

QUARTERLY PHYSICAL REPORT OF OPERATION  
As of 2019 March 31

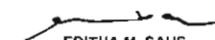
Department: Department of Labor and Employment (DOLE)  
Appropriations: Current Year Appropriations  
Agency: National Wages and Productivity Commission  
Operating Unit: Central Office  
Organization Code (UACS): 160060100000  
Report Status: PENDING

Particulars 1	UACS CODE 2	Physical Targets					Physical Accomplishments					Variance as of March 31 2019 13	Remarks 14
		1st Quarter 3	2nd Quarter 4	3rd Quarter 5	4th Quarter 6	Total 7=(3+4+5+6)	1st Quarter 8	2nd Quarter 9	3rd Quarter 10	4th Quarter 11	Total 12=(8+9+10+11)		
Part A													
I. Operations													
OO : Capacity of MSMEs to implement productivity improvement program enhanced													
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	310100000000000												
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan			20%	20%	10%	50%	0.35%						A total of 13 MSMEs with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		2%	6%	6%	4%	18%	-						
Output Indicators													
1. Number of MSMEs trained/oriented		2,400	3,600	3,600	2,400	12,000	3,432						A total of 3,432 (28.6%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%						99.86% or 2,219 respondents rated training as satisfactory or better while 100% or 1,622 respondents rated information and technical assistance as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		80	320	320	80	800	212						A total of 212 (26.5%) MSMEs provided with technical assistance on designing productivity based incentive schemes
OO : Fair and reasonable minimum wages in accordance with law ensured													
WAGE REGULATORY PROGRAM	320100000000000												
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold						100%	94%						78 out of 83 minimum wage rates above the 2015 poverty threshold
2. Percent of appealed cases on wage orders/exemption cases resolved within the period/process cycle time of 60 days						96%	No appeals						No appeals on wage orders/exemption cases received
Output Indicators													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	103,128						A total of 103,128 (38%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		as necessary	1						1 wage order issued (RS 1)				
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application						98%	100%						20 out of 20 application for wage exemption disposed within 45-day reglementary period

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April 12, 2019

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April 12, 2019

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of March 31, 2019

FM- NWPC-PID -06  
Revision 0  
17 August 2015

Department Department of Labor and Employment  
Agency National Wages and Productivity Commission  
Operating Unit Central Office  
Organization Code (UACS) 16 006 01 00000

Particulars 1	UACS CODE 2	Physical Targets					Physical Accomplishments (% of 1st Quarter Target) 8	Remarks 14
		1st Quarter 3	2nd Quarter 4	3rd Quarter 5	4th Quarter 6	Total 7 = (3+4+5+6)		
<b>ORGANIZATIONAL OUTCOME 1:</b> <i>Capacity of MSMEs to implement productivity improvement program enhanced</i>	301000000							
1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R Industry, 5S, Green Productivity , Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness		> 2,400	> 3,600	> 3,600	> 2,400	> 12,000 MSMEs oriented/trained	> 3,432 MSMEs were provided productivity orientations/trainings (28.6%)	
		> 1,664	> 2,496	> 2,496	> 1,664	8,320 MSMEs oriented	> 2,398 MSMEs benefitted from productivity orientations with 4,198 participants benefitted (28.8%)	
		> 736	> 1,104	> 1,104	> 736	3,680 MSMEs trained	> 1,034 MSMEs benefitted from productivity trainings with 2,222 participants benefitted or (28.1%)	
		-	> 720	> 720	> 400	> 50% or 1,840 MSMEs trained with PIP/action plans implemented	> 13 MSMEs trained with PIP/action plans implemented	
		-	> 48	> 64	> 48	> 160 terminal reports documented/implemented/ submitted	> scheduled to be done starting Q2 (no target for Q1)	
		> 80	> 320	> 320	> 80	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 212 MSMEs provided with technical assistance on designing productivity based incentive schemes (27%)	
		> 16	> 48	> 48	> 32	> 144 MSMEs assisted with productivity-based incentive schemes installed		RBs may have focused on the provision of technical assistance on designing PBIS for the 1st quarter
		> 16	> 48	> 48	> 32	> 144 MSMEs implementing Tier 2 documented		
> Customer Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:		
						a) Training / Orientation	> 99.86% of 2,219 respondents rated course content, materials and trainer satisfactory or better	
						b) Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,622 respondents rated satisfactory or better from the information and technical assistance provided	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	
2. Development/ Upgrading of Modules - Work-Life Balance for Workplace Productivity - QC Tools - ISTIV PAP		> Concept note prepared	> Session plan developed	> Modules revised/ finalized  > Modules deployment		> 100% of request for legal advice acted upon within 5 days from receipt of requests  > 3 training modules developed/ upgraded	> 100% of 70 requests for legal advice acted within 5 days from receipt of request  > Concept notes prepared/ approved > Development of modules on-going	
3. Development of four (4) 1- hour sessions: a. Six Sigma b. Time Management c. Total Quality Management d. Just In Time							> Four (4) one-hour sessions submitted presented to Directorate	
4. Capacity Building on QC Tools, Upgraded Training Modules and SLEs							> Draft project proposal submitted to TSD Director	
5. Learning Sessions on Wages and Productivity		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	> 12 Learning sessions on wages productivity and labor market-related topics/ concerns conducted	> 5 learning sessions conducted benefitting 259 participants (Male: 52, Female 207 from 132 companies)	
6.) 2019 Productivity Olympics		> PO regional level monitored  > Criteria, mechanics and guidelines disseminated	> Briefing of NSC and NJP members conducted	> Evaluation and screening conducted  > National finalists selected  > Awarding conducted			> Technical assistance to RBs provided  > On-line and face-to-face orientation via skype to regional PO Focal Persons conducted > PO criteria, mechanics and guidelines prepared and disseminated	
<b>Fair and reasonable minimum wages in accordance with law ensured</b>								
A. Wage Regulatory Program								
1. TIER 1								
a) Review/monitoring of socio economic situation in the region		> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared	> 1st quarter narrative report being drafted	
b) Conduct of wage consultations/ public hearings/board deliberations						> 32 wage consultations/ public hearings/ board deliberations conducted as necessary	> 10 public hearings/consultations conducted with 854 participants (Male: 336 and Female: 518) with the ff breakdown: - CAR- 2 wage consultations for DW - RB I - 2 public hearings (Regular & DW) - RB- VI - 2 public hearings - RB XIII - 4 public hearings	

