of graduates in all certificate courses given professional certification	56%	56%
<b>Output Indicators</b>		
1. Percentage of applications for licensure examinations acted upon within two (2) days from filing	100%	100%
2. Percentage of test items prepared/formulated/peer reviewed by the Professional Regulatory Boards	98%	100%
3. Percentage of statistical data for monitoring of school performance generated within one day after the release of examination results	100%	100%

**PROFESSIONAL REGULATION PROGRAM****Outcome Indicators**

1. Percentage increase in number of professionals registered under various mutual recognition arrangements within ASEAN and other countries including international trade agreements where the Philippines is a signatory	5%	6%
2. Percentage of cases resolved within three (3) months	4%	5%

<b>Output Indicators</b>		
1. Percentage of request for professional identification cards (PICs) and registration certificates acted upon within the prescribed timeframe	100%	100%
2. Percentage of complaints with investigations conducted	100%	100%
3. Number of institutions and establishments where professionals are employed that are inspected and monitored	1,062	1,090

**PROFESSIONAL DATABASE MANAGEMENT PROGRAM**

<b>Outcome Indicator</b>		
1. Percentage reduction of process cycle time of frontline services upon conversion to online services	95%	96%
<b>Output Indicator</b>		
1. Percentage increase in the number of applicants and professionals provided with online services	28.22%	33.75%

**G. TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**

**STRATEGIC OBJECTIVES**

**SECTOR OUTCOME**

1. Economic opportunities in industry and services expanded
2. Access to economic opportunities in industry and services for MSMEs, cooperatives, and Overseas Filipinos increased
3. Income-earning ability increased
4. Maximize gains from demographic dividend

**ORGANIZATIONAL OUTCOME**

Employability increased and/or enhanced

**PERFORMANCE INFORMATION**

**ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)**

**BASELINE**

**2024 TARGETS**

Employability increased and/or enhanced

**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM**

<b>Outcome Indicator</b>		
1. Percentage of stakeholders who rate policies/plans as good or better	99%	94%
<b>Output Indicator</b>		
1. Number of National, Regional/Provincial TESD plans formulated/updated	1 National Progress Report	1 National Technical Education and Skills Development Plan (TESDP) 16 Regional TESDP

**TECHNICAL EDUCATION AND SKILLS DEVELOPMENT REGULATORY PROGRAM**

**Outcome Indicators**

1. Percentage compliance of Technical-Vocational Education and Training (TVET) programs to TESDA, industry, and industry standards and requirements	95%	85%
2. Percentage of TVET graduates that undergo assessment for certification	80%	60%
3. Percentage of TVET programs with tie-ups to industry	47%	60%
<b>Output Indicators</b>		
1. Percentage of registered accredited TVET programs audited	99.40%	100%
2. Percentage of skilled workers issued with certification within 7 days of their application	83%	90%
3. Number of consultations, orientations and workshops for development of competency standards/training regulations	201	200
<b>TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM</b>		
<b>Outcome Indicator</b>		
1. Percentage of graduates from technical education and skills development scholarship programs that are employed	69.70%	71.33%
<b>Output Indicators</b>		
1. Number of graduates from technical education and skills development scholarship programs	404,914	238,738
2. Number of training institutions/establishments/assessment centers provided with technical assistance	8,229 (6,495 TVIs & 1,734 ACs)	5,842 (4,211 TVIs & 1,631 ACs)
3. Number of TESDA Technology Institutions (TTIs) graduates	261,094	189,886