

**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**

<u>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2022 TARGETS</u>
Employability of workers and competitiveness of MSMEs enhanced		
<b>EMPLOYMENT FACILITATION PROGRAM</b>		
Outcome Indicators		
1. Percentage of Special Program for the Employment of Students (SPES) beneficiaries graduated from Tech Voc or College Courses	23, 314 beneficiaries	1% increase in graduates of SHS, College and Tech-Voc
2. Placement rate of qualified jobseekers	81%	80%
3. Placement rate of youth assisted under JobStart Philippines	73%	60%
Output Indicators		
1. Number of youth-beneficiaries assisted	170, 875	78,912
2. Number of qualified jobseekers referred for placement	2,330,936	1,500,000
3. Number of individuals reached through Labor Market Information (LMI)	4,184, 649	2,285,401
Protection of workers' rights and maintenance of industrial peace ensured		
<b>EMPLOYMENT PRESERVATION AND REGULATION PROGRAM</b>		
Outcome Indicators		
1. Compliance rate of establishments inspected (LLCS)	79%	70%
2. Settlement rate (SEnA)	75%	70%
3. Enforcement rates of decisions/orders on:		
a. certification election and	80%	90%
b. labor standards cases (writs of execution issued and served)	91%	50%
Output Indicators		
1. Number of establishments assessed (LLCS)	59,380	75,000
2. Number of beneficiaries/workers served	662,095	575,162
3. Disposition rate of cases handled, including requests for assistance	89%	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	84% (group) 87% (individual)	5%
2. Percentage of OFW labor cases resolved	97%	88%
Output Indicators		
1. Number of beneficiaries provided with livelihood assistance	85,471	24,040
2. Number of beneficiaries served	1,473,771	2,709,896
3. Percentage of individuals provided services within the prescribed process cycle time (PCT)	100%	100%

**B. INSTITUTE FOR LABOR STUDIES**

**STRATEGIC OBJECTIVES**

**SECTOR OUTCOME**

1. Income-earning ability of workers increased; and
2. Universal and transformative social protection for all achieved

**ORGANIZATIONAL OUTCOME**

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

**PERFORMANCE INFORMATION**

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

**BASELINE**

**2022 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%	85%

**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**

<b>ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2022 TARGETS</b>
<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	288
2. LMCs Enhanced	1,679	1,897
3. GMs Institutionalized/Operationalized	388	288
4. GMs Enhanced	1,963	1,897
<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)	78.60%	100%
b. Voluntary Arbitration	55%	60%
2. Settlement rates of:		
a. Requests for Assistance (RFAs)	61%	70%
b. Preventive Mediation (PM)	90%	85%
c. Notice of Strike/Lockout (NS/L)	76%	70%
3. Percentage of cases/RFAs settled within process cycle time (NS/L, PM, and SEaA)	63%	60%

**D. NATIONAL LABOR RELATIONS COMMISSION****STRATEGIC OBJECTIVES****SECTOR OUTCOME**

Income-earning ability increased

**ORGANIZATIONAL OUTCOME**

Due process in resolving labor disputes ensured

**PERFORMANCE INFORMATION**

<b>ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2022 TARGETS</b>
Due process in resolving labor disputes ensured		

**LABOR ARBITRATION PROGRAM**

**Outcome Indicators**

1. Percentage increase in cases resolved through conciliation-mediation	58%	50%
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**Output Indicators**

1. Percentage of original/appealed cases processed within nine (9) months or 270 days/six (6) months or 180 days	92%	80%
2. Percentage of decisions affirmed by a higher court	98%	94%
3. Percentage of cases resolved within three (3) months from filing of case	65%	40%

**E. NATIONAL MARITIME POLYTECHNIC**

**STRATEGIC OBJECTIVES**

**SECTOR OUTCOME**

1. Income-earning ability increased and adaptability enhanced
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**

**2022 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%	40%
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2. Percentage of seafarer-trainees whose jobs after completion of training are related to skills acquired	54%	25%
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**Output Indicators**

1. Number of trainees	10,000	7,000
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%
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4. Percentage of trainees issued a Training Completion Record of Assessment (TCROA) within 72 hours after completion of assessment	100%	100%
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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%	50%
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**Output Indicators**

1. Number of researches completed	2	2
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)****BASELINE****2022 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	59%	45%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes	13%	12%

**Output Indicators**

1. Number of MSMEs trained/oriented	13,246	9,750
2. Percentage of clients who rated training/technical services as satisfactory or better	100%	98%
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%

**Output Indicators**

1. Number of clients reached thru advocacy services	292,590	300,000
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%

**C. 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****2022 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	31,994	38,667
4. Percentage of workers who rated the repatriation service as satisfactory or better	70%	50%
5. Percentage of beneficiaries who rated insurance benefit program as satisfactory or better	70%	70%
<b>Output Indicators</b>		
1. Number of graduates	30,355	20,000
2. Percentage of trainees who rated the pre-departure seminar as satisfactory or better	70%	50%
3. Number of livelihood grantees	31,394	38,667
4. Percentage of workers repatriated within the prescribed time frame	100%	100%
5. Percentage of claims released within the prescribed time frame	100%	100%

**H. 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**

<b>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2022 TARGETS</b>
<b>Empowerment and Protection of Overseas Filipino Workers ensured</b>		
<b>OVERSEAS EMPLOYMENT AND WELFARE PROGRAM</b>		
Outcome Indicators		
1. Percentage of clients who rate POEA services as good or better	94%	94%
2. Percentage of registered jobseekers placed for overseas employment	5%	5%
Output Indicators		
1. Percentage of Overseas Employment Certificates issued within the prescribed period	100%	100%
2. Percentage of documented workers with updated and complete information in the database	50%	50%
<b>OVERSEAS EMPLOYMENT REGULATORY PROGRAM</b>		
Outcome Indicators		
1. Percentage of licensed recruitment and manning agencies compliant with recruitment rules and regulations	80%	80%
2. Percentage decrease in the number of illegal recruitment complainants	-15%	-15%
Output Indicators		
1. Percentage of licenses, Special Recruitment Authority and Letter of Acknowledgment issued within the prescribed period	100%	100%
2. Percentage of cases filed up to June of the current year disposed by December of the same year	40%	25%
3. Percentage of licensed recruitment and manning agencies inspected and assessed	80%	80%

### I. PROFESSIONAL REGULATION COMMISSION

#### STRATEGIC OBJECTIVES

#### SECTOR OUTCOME

Income-earning ability increased

#### ORGANIZATIONAL OUTCOME

Highly ethical, globally competitive, and recognized Filipino professionals ensured

#### PERFORMANCE INFORMATION

<b>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</b>	<b>BASELINE</b>	<b>2022 TARGETS</b>
<b>Highly ethical, globally competitive, and recognized Filipino professionals ensured</b>		
<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%	100%
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	1,050

**PROFESSIONAL DATABASE MANAGEMENT PROGRAM**

## Outcome Indicators

1. Percentage reduction of process cycle time of frontline services upon conversion to online services	95%	96%
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## Output Indicators

1. Percentage increase in the number of applicants and professionals provided with online services	60.80%	33.75%
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