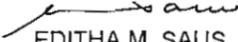
Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Remarks
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b) Issuance of Wage Orders (WOs) / Implementing Rules (IRRs)						> as necessary	> 1 wage order issued (RB I)	
2. TIER 2						> 95% of wage rates above 2015 poverty threshold but not exceeding the average wage levels	> 78 out of 83 MWRs or 94% of wage rates above the 2015 poverty threshold	
a) Issuance of wage advisories (as necessary)						> as necessary	-	
b) Minimum Wage for Domestic Workers (DW)							> 2 dom work wage orders issued (RBs: I & CAR)	
3. Facility Evaluation (FE) / Time and Motion Studies (TMS)		> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of 33 FE applications/ requests from firms with complete documents acted upon - 21 out of 33 or 63.6% FE orders issued	
							> 100% of 14 TMS applications/ requests from firms with complete documents acted upon - 9 out of 14 or 64.3% piece rate/production	
4. Resolution on Wage and Exemption Cases								
a) Cases resolved within the 45 days upon receipt of application for exemption filed with the Regional Boards						> 98% disposition rate	> 100% disposition rate (20 out of 20 applications for wage exemption disposed)	
b) Appeals on Wage Order / Exemption cases filed with the Commission						> 98% disposition rate	> No appeals on wage order/ exemption received for the period	
5. Tamang Kaalaman sa Kita at Kakayahan ( T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> <b>103,128</b> clients (38%) reached thru advocacy information services on the ff.: - Public information assistance - 7,080 - IEC materials - 35,285 - Wage clinique/ seminar/public fora 4,747 - Mass media - 56,016	
							> Prepared and disseminated January & February 2019 Infographics	
> Development, Production and Dissemination of IEC Materials								
a) Press conference/briefings		> 4	> 4	> 4	> 4	> 16 press conference/ briefings conducted	> 2 press conference/ briefings conducted	

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b) Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 15 press releases (125%)	
c) Radio/TV questings/interviews						> 100% of requests attended	> 100% of 28 requests attended	
d) Good news reporting		9	9	9	9	> 36 good news reports submitted	> 15 good news reports (166%) submitted	
e) NWPC Bulletin/News Letter		> 3	> 3	> 3	> 3	> 12 NWPC Bulletin/News Letter prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	
f) 2018 Compedium of WOs/IRRS			> Compendium posted in the website			> 2018 Compedium posted in the website	> Copies of WO/IRRs consolidated approved	
g) Corporate give aways						> 3 corporate give aways	> Concept note approved on 6 March 2018 > IEC designs approved	
h) AVPs						> 1 AVP developed	> Concept note approved on 28 March 2018	
<b>STRENGTHEN RESEARCH AND DATEBASE TO SUPPORT POLICY DEVELOPMENT</b>								
<b>Conduct of Research</b>								
1 Process Evaluation of the Productivity Toolbox and Survey of Beneficiaries		> Documentation of key information interviews					> Key informant/interview/focus group discussion in NCR (Jan. 10), Region IV-A (Jan. 30) Feb 7-8) and Region 3 conducted	
		> Data analysis and report writing					> Survey results validated > Analyzed, prepared and submitted statistical tables and graphs > Draft report submitted	
2 Productivity Improvement Programs and Gainsharing Schemes Survey ( ISLE Rider Survey)					> Initial output tables from PSA received > Survey and output report analysis > Presentation of results to Directorate			
3. Productivity Briefs		> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Report/analysis on the Philippine performance on productivity prepared and submitted	
4. Assessment of the Minimum Wage Policy		> Development of TOR > Engagement of Experts > Data gathering	> Preliminary report > Presentation of reports to the Commission	> Validation workshops	> Finalization of reports > Submission of report to the Secretary and Congress		> TOR/Concept note approved > Mr. Daniel Kostzer & Mr. Emmanuel Esguera identified as experts > Data sets provided to the experts > Preparations for the country visit of Mr. Daniel Kostzer undertaken	Third party assessment, funding and technical assistance c/o ILO

