PERFORMANCE INFORMATION

KEY STRATEGIES

Continuous monitoring and implementation of the following: (a) Project Speedy and Efficient Delivery of Labor Justice (SpeEd); (b) First-In-First-Out Policy (En Banc Resolution No. 13-07) which requires minimum level of performance (quota system) and observance of ageing of cases in accordance with the prescribed period of disposition, with penalty of withholding of RATA and EIR case; and (c) regular conduct of task forces of all pending cases.

<table>
<thead>
<tr>
<th>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</th>
<th>BASELINE</th>
<th>2015 TARGETS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Due process in resolving labor disputes ensured</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percentage increase in cases resolved through conciliation-mediation</td>
<td>43% (13,485)</td>
<td>45% (14,112)</td>
</tr>
<tr>
<td>Percentage increase in decisions affirmed by a higher authorities</td>
<td>85% (26,656)</td>
<td>90% (28,224)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs)</th>
<th>2015 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>MFO 1: LABOR DISPUTE RESOLUTION SERVICES</td>
<td></td>
</tr>
<tr>
<td>Labor Dispute Resolution at the Regional Arbitration Branches and at the Commission Proper</td>
<td></td>
</tr>
<tr>
<td>Number of cases settled and/or decided</td>
<td>35,600 cases</td>
</tr>
<tr>
<td>Percentage increase in cases resolved through conciliation-mediation</td>
<td>45%</td>
</tr>
<tr>
<td>Percentage of cases decided within 3 months from filing of case</td>
<td>50% of cases</td>
</tr>
</tbody>
</table>

E. NATIONAL MARITIME POLYTECHNIC

STRATEGIC OBJECTIVES

MANDATE

The National Maritime Polytechnic (NMP) shall enhance the employability and competitiveness of Filipino seafarers in the domestic and international labor market by offering specialization and upgrading courses for both licensed officers and ratings and conducting researches and studies on the latest maritime technologies and other related matters for the maritime industry.

VISION

A World-Class Maritime Center of Excellence

MISSION

To provide maritime training and research that measure up to international standards and respond to the needs of Filipino seafarers and the industry.

KEY RESULT AREAS

Rapid, inclusive and sustained economic growth

SECTOR OUTCOME

Inclusive Growth through Decent and Productive Work (based on PDP)
Decent Work (based on Planning Tool of DOLE Secretary 2013-2016)
Human Development Status Improved (based on PDP)
ORGANIZATIONAL OUTCOME

1. Employability and competitiveness of Filipino Seafarers enhanced
2. Maritime industry improved through quality research

PERFORMANCE INFORMATION

KEY STRATEGIES

1. Conduct of training in accordance with the approved Annual Master Training Schedule (AMTS) by:
   a. Tailor-fitting training interventions to requirements of manning companies and shipping agencies; and
   b. Providing mandatory ‘value-adding’ training courses for management level officers and training interventions to
      enhance competence of other officers and ratings

2. Institutionalization of the NMP Assessment Center towards the issuance of Certificate of Competency (COC) and
   Certificate of Proficiency (COP) with PRC, TESDA, and Standards of Training, Certification and Watchkeeping (STCW)
   MARINA Office

3. Establishing NMP as a laboratory center for the design and development of maritime training courses that shall be
   adopted by the industry, in collaboration with STCW MARINA Office, through development of training courses that will
   address the 2010 STCW Manila Amendments

4. Strengthening of the NMP trainers through:
   a. Recruitment of licensed merchant marine officers to augment the existing trainers;
   b. Capability enhancement through the implementation of the Faculty Development Programs; and
   c. Maintenance of a pool of maritime visiting lecturers and researchers

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs) | BASELINE | 2015 TARGETS
-------------------------------------------------------------------|----------|----------
Employability and competitiveness of Filipino Seafarers enhanced

Percentage of seafarer-trainees trained / employed a year after
completion of mandatory training courses 25% 25%

Percentage of seafarer-trainees whose jobs after completion of
training are related to skills acquired No baseline 25%

Maritime industry improved through quality research

Percentage of researches adopted as input to labor and
employment policy on program development No baseline 100%

MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs) | 2015 Targets
-------------------------------------------------------------------
MFO 1: MARITIME TRAINING SERVICES

Number of trainees 15,521
Percentage of trainees who rate the training program as good or better 85%
Percentage of endorsed trainees that attain a Certificate of Proficiency (COP) 50%
Percentage of graduates that receive certificates within 2 weeks of successful completion of
all course requirements 100%

Number of persons assessed. all qualified applicants
Research Services

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of researches completed</td>
<td>2</td>
</tr>
<tr>
<td>The percentage of maritime-stakeholder-participants in research dissemination fora who rate the completed researches as good or better</td>
<td>75%</td>
</tr>
<tr>
<td>Completed researches are disseminated to maritime industry stakeholders within one(1) year from completion.</td>
<td>100%</td>
</tr>
</tbody>
</table>

F. NATIONAL WAGES AND PRODUCTIVITY COMMISSION

STRATEGIC OBJECTIVES

MANDATE

The National Wages and Productivity Commission shall be responsible for the formulation of policies and guidelines on wages, incomes and productivity, determining the minimum wages at the regional, provincial and/or industry levels, and promotion of productivity improvement and gainsharing schemes, particularly among micro, small and medium enterprises.

VISION

To be the primary policy development and resource center on wages, incomes and productivity.

MISSION

To ensure a decent standard of living for workers and their families, and contribute to the competitiveness of enterprises through improved productivity of workers.

KEY RESULT AREAS

Poverty reduction and empowerment of the poor and vulnerable

SECTOR OUTCOME

A secure workforce

ORGANIZATIONAL OUTCOME

1. Capacity of MSMEs to implement plant level productivity improvement program enhanced
2. Fair and reasonable minimum wages within the two-tiered wage system ensured

PERFORMANCE INFORMATION

KEY STRATEGIES

Promotion of better observance of labor standards toward protection of workers through the implementation of Two-Tiered Wage System along the objectives of adequate protection to income of vulnerable workers and improved productivity and competitiveness within the total incomes policy framework