

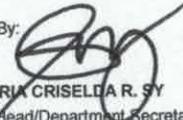
QUARTERLY PHYSICAL REPORT OF OPERATION  
As of 2017 December 31

Department: Department of Labor and Employment (DOLE)  
Appropriations: Current Year Appropriations  
Agency: National Wages and Productivity Commission  
Operating Unit: Central Office  
Organization Code (UACS): 180060100000  
Report Status: PENDING

Particulars 1	UACS CODE 2	Physical Targets					Physical Accomplishments					Variance as of December 31 2017 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													
MFO 1: TECHNICAL ADVISORY SERVICES	3010000000												
Development and Implementation of Plans and Projects Related to Wages, Income and Productivity Improvement													
Quantity													
Number of productivity assignments undertaken		57,008	84,600	84,600	55,792	282,000	86,925	121,379	56,470	41,623	306,397		108%
Quality													
Percentage of clients who rate technical advice as satisfactory or better		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100% or 14,418 respondents rated Satisfactory or better
Timeliness													
Percentage of request for advice acted upon within 5 days of request		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
MFO 2: WAGES REGULATION SERVICE	3020000000												
Development of Policies and Guidelines on Wages and Productivity, and Resolution on Appealed Cases													
Quantity													
Number of public hearings/consultations conducted		17	7	4	4	32	13	10	9	14	46		As necessary
Quality													
Percentage of wage case decision upheld by a higher authority		-	-	-	-	100%	N/A	N/A	N/A	N/A	N/A		No case filed to higher authority
Timeliness													
Percentage of wage cases resolved within 45 days upon receipt of application		-	-	-	-	100%	100%	100%	100%	100%	100%		

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January 23, 2018

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January 23, 2018 *qs jtd*

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of December 31, 2017

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

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

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				es of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
1	2	3	4	5	6	7 = [3+4+5+6]	8				14
<b>MFO 1: Technical Advisory Services</b>	301000000										
<b>I. Enhanced Productivity of Micro Small Medium Enterprises (MSMEs)</b>											
Productivity Advisory Undertaken	>	57,008	84,600	84,600	55,792	> 282,000 productivity assignments undertaken (sum of a, b and c)	> 86,925 productivity assignments undertaken	> 121,379 productivity assignments undertaken	> 56,470 productivity assignments undertaken	41,623 productivity assignments undertaken	> 306,397 productivity assignments undertaken (108%)
a. Productivity Toolbox (ISTIV Plus (SIB), ISTIV Bayanihan, Service Quality for HR Industry, 5S, Green Productivity, Productivity 101 and other orientations to improve workers' capacity and enterprise competitiveness		2,928	3,280	3,280	1,712	a. 11,200 MSMEs benefitted from productivity trainings/orientations	a. 3,054 MSMEs benefitted from productivity trainings/orientations with 4,706 participants benefitted (22%)	a. 6,604 MSMEs benefitted from productivity trainings/orientations with 12,919 participants benefitted (63%)	a. 2,121 MSMEs benefitted from productivity trainings/orientations with 5,553 participants benefitted (19%)	a. 2,035 MSMEs benefitted from productivity trainings/orientations with 5,918 participants benefitted (18%)	a. 13,814 MSMEs benefitted from productivity trainings/orientations with 28,496 participants benefitted (123%)
> Productivity Orientations provided	>	2,016	2,240	> 2,240	> 1,184	a.1) 7,680 MSMEs benefitted from productivity orientations	a.1) 2,351 MSMEs benefitted from productivity orientations with 3,350 participants benefitted (26%)	a.1) 5,035 MSMEs benefitted from productivity orientations with 9,171 participants benefitted (69%)	a.1) 1,094 MSMEs benefitted from productivity orientations with 3,154 participants benefitted (14%)	a.1) 1,052 MSMEs benefitted from productivity orientations with 3,085 participants benefitted (14%)	a.1) 9,532 MSMEs benefitted from productivity orientations with 18,760 participants benefitted (124%)
> Productivity Training and Consulting Services provided	>	912	> 1,040	> 1,040	> 528	a.2) 3,520 MSMEs benefitted from training and consulting services	a.2) 703 MSMEs benefitted from training and consulting services with 1,356 participants benefitted (13.3%)	a.2) 1,569 MSMEs benefitted from training and consulting services with 3,748 participants benefitted (51%)	a.2) 1,027 MSMEs benefitted from training and consulting services with 2,399 participants benefitted (29%)	a.2) 983 MSMEs benefitted from training and consulting services with 2,233 participants benefitted (26%)	a.2) 4,282 MSMEs benefitted from training and consulting services with 9,736 participants benefitted (94%)
> Productivity Improvement Programs Developed	>	880	> 1,056	> 1,056	> 528	3,520 productivity improvement programs/ action plans developed and monitored w/ (50% implemented)	703 productivity improvement programs/ action plans developed	1,569 productivity improvement programs/ action plans developed	1,027 productivity improvement programs/ action plans developed	983 productivity improvement programs/ action plans developed	4,282 productivity improvement programs/ action plans developed and monitored with 2,516 plans implemented (59%)
> Action Plans/Terminal Reports				> 80	> 80	- 160 action plans/ terminal reports documented	-	> 4 action plans/terminal reports documented	> 3 action plans/terminal reports documented	159 action plans/terminal reports documented	> 166 action plans/terminal reports documented
> Service Quality Seal of Recognition Awarded						- 80 firms awarded with SQ Seal of Recognition	-	> 7 firms awarded with SQ seal of recognition	> 7 firms awarded with SQ seal of recognition	70 firms awarded with SQ seal of recognition	> 77 firms awarded with SQ seal of recognition
b. Technical Assistance on Designing Productivity Performance Based Incentive Schemes	>	80	> 320	> 320	> 80	b. 800 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes	b. 178 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes (22.2%)	b. 385 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes (48.1%)	b. 235 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes (29.3%)	b. 253 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes (26.7%)	b. 1,051 MSMEs provided with technical assistance on designing productivity performance-based incentive schemes (131%)
> MSMEs provided with technical assistance on Productivity Based Incentive Scheme (PBIS) installed				> 20	> 60	- 10% MSMEs provided with technical assistance on PBIS installed	-	4 MSMEs provided with technical assistance on PBIS installed	10 MSMEs with productivity-based incentive schemes installed	95 MSMEs with productivity-based incentive schemes installed	109 MSMEs with productivity-based incentive schemes installed (104%)
> MSMEs implementing Tier 2 Documented				> 20	> 60	- 80 MSMEs implementing Tier 2 documented	-	5 MSMEs implementing Tier 2 documented	11 MSMEs implementing Tier 2 documented	79 MSMEs implementing Tier 2 documented	95 or MSMEs implementing Tier 2 documented (118%)
2. Development of Training Modules											
a) Development of training modules/programs						> 3 training modules developed/upgraded					3 modules/training programs developed/upgraded

