

XVI. 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	2019 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	9,443 beneficiaries 85%	1-2% increase from baseline 82%
2. Placement rate of qualified jobseekers		
3. Placement rate of youth assisted under JobStart Philippines	75%	77%
Output Indicators		
1. Number of youth-beneficiaries assisted	276,457	85,898
2. Number of qualified jobseekers referred for placement	2,381,772	1,714,295
3. Number of individuals reached through Labor Market Information (LMI)	3,229,806	2,426,279
Protection of workers' rights and maintenance of industrial peace ensured		
EMPLOYMENT PRESERVATION AND REGULATION PROGRAM		
Outcome Indicators		
1. Compliance rate of establishments inspected (LLCS)	70%	70%
2. Settlement rate (SEnA)	79%	77%
3. Enforcement rates of decisions / orders on:		
a. certification election and	new	90%
b. labor standards cases(writs of execution issued and served)	new	50%
Output Indicators		
1. Number of establishments assessed (LLCS)	60,376	64,000
2. Number of beneficiaries / workers served	425,650	443,590
3. Disposition rate of cases handled, including requests for assistance		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	97%	88%

Output Indicators

1. Number of beneficiaries provided with livelihood assistance	113,316	40,735
2. Number of beneficiaries served	4,540,976	1,286,257
3. Percentage of individuals provided services within the prescribed process cycle time (PCT)	100%	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)BASELINE2019 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%	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

2019 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

6%

not more than 10%

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

8%

not more than 10%

Output Indicators

1. LMCs facilitated

299

357

2. LMCs Enhanced

1,488

1,697

3. GMs Institutionalized / Operationalized

314

357

4. GMs Enhanced

1,476

1,697

Labor disputes effectively settled / resolved

LABOR CASE MANAGEMENT PROGRAM

Outcome Indicators

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

4%

not more than 6% of NS / L handled

Output Indicators

1. Disposition rates of:

a. Actual Strike / Lockout (AS / L)

100%

100%

b. Voluntary Arbitration

54%

60%

2. Settlement rates of:

a. Requests for Assistance (RFAs)

59%

77%

b. Preventive Mediation (PM)

89%

85%

c. Notice of Strike / Lockout (NS / L)

80%

70%

3. Percentage of cases / RFAs settled within process cycle time (NS / L, PM, and SENR)

60%

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

<u>ORGANIZATIONAL OUTCOMES (00s) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2019 TARGETS</u>
Due process in resolving labor disputes ensured		
LABOR ARBITRATION PROGRAM		
Outcome Indicators		
1. Percentage increase in cases resolved through conciliation-mediation	58%	60%
Output Indicators		
1. Percentage of original / appealed cases processed within nine (9) months or 270 days / six (6) months or 180 days	92%	96%
2. Percentage of decisions affirmed by a higher court	98%	98%
3. Percentage of cases resolved within three (3) months from filing of case	65%	68%

E. NATIONAL MARITIME POLYTECHNIC

STRATEGIC OBJECTIVES

SECTOR OUTCOME

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

ORGANIZATIONAL OUTCOME

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

PERFORMANCE INFORMATION

<u>ORGANIZATIONAL OUTCOMES (00s) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2019 TARGETS</u>
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	10,000
2. Number of courses developed and approved by the authority		2
3. Percentage of trainees issued with certification within 72 hours from successful completion of all course requirements	100%	100%
4. 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 satisfactory or better	100%	80%
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2. Percentage of research papers used as input to policy formulation and program development		75%
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Output Indicators

1. Number of researches completed	2	4
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2. Percentage of completed researches disseminated to maritime stakeholders within one (1) year from completion	100%	100%
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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

2019 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%
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2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		10%
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Output Indicators

1. Number of MSMEs trained / oriented	13,246	12,000
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2. Percentage of clients who rated training / technical services as satisfactory or better	100%	100%
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3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes	966	800
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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%	100%
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2. Percent of appealed cases on wage orders / exemption cases resolved within the reglementary period / process cycle time of 60 days	100%	98%
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Output Indicators

1. Number of clients reached thru advocacy services	292,590	270,000
2. Number of wage orders issued, as necessary	11	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 OFWs increased

ORGANIZATIONAL OUTCOME

Empowerment and Protection of Overseas Filipino Workers ensured

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)BASELINE2019 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
2. Percentage of registered jobseekers placed for overseas employment

94%

94%

5%

5%

Output Indicators

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

100%

100%

50%

50%

OVERSEAS EMPLOYMENT REGULATORY PROGRAM

Outcome Indicators

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

80%

80%

15%

15%

Output Indicators

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

100%

100%

40%

40%

80%

80%

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

Income-earning ability increased

ORGANIZATIONAL OUTCOME

Highly ethical, globally competitive, and recognised Filipino professionals ensured

PERFORMANCE INFORMATION**ORGANIZATIONAL OUTCOMES (00s) / PERFORMANCE INDICATORS (PIs)****BASELINE****2019 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%

56%

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%

98%

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%

8%

Output Indicators

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

1,160

PROFESSIONAL DATABASE MANAGEMENT PROGRAM**Outcome Indicators**

1. Percentage reduction of process cycle time of frontline services upon conversion to online services

95%

96%

Output Indicators

1. Percentage increase in the number of applicants and professionals provided with online services	60.80%	30.54%
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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 OFWs increased

ORGANIZATIONAL OUTCOME

Social Protection for OFWs Enhanced

PERFORMANCE INFORMATION

ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)BASELINE2019 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	25,438
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	30,827
2. Percentage of trainees who rated the pre-departure seminar as satisfactory or better	70%
3. Number of livelihood grantees	25,438
4. Percentage of workers repatriated within the prescribed time frame	100%
5. Percentage of claims released within the prescribed time frame	100%