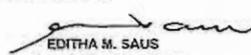


Department: Department of Labor and Employment (DOLE)  
 Appropriations: Current Year Appropriations  
 Agency: National Wages and Productivity Commission  
 Operating Unit: Central Office  
 Organization Code (UACS): 15000100000  
 Report Status: PENDING

Particulars	UACS CODE	Physical Targets					Physical Accomplishments					Variance as of December 31, 2019	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total 7=(3+4+5+6)	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total 12=(8+9+10+11)		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Part A</b>													
<b>I. Operations</b>													
OO : Capacity of MSMEs to implement productivity improvement program enhanced													
<b>ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM</b>													
3101000000000000													
<b>Outcome Indicators</b>													
1. Percentage of trained MSMEs with productivity improvement program/action plan				10%	40%	50%	11.00%	4.63%	22.28%	42.14%	69.15%		A total of 3,018 of the 4,362 trained MSMEs with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes			4%	4%	2%	10%		0.13%	1.5%	10.5%	12.12%		A total of 97 MSMEs of the 800 target MSMEs assisted installed productivity-based incentive schemes
<b>Output Indicators</b>													
1. Number of MSMEs trained/oriented		2,400	3,600	2,400	3,600	12,000	2,887	6,034	5,545	638	15,104		A total of 15,104 (126%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		100% of 14,607 respondents rated training (8,325 respondents) and technical services (2,726 respondents) as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		80	320	320	80	800	125	220	252	340	937		A total of 937 (117.1%) MSMEs provided with technical assistance
<b>OO : Fair and reasonable minimum wages in accordance with law ensured</b>													
<b>WAGE REGULATORY PROGRAM</b>													
3201000000000000													
<b>Outcome Indicators</b>													
1. Percentage of wage rates above the poverty threshold					70%	100%	81%	75.60%	90.10%	92.80%	92.81%		77 out of 83 minimum wage rates above the 2015 poverty threshold
2. Percent of appealed cases on wage orders/exemption cases resolved within the reglementary period/process cycle time of 60 days					98%	98%		100%	100%	100%	100%		3 out of 3 applications on wage appeals received and disposed
<b>Output Indicators</b>													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	115,721	98,102	104,049	34,817	352,689		A total of 352,689 (131%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		As necessary	As necessary	As necessary	As necessary	as necessary	1	8	2	4	15		15 wage orders issued (RBs: NCR, CAR, II, III, IV-A, IV-B, V, VI, VII, VIII, IX, X, XI, XII and ARMM)
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application					98%	98%	100%	100%	96%	100%	100%		28 out of 28 application for wage exemption disposed within 45-day reglementary period
<b>II. Projects</b>													
<b>Support to Operations</b>													
2000000000000000													
Locally-Funded Project(s)													
2000002000000000													
Plan													
2000002000010000													

Prepared By:   
 LOUROES M. SECILLANO  
 Planning Services Head  
 January 15, 2019

In coordination with:  
  
 EDITHA M. SAUS  
 Financial Services Head  
 January 15, 2019

Approved By:   
 MARIA CRISELDA R. SY  
 Executive Director  
 January 15, 2019

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of December 31, 2018

BFAR

Department of Labor and Employment  
National Wages and Productivity Commission  
Central Office