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				as of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
- Innovation ( One -Hour Session Guide)							> Upgrading on-going	> Draft Productivity/Innovation module submitted for review	> Module submitted and pilot tested among firms during the Green Productivity and ISTIV Bayanihan Training to RTWPB IX on Sept. 28-29, 2017 in Dipolog City, Zamboanga del Norte	> Modules revised based on the review of Directorate	Revised based on initial review of Directorate
- Lean Manufacturing							> Final draft module presented to the Executive Director > Pilot tested conducted in RTWPB- NCR	> Evaluation of Lean management module based on April 6 pilot run  > Lean management module revised and submitted	> Revised based on the initial review of the Directorate		Approved and deployed to the regional boards for implementation
- Green Productivity								> Research on green innovations and gathering of comments suggestions from program implementation on going for submission on 28 July 2017	> Module upgraded for presentation to Directorate		Revised base on comments of Directorate
b) Development of e-Learning modules - Finalization of the following: ✓ Bookkeeping  ✓ Stock Control  ✓ 5S ✓ 3Rs++		> Draft modules presented to Directorate	> Modules revised		> Modules finalized	> Modules finalized	> Revision of the 4 e-Learning modules on going based on comments during initial presentation	> On-going revision of modules based on the comments of the Directors  > 3Rs++ e-learning module reviewed	> Submitted mechanics on e-Learning  > e Module on Stock Control submitted for presentation to Directorate	4 e-Learning modules developed /upgraded and approved by the Directorate  4 e-Learning modules uploaded in the DOLE-LGLC website  E-Learning sub-page to the NWPC website on-going development	
<b>II. Intensive Information Campaign</b>											
1. Development, Production and Dissemination of IEC Materials Tamang Kaalaman sa Kita at Kakayahan (T3K)		54,000	81,000	81,000	54,000	c. 270,000 clients reached thru advocacy information services	c. 83,693 clients (31%) reached thru advocacy services on the ff.: - Public information assistance - 5,308 - IEC materials - 25,818 - Wage clinique/ seminar/public fora - 5,092 - Mass media - 47,474	c. 114,390 clients (42%) reached thru advocacy information services on the ff.: - Public information assistance - 5,559 - IEC materials - 56,570 - Wage clinique/ seminar/public fora - 6,526 - Mass media - 45,735	c. 54,114 clients (20%) reached thru advocacy information services on the ff.: - Public information assistance - 4,085 - IEC materials - 24,907 - Wage clinique/ seminar/public fora - 2,093 - Mass media - 23,029	c. 39,335 clients (15%) reached thru advocacy information services on the ff.: - Public information assistance - 3,334 - IEC materials - 19,001 - Wage clinique/ seminar/public fora - 1,759 - Mass media - 15,241	291,532 clients (108%) reached thru advocacy information services on the ff.: - Public information assistance - 18,286 - IEC materials - 126,297 - Wage clinique/ seminar/public fora - 15,470 - Mass media - 131,479
- Press conference/briefings conducted						> 12 press conference/ briefings conducted	> 3 press briefings conducted	> 9 press briefings conducted			> 12 press briefings conducted
- Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 15 press/media releases disseminated	> 17 press/media releases disseminated	> 18 press/media releases disseminated	9 press/media releases disseminated	> 57 press/media releases disseminated
- Good news reporting		9	9	9	9	> 36 good news reports submitted	> 13 good news reports submitted to LCO	> 16 good news reports submitted to LCO	> 18 good news reports submitted to LCO	11 good news reports submitted to LCO	> 58 good news reports submitted to LCO
b. 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 293 participants (Male - 71, Female 222) from 182 companies	> 4 learning sessions conducted benefitting 163 participants (Male - 28, Female 135) from 98 companies	> 3 learning sessions conducted benefitting 154 participants (Male 24, Female 130) from 94 companies	4 learning sessions conducted benefitting 168 participants (Male 32, Female 136) from 99 companies	> 16 learning sessions conducted benefitting 778 participants (Male -155 , Female 623 from 473 companies
c. Customer Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:  a) Training / Orientation  b) Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,298 respondents rated course content, materials and trainer satisfactory or better  > 100% of 1,808 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 3,435 respondents rated course content, materials and trainer satisfactory or better  > 100% of 1,621 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 2,555 respondents rated course content, materials and trainer satisfactory or better  100% of 1,026 respondents rated satisfactory or better from the information and technical assistance provided	100% of 1,641 respondents rated course content, materials and trainer satisfactory or better  100% of 1,034 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 8,929 respondents rated course content, materials and trainer satisfactory or better  > 100% of 5,489 respondents rated satisfactory or better from the information and technical assistance provided