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5. Evaluation of the Implementation of Tier 2		> Concept note prepared > FGD guide prepared	> Site visits and FGDs conducted > Research report prepared/				> Concept note prepared > 3 Focus Group Discussions conducted in - NCR - March 19, 2019 - Region III - March 28-29, 2019 - Region IV-A - March 26, 2019  > Highlights of report and transcription for NCR and IV-A drafted > Transcription of proceedings on-going	
6. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity						> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested (as necessary/required)	> Incorporated data on MW Compliance for 2018 in the draft position paper on SB 2205	
7 Maintenance/review of wages and productivity databases						> Wages and productivity databases maintained	> Provided LP stat for productivity brief Agri Fishery and Forestry national and regional data and ASEAN countries  > Provided statistical data for the Assessment of Min. Wage Policy - GDP by Expenditure Share - GDP by Industrial Origin - GDP by Income Approach - GRDP Per Capita	
<b>INSTITUTIONAL SUPPORT</b>								
1 Integrity Development Program		> Report submitted	> Report submitted	> Report submitted	> Report submitted	> 4 reports submitted	> 1st quarter report submitted to DOLE-LS on 4 April 2019	
2 Gender and Development (GAD) Plan		> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted		> Attended the Women's Month celebration at PICC Complex attended/ participated by GAD Focal Person on 8 March 2019	
3. Networking and Linkages								
<b>GENERAL ADMINISTRATION AND SUPPORT</b>								
1. Quality Management Systems (QMS) Implementation							> Monitoring og compliance to the agreed corrections/corrective actions on audit findings conducted	

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QMS Audit							<ul style="list-style-type: none"> <li>&gt; ISO 9001:2015 recertification audit by TUVR conducted on March 4-5, 2019</li> <li>&gt; Corrective Action Planning Workshop conducted on March 20, 2019</li> <li>&gt; Received the ISO 9001:2015 re certification effective March 19, 2019 to March 18, '2022</li> </ul>	
2. Planning and Management Information System								
a) Corplan / MYPA / YEPA		> Corporate Planning conducted					<ul style="list-style-type: none"> <li>&gt; CO-RB Corplan conducted Jan 15-16, 2019 at Alta de Tagaytay</li> <li>&gt; Presented the following reports: <ul style="list-style-type: none"> <li>- 2018 NWPC Performance Assessment</li> <li>- NWPC Program Thrusts &amp; Priorities</li> <li>-2019 Targets and Commitments</li> <li>-2018 Fund Utilization</li> </ul> </li> </ul>	
b) Implementation of 2019 NWPC ISSP		> Procurement recommendation prepared	> Bidding docs prepared	> Canvass	> Procurement/delivery conducted		> Recommendations for procurement and correspondig purchase request approved on 19 March 2018	
3. Administrative Services								
a) Human Resource Development								
> Staff Development Program		> Trainigs/ seminars facilitated conducted		<ul style="list-style-type: none"> <li>&gt; <b>9</b> local trainings availed and or organized at Central Office</li> <li>    a) <b>3 internal</b> trainings organized benefitting 101 participants (Male: 32 , Female:69)</li> <li>    b) <b>6 external</b> training attended/ participated by 12 employees (Male: 5 , Female: 8)</li> <li>&gt; 1 foreign training participated by 1 female officer in Indonesia on March 26-28, 2019</li> </ul>				
> Health, Safety and Welfare Program							> On going BAC deliberation for the conduct of annual physical examination	
> Employees Benefits/ Awards/Incentives							<ul style="list-style-type: none"> <li>&gt; 2 loyalty awards processed</li> <li>&gt; 169 NOSA prepared/disseminated</li> <li>&gt; 6 NOSI prepared/disseminated</li> </ul>	
b) Personnel Management Services							> 1 appointment processed/issued	
c) PRAISE								Waiting for CSC's approval
d) PRIME-HRM								Waiting for the awarding of the PRIME HRM -Level 2 Bronze
4. Financial Management								
a) Financial Workshop		> Workshop conducted					> Financial workshop on closing of books conducted Jan.23-25, 2019 at Armada Hotel, Manila	

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b) Allotment Utilization		> 25%	> 30%	> 30%	> 15%	> 100% fund utilization	as of Feb. 2019 > Allotment utilized PS- 60% MOOE - 57% CO - Total - 59 %	
c) Cash Utilization		> 100% of NCA for the quarter  > Reports submitted	> 100% of NCA for the quarter  > Reports submitted	> 100% of NCA for the quarter  > Reports submitted	> 100% of NCA for the quarter  > Reports submitted	> 100% cash utilization	> 86% cash utilization base on cash program  > Monthly SAOB reports submitted to DOLE-FMS	
Prepared by:		In coordination with :			Approved by:		Date:	
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In: Planning/Agency Per. Reports 2019 Physical Report of Oper.rev.

4 April 2019