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

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)		Physical Accomplishments (% of 2nd Quarter Target)		Physical Accomplishments (% of 3rd Quarter Target)		Physical Accomplishments (% of 4th Quarter Target)		as of DECEMBER 31, 2018 (Remarks)
		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	9	10	10	10	10	10		
<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	> 2,400	> 3,600	> 12,000 MSMEs oriented/trained	> 2,887 MSMEs were provided productivity orientations/trainings (120%)	> 6,034 MSMEs were provided productivity orientations/trainings (167%)	> 5,545 MSMEs were provided productivity orientations/trainings (231%)	> 638 MSMEs were provided productivity orientations/trainings (17%)	> 15,104 MSMEs were provided productivity orientations/trainings (126%)				
		1,664	2,496	1,664	2,496	8,320 MSMEs oriented	2,238 MSMEs with 4,034 participants benefitted from productivity orientations (134.5%)	3,980 MSMEs with 5,861 participants benefitted from productivity orientations (159%)	4,504 MSMEs with 7,237 participants benefitted from productivity orientations (270%)	20 MSMEs with 1,392 participants benefitted from productivity orientations (8%)	10,742 MSMEs with 18,524 participants benefitted from productivity orientations (129%)				
		736	1,104	736	1,104	3,680 MSMEs trained	649 MSMEs with 1,684 participants benefitted from productivity trainings (88.1%)	2,054 MSMEs with 3,694 participants benefitted from productivity trainings (186%)	1,041 MSMEs with 1,923 participants benefitted from productivity productivity trainings (141%)	618 MSMEs with 1,130 participants benefitted from productivity trainings (56%)	4,362 MSMEs with 8,431 participants benefitted from productivity trainings (119%)				
		-		> 368	> 1,472	> 1,840 or 50% of MSMEs trained with PIP/ action plans implemented	> 5 MSMEs trained with PIP/action plans implemented (RB XI) (no target for Q1)	> 202 MSMEs trained with PIP/action plans implemented	> 972 MSMEs trained with PIP/action plans implemented	> 1,839 MSMEs trained with PIP/action plans implemented	> 3,018 MSMEs trained with PIP/action plans implemented (138%)				
						> 3,680 MSMEs trained with PIP/ action plans monitored		> 290 MSMEs trained with PIP/ action plans monitored	> 983 MSMEs trained with PIP/ action plans monitored	> 2,776 MSMEs trained with PIP/ action plans monitored	> 4,049 MSMEs trained with PIP/ action plans monitored (110%)				
				> 64	> 96	> 160 terminal reports documented/ implemented/ submitted			> 5 terminal reports documented/submitted	> 165 terminal reports documented/submitted	> 170 terminal reports documented/submitted (106%)				
		> 80	> 320	> 320	> 80	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 125 MSMEs provided with technical assistance on designing productivity based incentive schemes (158%)	> 220 MSMEs provided with technical assistance on designing productivity based incentive schemes (68%)	> 252 MSMEs provided with technical assistance on designing productivity based incentive schemes (78%)	> 334 MSMEs provided with technical assistance on designing/formulation of productivity / performance based incentive schemes (417%)	> 932 MSMEs provided with technical assistance on designing/formulation of productivity / performance based incentive schemes (117%)				
			> 32	> 32	> 16	> 80 or 10% of MSMEs assisted with productivity-based incentive schemes installed	> scheduled to be done starting Q2 (no target for Q1)	> 1 MSME assisted with productivity-based incentive schemes installed	> 12 MSME assisted with productivity-based incentive schemes installed	> 88 MSME assisted with productivity-based incentive schemes installed	> 101 MSMEs assisted with productivity-based incentive schemes installed (126%)				
			> 32	> 32	> 16	> 80 MSMEs implementing Tier 2 documented	> scheduled to be done starting Q2 (no target for Q1)	> 3 MSMEs implementing Tier 2 documented	> 4 MSMEs implementing Tier 2 documented	> 103 MSMEs implementing Tier 2 documented	> 110 MSMEs implementing Tier 2 documented (138%)				
> Customer Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:									
						a) Training / Orientation	> 100% of 1,667 respondents rated course content, materials and trainer satisfactory or better	> 100% of 3,587 respondents rated course content, materials and trainer satisfactory or better	> 100% of 1,957 respondents rated course content, materials and trainer satisfactory or better	> 100% of 1,114 respondents rated course content, materials and trainer satisfactory or better	> 100% of 8,325 respondents rated course content, materials and trainer with 98.7 % response rate				
						b) Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,526 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,064 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 2,624 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,068 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 6,282 respondents rated satisfactory or better from the information and technical assistance provided with 95% response rate: NWPC (100%), RTWPBs (90%)				
						> 100% of request for legal advice acted upon within 5 days from receipt of requests	> 100% of 118 requests for legal advice acted within 5 days from receipt of requests	> 100% of 103 requests for legal advice acted within 5 days from receipt of requests	> 100% of 105 requests for legal advice acted within 5 days from receipt of requests	> 100% of 90 requests for legal advice acted within 5 days from receipt of requests	> 100% of 416 requests for legal advice acted within 5 days from receipt of requests				