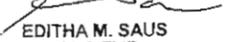
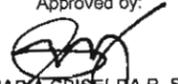
Particulars	UACS CODE	Physical Targets					Physical Accomplishments				as of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
2 Productivity Olympics (PO)		> Review of PO 2017 Criteria and Mechanics	> Creation of NSC and NJP > Briefing of the ff. - NSC - NJP	> National Screening/Judging	> NPO conducted	> 100% of request for legal advice acted upon within 5 days from receipt of requests  > Productivity Olympics conducted/ winners awarded	> 100% of 391 requests for legal advice acted within 5 days  > Concept note prepared/ revised > Mechanics and guidelines for 2017 PO finalized  > PO Committee meeting conducted ( March 2) > 2017 PO poster design disseminated > Briefing workshop for 2017 PO regional focal person conducted ( March 28) > Technical assistance to RTWPBs re launching of 2017 PO provided	> 100% of 258 requests for legal advice acted within 5 days  > Database and summary of regional nominees and winners by size and sector prepared  > Briefing of 2017 PO National Judging Panel conducted at Bayleaf ( 20 June) > Briefing of 2017 PO National Screening Committee conducted at Bayleaf (June 30) > Regional winners awarded/ recognized > Documents of Regional winners are currently under review by the NWPC -TWG PO	> 100% of 195 requests for legal advice acted within 5 days  > 127 PO Regional winners evaluated, screened by TWG-PO at Chery Blossoms Hotel (10-11 Aug.)  > NSC selection of national finalists conducted at A Venua Hotel in Makati (29 August 2017)  > National Judging Panel selection of national winners conducted at Hotel Jen (15 Sept. 2017)	100% of 300 requests for legal advice acted within 5 days  PO awarding conducted on Oct. 25, 2017 at Sequoia Hotel, Quezon City  8 national winners and 4 special citations awarded  Terminal report completed and submitted	> 100% of 1,142 requests for legal advice acted within 5 days
3 Wage & Productivity Caravan - ("Usapang 2Ps: Pasahod at Productivity")						> 16 regional caravans conducted		> 15 regional caravan conducted	> 1 regional caravan conducted (RB X)		16 regional caravans conducted with 1,541 participants from 1, 140 MSMEs  731 or 64% of MSMEs signified intention to avail of the training programs and technical assistance on incentivizing performance  688 or 60% of MSMEs signified to avail of the training programs under the Productivity Toolbox  343 or 30% of MSMEs signified to avail assistance on Incentive Schemes
4. Capacity Building											
a. Gainsharing Training				> Training conducted		> Training conducted		> Preparations for the conduct of Gainsharing training on going		> Training on Incentivizing Performance Schemes for MSMEs with 35 participants (CO- 3 & RBs - 32) conducted on 5-6 July 2017 at Ace Hotel and Suites, Pasig City	
b. Training of Trainers on Lean Management (formerly TOT Fundamentals of Training Methods Methods (Delivery Facilitation cum Updating of Emerging Productivity Tools and Techniques)					> Training conducted	> Training conducted		> Concept note prepared > Communications with Toyota Phils.re plant tour coordinated		> Training of Trainers on Lean Management for MSMEs conducted on October 3-6, 2017 at Premiere Hotel, Sta. Rosa, Laguna	
c. Wage and Wage Related Statistics Training		> Devaloped training materials		> Training conducted		> Devaloped training materials > Training conducted	> Training materials developed > Wage & Wage Related Statistics Training conducted with 44 participants from CO and RBs at Lotus Garden Hotel (29-30 March 2017)	> Completion report submitted			
<b>MFO 2: WAGE REGULATION SERVICES</b>											
<b>I. More Inclusive Consultation with Stakeholders and Social Partners</b>											
<b>1. TIER 1</b>											
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 report prepared	> 2nd quarter report prepared	> 3rd quarter report prepared	4th quarter report prepared	4 quarterly reports prepared

