

XVII. 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

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 TARGETS

Employability of workers and competitiveness of MSMEs enhanced

EMPLOYMENT FACILITATION PROGRAM

Outcome Indicators

1. Percentage of Special Program for the Employment of Students (SPES) beneficiaries graduated from Tech Voc or College Courses

31%

7-8% increase

2. Placement rate of qualified jobseekers
3. Placement rate of youth assisted under JobStart Philippines

85%

81%

75%

76%

Output Indicators

1. Number of youth-beneficiaries assisted
2. Number of qualified jobseekers referred for placement
3. Number of individuals reached through Labor Market Information (LMI)

260,368

186,850

2,392,186

1,671,225

3,229,806

2,394,304

Protection of workers' rights and maintenance of industrial peace ensured

EMPLOYMENT PRESERVATION AND REGULATION PROGRAM

Outcome Indicators

1. Compliance rate of establishments inspected (LLCS)
2. Settlement rate (SEnA)
3. Enforcement rates of decisions / orders on:
 - a. certification election, and
 - b. labor standards cases(writs of execution issued and served)

70%

70%

79%

77%

new

90%

new

50%

Output Indicators

1. Number of establishments assessed (LLCS)
2. Number of beneficiaries / workers served
3. Disposition rate of cases handled, including requests for assistance

60,376

54,530

425,107

428,297

91%

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

new 10%

2. Percentage of OFW labor cases resolved

86% 88%

Output Indicators

1. Number of beneficiaries provided with livelihood assistance

115,488 49,887

2. Number of beneficiaries served

1,331,495 1,013,944

3. Percentage of individuals provided services within the prescribed process cycle time (PCT)

new 100%

B. INSTITUTE FOR LABOR STUDIES

STRATEGIC OBJECTIVES

SECTOR OUTCOME

Income-earning ability increased

ORGANIZATIONAL OUTCOME

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

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 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

15 15

2. Number of research papers disseminated or published

15 15

3. Percentage of requests for technical papers or reports met not later than date of deadline set by the requesting person or agency

80%

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

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 TARGETS

Labor-management relations improved

LABOR-MANAGEMENT PARTNERSHIP AND EMPOWERMENT PROGRAM

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
- b. Percentage of Incidence of PM and NS / L cases involving companies with GMs

Not more than 10%
Not more than 10%

Output Indicators

1. LMCs facilitated
2. LMCs Enhanced
3. GMs Institutionalized / Operationalized
4. GMs Enhanced

357
1,329
357
1,363

Labor disputes effectively settled / resolved

LABOR CASE MANAGEMENT PROGRAM

Outcome Indicators

1. Percentage of Notices of Strike / Lockout handled which resulted to strike incidence

Not more than 6% of NS / L handled

Output Indicators

1. Disposition rates of:
 - a. Actual Strike / Lockout (AS / L)
 - b. Voluntary Arbitration
2. Settlement rates of:
 - a. Requests for Assistance (RFAs)
 - b. Preventive Mediation (PM)
 - c. Notice of Strike / Lockout (NS / L)
3. Percentage of cases / RFAs settled within process cycle time (NS / L, PM, and SENA)

60%
60%
70%
85%
70%
70%

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

2018 TARGETS

Due process in resolving labor disputes ensured

LABOR ARBITRATION PROGRAM

Outcome Indicators

1. Percentage increase in cases resolved through conciliation-mediation

59%

59%

Output Indicators

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

94%

2. Percentage of decisions affirmed by a higher court

98%

98%

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

66%

66%

E. NATIONAL MARITIME POLYTECHNIC

STRATEGIC OBJECTIVES

SECTOR OUTCOME

1. Income-earning ability increased
2. Lifelong learning opportunities for all ensured

ORGANIZATIONAL OUTCOME

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

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)	BASELINE	2018 TARGETS
Employability and competitiveness of Filipino Seafarers enhanced		
MARITIME SKILLS COMPETENCY PROGRAM		
Outcome Indicators		
1. Percentage of seafarer-trainees employed a year after completion of training	82%	82%
2. Percentage of seafarer-trainees whose jobs after completion of training are related to skills acquired	54%	55%
Output Indicators		
1. Number of trainees	10,000	12,000
2. Percentage of trainees issued with certification within 72 hours from successful completion of all course requirements	100%	100%
3. Percentage of trainees issued a Training Completion Record of Assessment (TCROA) within 72 hours after completion of assessment		100%

Maritime manpower sector improved through quality research

MARITIME RESEARCH PROGRAM

Outcome Indicators		
1. Percentage of maritime-stakeholder participants in research dissemination fora who rate the completed researches as good or better	100%	100%
Output Indicators		
1. Number of researches completed	2	2
2. Percentage of completed researches disseminated to and utilized by maritime stakeholders within (1) year from completion	100%	100%

