PERFORMANCE INFORMATION

KEY STRATEGIES

1. Innovate efficiency and staff development measures to improve research production and analytical capacities;
2. Align research priorities with critical policy areas for achieving the government’s short-term to medium-term labor and employment goals;
3. Strengthen collaborative engagement with research institutes and individuals of demonstrated research integrity to improve quality of research; and
4. Establish research standards and quality frameworks

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)  

<table>
<thead>
<tr>
<th>Utilization of labor employment researches for policy development and program implementation on increased</th>
<th>B A S E L I N E</th>
<th>2015 T A R G E T S</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of researches adopted as input to labor and employment policy or program development</td>
<td>No baseline (new indicator)</td>
<td>60%</td>
</tr>
<tr>
<td>Percentage of clients who gave at least satisfactory rating for researches increased</td>
<td>No baseline (new indicator)</td>
<td>60%</td>
</tr>
</tbody>
</table>

MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs)  

<table>
<thead>
<tr>
<th>MFO 1: LABOR AND EMPLOYMENT RESEARCH SERVICES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of research studies conducted and published or disseminated</td>
</tr>
<tr>
<td>Number of technical assistance papers or reports produced</td>
</tr>
<tr>
<td>Percentage of researches used in policy instruments and program documents increased</td>
</tr>
<tr>
<td>Percentage of policy research studies completed within original project schedule</td>
</tr>
</tbody>
</table>

C. NATIONAL CONCILIATION AND MEDIATION BOARD

STRATEGIC OBJECTIVES

MANDATE

The NCM shall be responsible for the formulation of policies, development of plans and programs, and setting of standards, procedures and guidelines relative to the promotion of conciliation and mediation of labor disputes; administration of the voluntary arbitration program; promotion of other cooperative, non-adversarial, and voluntary modes of labor dispute settlement; and facilitation of labor-management cooperation through joint mechanisms for information sharing, effective communication and consultation and group problem-solving.

VISION

The NCM shall be the center of excellence in enhancing harmonious relationship in every workplace.

MISSION

To sustain harmonious labor and management relations through continuous education, mainstreaming of alternative dispute resolution (ADR) mechanisms, and implementation of innovation approaches toward workers’ empowerment.
KEY RESULT AREAS

Just and lasting peace and the rule of law

SECTOR OUTCOME

Decent Work

ORGANIZATIONAL OUTCOME

1. Labor-management cooperation improved
2. Workplace conflicts reduced
3. Labor disputes reduced
4. Labor disputes effectively settled/resolved

PERFORMANCE INFORMATION

KEY STRATEGIES

1. Conduct of seminars, trainings and other activities jointly or in coordination with Social Partners (Basic Orientation Seminar, Area-Wide Seminars, Plant-Level Orientation Seminar, Skills Training, etc.)
2. Networking with LGUs, SSS / GSIS, CHED, PNP, AFP, CHR, BIR, DOJ, PAO, NGOs, etc.
3. Recognition and dissemination of Best Practices through Search for Best Labor-Management Cooperation and Best Enterprise-Based Mechanism for Dispute Resolution
4. NCMW-NWPC convergence on productivity improvement programs and Two-Tiered Wage System
5. Enhanced conciliation-mediation training for Single Entry Assistance Desk Officers
6. Implementation of Memorandum of Agreement with POEA on availed of Overseas Filipino Workers / Seafarers of Single Entry Approach (SENA)
7. Review of SENA guidelines to incorporate provision in the area of convergence
8. Networking with LGUs, and other non-government organizations which can facilitate settlement
9. Cross-boundary sharing of the services of Conciliator-Mediators and Voluntary Arbitrators

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs) | BASELINE | 2015 TARGETS
--- | --- | ---
Labor-management cooperation improved
Increased plant-level settlement of labor disputes by companies with LMCs | No baseline | At least 80% of companies with LMCs are not involved in labor disputes

Workplace conflicts reduced
Increased plant-level settlement of labor disputes by companies with GMs | No baseline | At least 80% of companies with GMs are not involved in labor disputes

Labor disputes reduced
Reduced incidence of work stoppages | No Baseline | Incidence of work stoppages maintained at a single digit

Labor disputes effectively settled / resolved
Increased settlement rate of:

a. Requests for Assistance | . | a. 88% settlement rate
b. Preventive Mediation Cases | . | b. 90% settlement rate
c. Notices of Strike / Lockout .................................................. c. 75% settlement rate

Percentage of voluntary arbitration case decisions upheld by a higher court

No baseline

80% affirmation rate

MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs) 2015 Targets

MFO 1: TECHNICAL ADVISORY SERVICES

Number of advisory services provided 3.379

Percentage of advisory services provided that result in the adoption of at least one (1) major recommendation 20%

Percentage of clients who rate the timeliness of delivery of advisory services as good or better 70%

MFO 2: LABOR CONCILIATION, MEDIATION AND ARBITRATION SERVICES

Number of cases settled/resolved 3.724

Percentage of cases that are appealed to a higher authority 20%

Percentage of conciliation/mediations successfully settled/resolved within thirty (30) days 85%

NOTE: Inclusive of Targets funded from other sources, e.g. Special Account in the General Fund.

D. NATIONAL LABOR RELATIONS COMMISSION

STRATEGIC OBJECTIVES

MANDATE

The National Labor Relations Commission is a quasi-judicial body tasked to promote and maintain industrial peace based on social justice by resolving labor and management disputes involving both local and overseas workers through compulsory arbitration and alternative modes of dispute resolution.

VISION

To deserve public trust as a quasi-judicial agency by way of a fair, speedy, equitable disposition of labor cases at lesser cost.

MISSION

To resolve labor disputes in the fairest, quickest, least expensive and most effective way possible.

KEY RESULT AREAS

Just and lasting peace and the rule of law

SECTOR OUTCOME

Inclusive growth through decent and productive work

ORGANIZATIONAL OUTCOME

Due process in resolving labor disputes ensured