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				as of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
b) Issuance of Wage Orders WOs/Implementing Rules (IRs) in accordance with the TTWS guidelines, as necessary		> WOs/IRs issued as necessary	> Wage orders/ implementing rules in accordance with the TTWS guidelines as necessary	> 1 wage order issued (VII)	> 4 wage orders issued ( CAR, III, V,X )	> 3 wage orders issued ( NCR, II, IV-B)	2 wage orders issued (I, XIII)	10 wage orders/IRs issued ( NCR, CAR,I, II, III, IV-B, V, VII, X, XIII)			
c) Public hearings/consultations conducted as necessary		> 17 public hearings/ consultations conducted as necessary	> 7 public hearings/ consultations conducted as necessary	> 4 public hearings/ consultations conducted as necessary	> 4 public hearings/ consultations conducted as necessary	> 32 public consultations conducted as necessary	> 13 public hearings/ consultations conducted with 1,052 participants (Male- 400 Female- 652)	> 10 public hearings/ consultations conducted with 1,034 participants (Male- 404 Female- 630)	> 9 public hearings/ consultations conducted with 724 participants (Male- 275 Female- 449)	14 public hearings/ consultations conducted with 1,811 participants (Male- 566 Female- 1,045)	46 public hearings/ consultations conducted with 4,421 participants (Male- 1,645 , Female- 2,776)
2. TIER 2 a) Wage Advisory for KEGs issued, as necessary		> Wage advisory for KEGs issued as necessary	> Wage advisory for KEGs issued as necessary	> Wage advisory for KEGs issued as necessary	> Wage advisory for KEGs issued as necessary	> Wage advisory for KEGs issued as necessary		> No advisories for KEGs issued > Wage advisories implementation on-going	> 2 wage advisories issued (RBs X, XII)	4 wage advisories on-going revisions based on comments of the Commission (RBs: II, IV-B, VIII, IX)  1 wage advisory submitted to the Commission for review/ comments (RB -XI)	
b) Provision of technical assistance											
3. Minimum Wage for Domestic Workers (DW) as necessary		> WOs/IRs issued as necessary	> 2 dom work wage orders issued (CAR, VII)	> 3 dom work wage orders issued (II, , IV-B,V)	> 1 dom work wage order issued (III)	5 Domwork wage orders issued (NCR,V,I,X,XI,XII)	11 Domwork wage orders issued (NCR, CAR, II, III, IV-B V,VI, VII,X, XI, XII)				
4. 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 51 FE applications/ requests from firms with complete documents acted upon - 30 out of 51 or 59% FE orders issued	> 100% of 67 FE applications/ requests from firms with complete documents acted upon - 47 out of 67 or 70.1% FE orders issued	> 100% of 78 FE applications/ requests from firms with complete documents acted upon - 50 out of 78 or 64% FE orders issued	100% of 53 FE applications/ requests from firms with complete documents acted upon - 39 out of 53 or 74% FE orders issued	100% of 175 FE applications/ requests from firms with complete documents acted upon - 161 out of 175 or 92% FE orders issued
							> 100% of 20 TMS applications/ requests from firms with complete documents acted upon - 12 out of 20 or 60% piece rate/production standard orders issued	> 100% of 25 TMS applications/ requests from firms with complete documents acted upon - 20 out of 25 or 80% piece rate/production standard orders issued	> 100% of 31 TMS applications/ requests from firms with complete documents acted upon - 23 out of 31 or 74.2% piece rate/production standard orders issued	100% of 31 TMS applications/ requests from firms with complete documents acted upon - 28 out of 31 or 90.3% piece rate/production standard orders issued	100% of 90 TMS applications/ requests from firms with complete documents acted upon - 87 out of 90 or 96.7% piece rate/production standard orders issued
5. Resolution of wage and exemption cases a) Wage Exemption Cases filed with the Regional Boards						> 100% disposition rate	> 100% disposition rate (6 out of 6 application for wage exemption disposed)	> 100% disposition rate (3 out of 3 application for wage exemption disposed)	> 100% disposition rate (4 out of 4 application for wage exemption disposed)	> 100% disposition rate (10 out of 10 application for wage exemption disposed)	> 100% disposition rate (23 out of 23 applications for wage exemption disposed)
							> 100% cases resolved within 45 days	> 100% or 3 out of 3 cases resolved within the 45-day reglementary period	> 100% or 4 out of 4 cases resolved within the 45-day reglementary period		> 100% or 23 out of 23 cases resolved within the 45-day reglementary period
							> 100% disposition rate	> 100% disposition rate ( 1 out of 1 application on appeals on wage orders/ exemption cases disposed)	> 2 applications on appeal on wage order/exemption case filed (received only 25 Sept. 2017)	100% disposition rate ( 2 out of 2 application on appeals on wage orders/ exemption cases disposed)	> 100% disposition rate (6 out of 6 application on appeals on wage cases disposed)
II. Strengthen Research and Database to Support Policy Development											
1. Conduct of Research											
a. Setting Standards for Various Industries Using Results for Time and Motion Study (TMS)		> Concept note prepared	> Desk research conducted	> Desk research conducted	> Completion of report > Presentation of report to	> Report prepared	> Literature search conducted	> Concept note prepared > Data using SPSS encoded > Data processed and validated	> Draft report prepared > Data analyzed	Final report prepared and submitted	