F. NATIONAL WAGES AND PRODUCTIVITY COMMISSION

STRATEGIC OBJECTIVES

SECTOR OUTCOME

Income-earning ability increased

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	2018 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		50%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		10%
Output Indicators		
1. Number of MSMEs trained / oriented		12,000
2. Percentage of clients who rated training / technical services as satisfactory or better	100%	100%
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		800
Fair and reasonable minimum wages in accordance with law ensured		
WAGE REGULATORY PROGRAM		
Outcome Indicators		
1. Percentage of wage rates above the poverty threshold		100%
2. Percent of appealed cases on wage orders / exemption cases resolved within the reglementary period / process cycle time of 60 days		98%
Output Indicators		
1. Number of clients reached thru advocacy services		270,000
2. Number of wage orders issued, as necessary		as necessary
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application	100%	98%

G. PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION

STRATEGIC OBJECTIVES

SECTOR OUTCOME

1. Income-earning ability increased
2. Access to economic opportunities in industry and services for MSMEs, cooperatives, and OFs increased

ORGANIZATIONAL OUTCOME

Empowerment and Protection of Overseas Filipino Workers ensured

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 TARGETS

Empowerment and Protection of Overseas Filipino Workers ensured

OVERSEAS EMPLOYMENT AND WELFARE PROGRAM

Outcome Indicators

- 1. Percentage of clients who rate POEA services as good or better 93.70% 94%
- 2. Percentage of registered jobseekers placed for overseas employment 5%

Output Indicators

- 1. Percentage of Overseas Employment Certificates issued within the prescribed period 100%
- 2. Percentage of documented workers with updated and complete information in the database 50%

OVERSEAS EMPLOYMENT REGULATORY PROGRAM

Outcome Indicators

- 1. Percentage of licensed recruitment and manning agencies compliant with recruitment rules and regulations 80%
- 2. Percentage decrease in the number of illegal recruitment complainants 15%

Output Indicators

- 1. Percentage of licenses, Special Recruitment Authority and Letter of Acknowledgment issued within the prescribed period 100%
- 2. Percentage of cases filed up to June of the current year disposed by December of the same year 40%
- 3. Percentage of licensed recruitment and manning agencies inspected and assessed 80%

H. 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 (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 TARGETS

Highly ethical, globally competitive, and recognized Filipino professionals ensured

PROFESSIONAL LICENSURE PROGRAM

Outcome Indicators

- 1. Percentage of graduates in all certificate courses given professional certification 56%

GENERAL APPROPRIATIONS ACT, FY 2018

Output Indicators		
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%
3. Percentage of statistical data for monitoring of school performance generated within one day after the release of examination results		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%
2. Percentage of cases resolved within three (3) months	4%	4%
Output Indicators		
1. Percentage of request for professional identification cards (PICs) and registration certificates acted upon within the prescribed timeframe		100%
2. Percentage of complaints with investigations conducted		100%
3. Number of institutions and establishments where professionals are employed that are inspected and monitored		1,062
PROFESSIONAL DATABASE MANAGEMENT PROGRAM		
Outcome Indicators		
1. Percentage reduction of process cycle time of frontline services upon conversion to online services		95%
Output Indicators		
1. Percentage increase in the number of applicants and professionals provided with online services		371%

I. OVERSEAS WORKERS WELFARE ADMINISTRATION

STRATEGIC OBJECTIVES

SECTOR OUTCOME

1. Income-earning ability increased
2. Access to economic opportunities in industry and services for MSMEs, cooperatives, and OFs increased

ORGANIZATIONAL OUTCOME

Social Protection for OFWs Enhanced

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)

BASELINE

2018 TARGETS

Social Protection for OFWs Enhanced

SOCIAL PROTECTION AND WELFARE FOR OFWs PROGRAM

Outcome Indicators

1. Percentage of scholars employed within six (6) months after graduation	70%
2. Percentage of trainees deployed two (2) weeks after the training	70%
3. Number of business enterprise established	8,500
4. Percentage of workers who rated the repatriation service as satisfactory or better	70%
5. Percentage of beneficiaries who rated insurance benefit program as satisfactory or better	70%

Output Indicators

1. Number of graduates	51,102
2. Percentage of trainees who rated the pre-departure seminar as satisfactory or better	70%
3. Number of livelihood grantees	8,500
4. Percentage of workers repatriated within the prescribed time frame	100%
5. Percentage of claims released within the prescribed time frame	100%