

XIX. 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	2026 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	28,498 beneficiaries	1% increase in graduates of SHS, College and Tech-Voc
2. Placement rate of qualified jobseekers	94%	91%
3. Placement rate of youth assisted under JobStart Philippines	64.58%	60%
Output Indicators		
1. Number of youth-beneficiaries assisted	103,073	101,054
2. Number of qualified jobseekers referred for placement	2,813,323	2,159,600
3. Number of individuals reached through Labor Market Information (LMI)	4,828,396	4,786,351
Protection of workers' rights and maintenance of industrial peace ensured		
EMPLOYMENT PRESERVATION AND REGULATION PROGRAM		
Outcome Indicators		
1. Compliance rate of establishments inspected (LLCS)	95%	95%
2. Settlement rate (SEnA)	90%	75%
3. Enforcement rates of decisions/orders on:		
a. certification election and	99%	90%
b. labor standards cases (writs of execution issued and served)	97%	100%
Output Indicators		
1. Number of establishments assessed (LLCS)	183,844	232,924
2. Number of beneficiaries/workers served	1,021,920	673,961

GENERAL APPROPRIATIONS ACT, FY 2026

3. Disposition rate of cases handled, including requests for assistance	99%	92%
Social protection for vulnerable workers strengthened		
WORKERS PROTECTION AND WELFARE PROGRAM		
Outcome Indicator		
1. Percentage of livelihood projects still operational after two (2) years of grant	56%	46%
Output Indicators		
1. Number of beneficiaries provided with livelihood assistance	109,775	53,026
2. Number of beneficiaries served	4,724,663	1,812,614
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
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

<u>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2026 TARGETS</u>
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%	90%

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 (00s) / PERFORMANCE INDICATORS (PIs)

BASELINE

2026 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

2.98%

not more than 10% 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

2.85%

not more than 10% of incidence of PM and NS/L cases involving companies with GMs

Output Indicators

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

471
2,381
470
2,415

518
2,651
518
2,651

Labor disputes effectively settled/resolved

LABOR CASE MANAGEMENT PROGRAM

Outcome Indicator

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

2.45%

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 SENR)

100%
81.14%
71.67%
88.28%
80.56%
71.41%

100%
70%
75%
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****2026 TARGETS**

Due process in resolving labor disputes ensured

LABOR ARBITRATION PROGRAM**Outcome Indicator**

1. Percentage of cases resolved through mandatory conciliation-mediation

58%

57%

Output Indicators

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

92%

87%

98%

97%

65%

47%

EXECUTION PROGRAM**Outcome Indicator**

1. Percentage of judgment successfully executed within three (3) months

10%

11%

Output Indicators

1. Percentage of writs of execution issued within thirty (30) days
2. Percentage of writs of execution implemented within six (6) months

10%

11%

20%

22%

E. NATIONAL WAGES AND PRODUCTIVITY COMMISSION**STRATEGIC OBJECTIVES****SECTOR OUTCOME**

A justly remunerated and productive Filipino workforce

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

<u>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2026 TARGETS</u>
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%	50%
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes	15%	15%
Output Indicators		
1. Number of MSMEs trained/oriented	17,500	17,500
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	1,440	1,440
Fair and reasonable minimum wages in accordance with law ensured		
WAGE REGULATORY PROGRAM		
Outcome Indicators		
1. Percentage of wage rates above the poverty threshold	0% 100%	70% (2023 PT)
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	495,000	500,000
2. Number of wage orders issued, as necessary	as necessary	as necessary
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application	98%	98%

F. PROFESSIONAL REGULATION COMMISSION

STRATEGIC OBJECTIVES

SECTOR OUTCOME

Income-earning ability increased

ORGANIZATIONAL OUTCOME

Highly ethical, globally competitive, and recognized Filipino professionals ensured

PERFORMANCE INFORMATION

<u>ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)</u>	<u>BASELINE</u>	<u>2026 TARGETS</u>
Highly ethical, globally competitive, and recognized Filipino professionals ensured		

GENERAL APPROPRIATIONS ACT, FY 2026

PROFESSIONAL LICENSURE PROGRAM

Outcome Indicator

1. Percentage of graduates in all certificate courses given professional certification	56%	59%
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Output Indicators

1. Percentage of test items prepared/formulated/peer reviewed by the Professional Regulatory Boards	100%	100%
2. Percentage of applications for licensure examinations acted upon within the process cycle time	100%	100%

PROFESSIONAL REGULATION PROGRAM

Outcome Indicators

1. Percentage of cases resolved within the quarter	5%	5%
2. Percentage of registered professionals progressed or upgraded their Philippine Qualifications Framework level from Level 6 to Level 7 & 8	0.18%	2%

Output Indicators

1. Number of preliminary investigations conducted relative to motu proprio cases	134	125
2. Number of firms, institutions and organizations where professionals are employed that are inspected and monitored	1,062	1,130
3. Number of Continuing Professional Development Providers and Programs accredited	13,391	17,169
4. Number of PICs renewal issued within the appointment schedule	821,231	1,153,606

G. TECHNICAL EDUCATION AND SKILLS DEVELOPMENT AUTHORITY**STRATEGIC OBJECTIVES****SECTOR OUTCOME**

1. Economic opportunities in industry and services expanded
2. Access to economic opportunities in industry and services for MSMEs, cooperatives, and Overseas Filipinos increased
3. Income-earning ability increased
4. Maximize gains from demographic dividend

ORGANIZATIONAL OUTCOME

Employability increased and/or enhanced

PERFORMANCE INFORMATION**ORGANIZATIONAL OUTCOMES (OOs) / PERFORMANCE INDICATORS (PIs)****BASELINE****2026 TARGETS**

Employability increased and/or enhanced

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM

Outcome Indicator

1. Percentage of stakeholders who rate policies/plans as good or better	99%	94%
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Output Indicator

1. Number of National, Regional/Provincial TESD plans formulated/updated	1 National Progress Report	1 National Technical Education and Skills Development Plan (TESDP) 16 Regional TESDP
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TECHNICAL EDUCATION AND SKILLS DEVELOPMENT REGULATORY PROGRAM

Outcome Indicators

1. Percentage compliance of Technical and Vocational Education and Training (TVET) programs to TESDA, industry, and industry standards and requirements	95%	85%
2. Percentage of TVET graduates that undergo assessment for certification	80%	60%
3. Percentage of TVET programs with tie-ups to industry	47%	60%

Output Indicators

1. Percentage of registered accredited TVET programs audited	99.40%	100%
2. Percentage of skilled workers issued with certification within 7 days of their application	83%	90%
3. Number of consultations, orientations and workshops for development of competency standards/training regulations	201	200

TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM

Outcome Indicator

1. Percentage of graduates from technical education and skills development scholarship programs that are employed	69.70%	80.32%
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Output Indicators

1. Number of graduates from technical education and skills development scholarship programs	404,914	263,683
2. Number of training institutions/establishments/assessment centers provided with technical assistance	8,229 (6,495 TVIs & 1,734 ACs)	6,133 (4,421 TVIs & 1,712 ACs)
3. Number of TESDA Technology Institutions (TTIs) graduates	261,094	269,884