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b. Analysis of the PSA Survey Results on PIPs and Gainsharing Practices		> Coordination with PSA on output tables	> Coordination with PSA on output tables	> Coordination with PSA on output tables	> Output tables received from PSA > Analysis of the survey results	> Survey results analyzed/ presented to DOLE-IACRSM	> Coordinated with PSA regarding MOA	> Part V survey questionnaire guidelines reviewed/submitted to PSA > Justification for restoration on agency to agency agreements submitted > Coordination with PSA re conduct of rider survey on productivity and gainsharing on going	> Notarized MOA sent to PSA > Transfer of fund as payment and bill statement coordinated with PSA	MOA with PSA finalized and signed/notarized Survey results analysed and presented in infographic material Final report prepared and submitted 29 Nov. 2017 Survey results presented to Directorate on 5 Dec. 2017 Survey results presented during the 2017 DOLE Research Conference on 12 Dec. 2017 at Hotel Jen Manila	
c. Empirical Framework Study for Domwork		> Concept note prepared	> Desk research conducted	> Questionnaires prepared	> Questionnaires approved		> Literature search conducted	> Prepared the following: a. Concept note b. Rider questionnaires c. Comparative domwork questionnaires vis a vis labor force d. Desk research on Kasambahay Act 10361 output of TWG check-list	> Questionnaire prepared and finalized after a series of coordination meetings with PSA		
d. Study on the Compensation Scheme for Fisher folks in Small-Scale Commercial Fishing Industry					> Report presented			> Regional consultations in Region VI attended	> Questionnaires for fishers/ operators finalized > Meeting with officials and staff of DOLE-NCR on planned survey of operations among fishing vessels attended > Survey briefing with PFDA Navotes Officers and staff conducted > Survey among fishers, skippers, captains and owners of small scale commercial fishing vessels in Navotes and Gen. Santos City conducted	Accomplished questionnaires reviewed and encoded; data generated Final report submitted and presented	
e. Impact Assessment Journey of the Productivity Olympics on Selected PO Winning MSMEs, 2009-2015		> Research design developed	> Company level visit conducted	> Research paper submitted			> Draft concept note presented to Exec. Director > Sampling methodology developed	> Framework and guidelines for plant level visit prepared > Profile of selected PO winners updated > Inputs for the guide questionnaire provided > List of 2009-2015 PO winners provided	> Firm level visits to selected PO winners (SLERs Industries Inc, Wellmade Motors & Dev. Corp., Our Tribe Food Products Corp., MB Decena, Greenlight Power Inc., Thousand Oaks Packaging) conducted > Highlights of the meeting on the conduct of firm level visits submitted > Guide questionnaires for all selected PO winners filled-up > Draft research submitted and reviewed	Final research paper submitted on 14 Dec. 2017	
f. Compensation Scheme of Selected Industries (KEGs)					> Report presented			> Desk research conducted > Monographs for the following prepared: - Food Manufacturing - Transport, Storage and Communications	> Revised/finalized monographs for the following selected industries - Accommodation and food service - Financial and insurance - Human health and social work - Food Manufacturing of Food Products - Transportation and Storage - Business Processing Outsourcing	Final monographs submitted Reproduced monographs for 6 selected industries for dissemination	
2. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity		> Comments/ position technical	> Comments/ position technical	> Provided inputs to amendatory bill to RA 6971	> Researched on House bill 5292 ( HB # 561, 2519 and 3251) at House of	> Participated on the drafting of implementing rules for RA 107771 Green Jobs Act	Submitted comments and attended meeting on TRAIN				

