

**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**

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

**BASELINE**

**2020 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

1% increase from baseline

2. Placement rate of qualified jobseekers

85%

82%

3. Placement rate of youth assisted under JobStart Philippines

75%

70%

Output Indicators

1. Number of youth-beneficiaries assisted

276,457

71,768

2. Number of qualified jobseekers referred for placement

2,381,772

1,614,476

3. Number of individuals reached through Labor Market Information (LMI)

3,229,806

2,265,009

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%

70%

3. Enforcement rates of decisions/orders on:

a. certification election and

90%

90%

b. labor standards cases (writs of execution issued and served)

50%

50%

Output Indicators

1. Number of establishments assessed (LLCS)

60,376

64,000

2. Number of beneficiaries/workers served

425,550

443,590

3. Disposition rate of cases handled, including requests for assistance

100%

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	10%	10%
2. Percentage of OFW labor cases resolved	97%	88%

Output Indicators

1. Number of beneficiaries provided with livelihood assistance	113,316	35,786
2. Number of beneficiaries served	1,706,337	1,115,558
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)**

BASELINE

2020 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)**

	<u>BASELINE</u>	<u>2020 TARGETS</u>
<b>Labor-management relations improved</b>		
<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	5.51%	not more than 10%
b. Percentage of Incidence of PM and NS/L cases involving companies with GMs	4.98%	not more than 10%
Output Indicators		
1. LMCs facilitated	402	402
2. LMCs Enhanced	1,679	1,679
3. GMs Institutionalized/Operationalized	388	402
4. GMs Enhanced	1,963	1,679
<b>Labor disputes effectively settled/resolved</b>		
<b>LABOR CASE MANAGEMENT PROGRAM</b>		
Outcome Indicators		
1. Percentage of Notices of Strike/Lockout handled which resulted to strike incidence	5.58%	not more than 6% of NS/L handled
Output Indicators		
1. Disposition rates of:		
a. Actual Strike/Lockout (AS/L)	78.57%	100%
b. Voluntary Arbitration	52.26%	60%
2. Settlement rates of:		
a. Requests for Assistance (RFAs)	61.10%	70%
b. Preventive Mediation (PM)	89.78%	85%
c. Notice of Strike/Lockout (NS/L)	75.97%	70%
3. Percentage of cases/RFAs settled within process cycle time (NS/L, PM, and SEaB)	62.57%	70%

**D. NATIONAL LABOR RELATIONS COMMISSION**

**STRATEGIC OBJECTIVES**

**SECTOR OUTCOME**

Income-earning ability increased

**ORGANIZATIONAL OUTCOME**

Due process in resolving labor disputes ensured

GENERAL APPROPRIATIONS ACT, FY 2020

**PERFORMANCE INFORMATION**

<b>ORGANIZATIONAL OUTCOMES (OOs)/PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2020 TARGETS</b>
Due process in resolving labor disputes ensured		
<b>LABOR ARBITRATION PROGRAM</b>		
Outcome Indicators		
1. Percentage increase in cases resolved through conciliation-mediation	58%	61%
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%	69%

**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**

<b>ORGANIZATIONAL OUTCOMES (OOs)/PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2020 TARGETS</b>
Employability and competitiveness of Filipino Seafarers enhanced		
<b>MARITIME SKILLS COMPETENCY PROGRAM</b>		
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	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%	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%
2. Percentage of research papers used as input to policy formulation and program development	75%	75%

Output Indicators

1. Number of researches completed	2	4
2. Percentage of completed researches disseminated to maritime stakeholders within one (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)**

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	59%	50%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes	13%	15%

Output Indicators

1. Number of MSMEs trained/oriented	13,246	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	966	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%	100%
2. Percent of appealed cases on wage orders/exemption cases resolved within the reglementary period/process cycle time of 60 days	100%	98%

GENERAL APPROPRIATIONS ACT, FY 2020

## 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)BASELINE2020 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 (OOs)/PERFORMANCE INDICATORS (PIs)**

Highly ethical, globally competitive, and recognized Filipino professionals ensured

	BASELINE	2020 TARGETS
<b>PROFESSIONAL LICENSURE PROGRAM</b>		
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%
<b>PROFESSIONAL REGULATION PROGRAM</b>		
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	1,165
<b>PROFESSIONAL DATABASE MANAGEMENT PROGRAM</b>		
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%	33.72%

**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)****BASELINE****2020 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

50%

50%

2. Percentage of trainees deployed two (2) weeks after the training

50%

50%

3. Number of business enterprise established

31,394

32,782

4. Percentage of workers who rated the repatriation service as satisfactory or better

70%

70%

5. Percentage of beneficiaries who rated insurance benefit program as satisfactory or better

70%

70%

**Output Indicators**

1. Number of graduates

30,355

30,000

2. Percentage of trainees who rated the pre-departure seminar as satisfactory or better

70%

70%

3. Number of livelihood grantees

31,394

32,782

4. Percentage of workers repatriated within the prescribed time frame

100%

100%

5. Percentage of claims released within the prescribed time frame

100%

100%