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<p>3. Maintenance/review of wages and productivity databases</p> <p>&gt; Updating/maintenance of database on the following: Comparative Minimum Wage in Selected Countries</p> <p>Nominal Real Wage (Agn/Non-Agri)</p> <p>Current Daily Min. Wage Rates</p> <p>Summary of Current MW for Domestic Workers</p> <p>Summary of Domestic Min. Wage and Wage Order by Region</p> <p>&gt; Updating/maintenance of database - Philippine Labor Productivity Statistics - ASEAN</p> <p>&gt; Philippine competitiveness landscape</p> <p>&gt; Updating of National and Regional Infographics</p>		<p>papers on legislative bills/news articles/ olocv reforms on wages and productivity prepared/ submitted as necessary/ requested</p> <p>&gt; Database updated/ maintained</p>	<p>papers on legislative bills/news articles/ olocv reforms on wages and productivity prepared/ submitted as necessary/ requested</p> <p>&gt; Database updated/ maintained</p>	<p>papers on legislative bills/news articles/ olocv reforms on wages and productivity prepared/ submitted as necessary/ requested</p> <p>&gt; Database updated/ maintained</p>	<p>papers on legislative bills/news articles/ olocv reforms on wages and productivity prepared/ submitted as necessary/ requested</p> <p>&gt; Database updated/ maintained</p>	<p>papers on legislative bills/news articles/ olocv reforms on wages and productivity prepared/ submitted as necessary/ requested</p>	<p>&gt; Updated wage/wage related database</p>	<p>Representatives archives/ library</p> <p>&gt; Highlights/summary of 16th Congress meeting on RA 6971 prepared</p> <p>&gt; Updated wage/wage related database</p>	<p>&gt; Coordinated with the House of Representatives on the status of RA 6871 amendatory bill</p> <p>&gt; Updated wage/wage related database</p>	<p>Updated wage/wage related database</p>												
<p>&gt; Updating/maintenance of database - Philippine Labor Productivity Statistics - ASEAN</p> <p>&gt; Philippine competitiveness landscape</p> <p>&gt; Updating of National and Regional Infographics</p>		<p>&gt; Philippine competitiveness landscape updated</p>	<p>&gt; Philippine competitiveness landscape updated</p>	<p>&gt; Updated labor productivity database</p>	<p>&gt; 2014-2016 GRDP updated</p> <p>&gt; Labor productivity by sector and region statistics updated</p> <p>&gt; IMD-WCY and WEF-GCI data updated</p> <p>&gt; 1 national and 16 regional infographics updated</p>	<p>&gt; 1 national and 16 regional infographics updated</p>	<p>&gt; National and sectoral LP based from PSA data updated</p> <p>&gt; Report on competitiveness for APO Conference Malaysia prepared/ submitted to ED</p> <p>&gt; 1 national and 16 regional infographics updated</p>	<p>1 national and 16 regional infographics updated</p>	<p>4 national infographics and 64 regional infographics updated</p>													
<p>INSTITUTIONAL SUPPORT</p> <p>1. NEDA-PDP</p> <p>2. DOLE Incentivizing Compliance (ICP)</p> <p>3. Integrity Development Program</p> <p>4. Green Management System Green Our DOLE Program (GODP)</p> <p>5. Gender and Development Plan (GAD)</p>		<p>as the need arises</p>	<p>as the need arises</p>	<p>&gt; Reports submitted</p>	<p>&gt; Reports submitted</p>	<p>&gt; Reports submitted</p>	<p>&gt; Reports submitted</p>	<p>&gt; 4 reports submitted</p>	<p>&gt; 1st quarter report submitted to DOLE-LS on 3 April 2017</p> <p>&gt; 2nd quarter report submitted to DOLE-PS on 3 July 2017</p> <p>&gt; 3rd quarter report submitted to DOLE-PS on 3 October 2017</p> <p>&gt; 4th quarter report submitted to DOLE-PS on 4 January 2018</p>	<p>&gt; Provided list of 2015 Productivity Olympics national winners to BWC</p>	<p>&gt; 1st qtr. GODP accomplishment report submitted to DOLE-AS 5 April 2017</p> <p>&gt; 2nd qtr. GODP accomplishment report submitted to DOLE-AS 5 July 2017</p> <p>&gt; 3rd qtr. GODP accomplishment report submitted to DOLE-AS 4 Oct. 2017</p> <p>&gt; 4th qtr. GODP accomplishment report submitted to DOLE-AS on 4 January 2018</p>	<p>&gt; Waste segregation implemented/ maintained</p>	<p>&gt; Waste segregation implemented</p> <p>&gt; Continuing implementation on the following programs/ projects: - Waste segregation - "Smoke-Free environment" - 5S - Energy and water conservation - Beautification and greening workplace</p>	<p>&gt; Continuing implementation on the following programs/ projects: - Waste segregation - "Smoke-Free environment" - 5S - Energy and water conservation - Beautification and greening workplace</p>	<p>&gt; Continuing implementation on the following programs/ projects: - Waste segregation - "Smoke-Free environment" - 5S - Energy and water conservation - Beautification and greening workplace</p>	<p>&gt; 2016 GAD-AR revised as per PCW review/remarks</p> <p>&gt; PCW endorsed NWPC 2016 Gad Plan and Budget (GPB) received 8 Aug. 2017</p> <p>&gt; Request letter sent to PCW re revision of 2018 GPB from 4.2 % to 5% (15 Aug. 2017)</p>	<p>&gt; 2016 GAD-AR revised as per PCW review/remarks</p> <p>&gt; PCW endorsed NWPC 2016 Gad Plan and Budget (GPB) received 8 Aug. 2017</p> <p>&gt; Request letter sent to PCW re revision of 2018 GPB from 4.2 % to 5% (15 Aug. 2017)</p>	<p>&gt; Saminer on GAD issues with Dir. Elnora B. Gotis of CSC as the resource speaker conducted 15 Sept. 2017</p> <p>&gt; Request of 2018 GPB edited et GMMS 8 Sept. 2017</p>	<p>Orientation on the Harmonized Gender and Development conducted to Senior officers with Ms. Lourdes Tuniano as resource speaker on 15 Dec. 2017</p> <p>2019 GAD Plan and Budget submitted thru PCW-GMMS 28 Dec. 2017</p>			

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				as of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
<b>GENERAL ADMINISTRATION AND SUPPORT</b>  1. Quality Management Systems (QMS) aligned with ISO Standards > Sustaining ISO Certification  > Establishment of NWPC QMS to 13 RBs (CAR, I, II, IV-B, V, VI, VII, VIII, IX, X, XI, XII, XIII)  2. Planning and Management Information Service e) Planning, Evaluation and Monitoring of programs and projects  b) Implementation of NWPC ISSP -2017 > Development of e-Productivity Toolbox Information System  3. Administrative Services a) Human Resource Development > Staff Development Program  > Health, Safety and Welfare Program		> Internal audit conducted  > Corporate Planning Exercise conducted  > Performance report consolidated/ submitted to DOLE/ DBM  > Activities coordinated > System reviewed  > Trainings/ seminars facilitated conducted	> User's training conducted  > Trainings/ seminars facilitated conducted  > Annual physical examination facilitated	> System pilot tested > System developed  > Trainings/ seminars facilitated conducted  > Vaccinations conducted	> Trainings/ seminars facilitated conducted  > Vaccinations conducted	> ISO certification awarded  > NWPC Corplan exercises conducted in the ff.: - NWPC -CO - CO-RB at Golden Phoenix Hotel Pasay City (Feb 22-23, 2017) > Corplan outputs prepared/ submitted to DOLE-PS  > 1st quarter performance assessment reports prepared/ submitted to DOLE  > ISSP 2017 report/ purchase request approved  > Flow chart and user interface design presented to directorate  > 13 local trainings availed and/ or organized at Central Office - 11 internal trainings conducted/organized benefitting 331 participants (Male- 100, Female - 231)  - 2 external trainings conducted benefitting 2 participants (Male- 1, Female - 1)  > Annual Physical Exam conducted 27 March 2017 > Seminar on Diarrhea conducted ( 7 March 2017)	> Monitoring of the Corrective Actions conducted > Internal auditors findings presented to the Directorate during Management Review  > Passed the 1st Surveillance Audit conducted by TUV-R on Jan 23-24, 2017  > Monitoring of Corrective Actions during the TUVR surveillance conducted  > 2nd quarter performance assessment reports prepared/ submitted to DOLE  > Procurement process on going  > Status report on the pilot test prepared/ submitted  > User's Training conducted 29-30 June 2017  > 10 local trainings availed and/ or organized at Central Office - 5 internal trainings conducted/organized benefitting 157 participants (Male- 58, Female - 99)  - 5 external trainings conducted benefitting 5 participants (Male- 1, Female - 4)  > Follow-up activity: general medical consultation conducted (18 May 2017)  > Livelihood program on Preparing Tapa and Beef Luncheon Meat Making and Artisanal Coffee Making for senior employees conducted	> 2nd Quarter IQA conducted on 18-22 September > Consolidation of findings on-going  > 2nd Quarter IQA conducted on 18-22 September > Consolidation of findings on-going  > 3rd quarter performance assessment reports prepared/ submitted to DOLE  > Procurement/bidding process on-going  > e-Prod Toolbox information system implemented/ maintained  > 10 local trainings availed and/ or organized at Central Office - 9 internal trainings conducted/organized benefitting 377 participants (Male- 119, Female - 258)  - 1 foreign training participated by ED Sy in KL, Malaysia (Sept 11-15) sponsored by APO  > Mandatory Random Drug Test conducted 22 Sept. 2017  > Stress Management Program -Free haircut and upper body massage conducted by MMDC on 19 Sept. 2017	> 4th quarter performance assessment reports prepared/ submitted to DOLE  > IT equipments procured  e-Prod Toolbox information system implemented/ maintained  8 local trainings availed and/ or organized at Central Office - 4 internal trainings conducted/organized benefitting 128 participants (Male- 48, Female - 80)  - 4 external trainings conducted benefitting 6 participants (Male- 1, Female - 5)  Livelihood program on Baking Cakes conducted on 17 Nov. 2017	Expanded the coverage of NWPC QMS to include all 16 RTWPBs effective 18 April 2017 to 16 March 2019  > 41 local trainings availed and/ or organized at CO - 29 internal trainings conducted/organized benefitting 993 participants (Male- 325, Female - 668)  - 11 external trainings conducted benefitting 13 participants (Male-3, Female -10)  - 1 foreign training participated by 1 female participant	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				as of December 2017
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
> Employees Benefits/Awards/Incentives		> Loyalty award/rewards/incentives processed	> Loyalty award/rewards/incentives processed	> Loyalty award/rewards/incentives processed	> Loyalty award/rewards/incentives processed		> 3 Loyalty awards processed	> 3 step increments processed	> 12 step increments processed	> 8 step increments 1 loyalty awards processed	> 26 step increments processed 5 loyalty awards processed
b) Personnel Management Services		> Hiring/recruitment selection promotion and retirement facilitated	> Hiring/recruitment selection promotion and retirement facilitated	> Hiring/recruitment selection promotion and retirement facilitated	> Hiring/recruitment selection promotion and retirement facilitated		> 4 appointments processed/issued	> 1 appointment processed/issued	> 8 appointments processed/issued	> 3 appointments processed/issued	> 16 appointments processed/issued
4. Financial Management											
a) Financial Workshop		> Financial workshop conducted					> Financial workshop on closing of books conducted on Jan 26-30, 2017		> Midyear Assessment Workshop and Implementation of Enhanced e-NGAS and e-Budget System conducted/participated by 32 RB participants at H2O Hotel, Manila on Aug. 30-Sept. 1, 2017		
b) Allotment Utilization		> 20%	> 30%	> 25%	> 25%	> 100% fund utilization	Allotment utilized PS- 21% MOOE - 19% CO - 0% Total - 21%	Allotment utilized PS- 47% MOOE - 47% CO - 0% Total - 47%	Allotment utilized PS- 69% MOOE - 72% CO - 56% Total - 70%	as of Dec. 2017 Allotment utilized PS- 98% MOOE - 100% CO - 97% Total - 98%	
c) Cash Utilization		> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% cash utilization	> 100% cash utilization based on cash program	> as of June 30, 2017 94% cash utilization based on cash program	> as of August 31, 2017 88% cash utilization based on cash program	> as of Nov 30, 2017 89% cash utilization based on cash program	deadline of Dec reports of NCA from RBs is Jan 15, 2018
Other Initiatives :		> Reports submitted	> Reports submitted	> Reports submitted	> Reports submitted		> Monthly SAOB reports submitted to DOLE-FMS	> Monthly SAOB reports submitted to DOLE-FMS	> Monthly SAOB reports submitted to DOLE-FMS	> Monthly SAOB reports submitted to DOLE-FMS	
> PRIME-HRM							> NWPC received the Certificate of Recognition for meeting HR Maturity Level III for HR System and competencies under the CSC's Program on Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) on March 8, 2017 at Novotel Cubao, Quezon City	> Attended the Enhanced HRM forum on June 30, 2017 at Phil. Port Authority			
> NWPC-ECOP MOU							> NWPC signed a Memorandum of Understanding w/ Employers Confederation of the Phils. (ECOP) for the advocacy and implementation of Productivity Toolbox and Two-Tiered Wage System (2TWS). The Productivity Toolbox and TTWS will form part of the package assistance to be offered by the ECOP local chapters to its members	> Agency Action Plan on PRIME-HRM drafted			
> Regional Consultation on DO 156-16							> Attended regional consultations on DO-156-16 (Rules and Regulations Governing the Working and Living Conditions of Fishers on-board Fishing Vessels Engaged in commercial Fishing Operation) in NCR and Zamboanga				
Prepared by:		In coordination with :					Approved by:				Date:
 LOURDES M. SECILLANO Chief, PID		 EDITHA M. SAUS Chief, FMD					 MARIA CRISELDA R. SY Executive Director IV				January 18, 2018

In: Planning/Agency Per. Reports /Quarterly 2017 Physical Report of Oper 2017  
as of December 2017