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	as of DECEMBER 31, 2018 (Remarks)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
<p>2. Development/ Upgrading of Modules</p> <ul style="list-style-type: none"> <li>- Productivity 101</li> <li>- Upgrading of Lean Management</li> <li>- 7S of Good Housekeeping</li> <li>- Social Media Marketing</li> </ul> <p>Capacity Building Programs</p> <p>a) Productivity Improvement Through Social Media Marketing</p> <p>b) Kaizen ("Follow the Firm")</p> <p>c) Workshop on the Computation of Family Living Wage and Analysis of Labor Market Information</p> <p>d) 2018 National Productivity Conference</p>						> 4 training modules developed/ upgraded	> Draft Four (4) training modules developed/ upgraded (80%) for approval stage	<ul style="list-style-type: none"> <li>&gt; Productivity 101 - Chanced to Appreciation Course on Productivity and NWPC Productivity Training Programs (Productivity Toolbox) module enhanced</li> <li>&gt; Lean Management - Module upgraded/ revised based on comments of Directorate, for final approval</li> <li>&gt; 7S of Good Housekeeping - Module upgraded and enhanced and approved by ED Sy 9 Aug. 2018</li> <li>&gt; Social Media Marketing - Module developed and approved, TOT scheduled on July 10-12, 2018</li> <li>&gt; Concept note developed and approved</li> <li>&gt; Concept note developed and approved</li> <li>&gt; Workshop conducted on April 12- 13, 2018 with 41 RTWPB participants at Icon Hotel, Quezon City</li> <li>&gt; Logistics preparations coordinated/prepared</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Module approved by ED Sv 31 Aug. 2018</li> <li>&gt; Module approved by ED 5 Oct. 2018</li> <li>&gt; Module approved by ED Sy 9 Aug. 2018</li> <li>&gt; Module approved by ED Sy 1 Aug. 2018</li> <li>&gt; Training of Trainers conducted on 10- 12 July at The Golden Phoenix Hotel, Pasay City with 34 participants (RBs: 32, CO: 2)</li> <li>&gt; Training proposal for approval</li> <li>&gt; Presented to Director II /DED for comments</li> <li>&gt; National Productivity Conference conducted on 14 Sept. 2018 at Pan Pacific Hotel, Manila highlighted by the ff. topics/speaker: <ul style="list-style-type: none"> <li>a) Inclusive Innovation Industrial Strategy Propelling Jobs, Investments and Shared Prosperity for All by Dr. Rafaelita M. Aldaba of DTI</li> <li>b) Google: Connecting MSMEs in the International Value Chain by Mr. Kenneth Lingan, Google Phils.</li> <li>c) Getting Ahead of the Automation Curve: Prospects for MSMEs by Dr. Rana Hasan, ADB</li> <li>d) Financial Technology Tools for MSMEs by Mr. Paul Lazaro, DBP</li> <li>e) Kapatid Agri Mentor Me Program : Taking Philippine Agripreneurship to the Next Level by Mr. Jose Alvaro Severino Nito of Go Negosyo</li> <li>f) Managing the HR Landscape under Industry 4.0 by Mr. Patrick V. Marquina, Willis Towers Watson</li> <li>g) How MSMEs Can Benefit from Data Analytics by Dr. Christopher P. Monte-</li> </ul> </li> </ul>	> Four (4 modules) approved	
			> Concept note prepared/ approved						> Concept note prepared/ approved		
			> Concept note prepared/ approved	> Administrative and logistics coordinated/ prepared	> Conference conducted		> Concept note prepared/ approved				
			> Concept note prepared/ approved	> Training conducted							

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	as of DECEMBER.31, 2018 (Remarks)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	(% of 1st Quarter Target) 1st Quarter	(% of 2nd Quarter Target) 2nd Quarter	(% of 3rd Quarter Target) 3rd Quarter	(% of 4th Quarter Target) 4th Quarter	
e) Wage and Productivity Caravan  <i>Fair and reasonable minimum wages in accordance with law ensured</i>						> 16 caravans conducted	> 7 caravans conducted (RBs: IX,XII, XIII)	> 8 caravans conducted (RBs: I, II, III,IV-A, V, XI)	> 14 caravans conducted (RBs: CAR, NCR, VIII,VI, IX, XI)	> 2 caravans conducted (RBs: .VII,X)	> 31 caravans conducted
A. Wage Regulatory Program 1. TIER 1											
a) Review/monitoring of socio economic situation in the region		> 1 report prepared	> 4 reports prepared	> 4th quarter report of 2017 prepared and consolidated	> 1st quarter report of 2018 prepared and consolidated	> 2nd quarter report of 2018 prepared and consolidated	> 3rd & 4th quartet reports prepared and consolidated				
b) Issuance of Wage Orders (WOs) / implementing Rules (IRRs)						> 32 wage consultations/ public hearings/ board deliberations conducted as necessary	> 11 public hearings/ consultations conducted with 1,221 participants (Male: 475 and Female: 746) (34% of annual target)	> 25 public hearings/ consultations conducted with 2,100 participants (Male: 817, Female: 1,283) (78% of annual target)	> 15 public hearings/ consultations conducted with 1,801 participants (Male: 633, Female: 1,168) (46% of annual target)	> 15 public hearings/ consultations conducted with 691 participants (Male:264, Female: 428) (46% of annual target)	> 66 public hearings/ consultations conducted with 5,813 participants (Male:2,189, Female: 3,625) (206% annual target)
						> as necessary	> RB-IVA wage order issued 28 Feb. 2018	> RB XII wage order issued 13 April 2018	> RB-CAR wage order issued 20 July 2018	> RB-NCR wage order issued 30 Oct. 2018	> 15 wage orders issued (RBs:NCR, CAR, II, III, IV-A, IV-B, V, VI, VII, VIII, IX, X, XI, XII and ARMM)
								> RB-IV-A wage order issued Feb. 28, 2018	> RB-V wage order issued 14 Aug. 2018	> RB-II wage order issued 22 Oct. 2018	
								> ARMM issued 23 April 2018	> RB-X wage order issued 9 Oct. 2018	> RB-IV-B wage order issued 9 Oct. 2018	
								> RB VIII wage order issued 7 May 2018			
								> RB VI wage order issued 8 June 2018			
								> RB VII wage order issued 18 June 2018			
								> RB XI wage order issued 27 June 2018			
								> RB III wage order issued 28 June 2018			
								> RB IX wage order issued 29 June 2018			
c) Percentage of number of min. wage rates above poverty threshold - 100% of wage rates above the 2012 poverty threshold  - 70% of wage rates above the 2015 poverty threshold						> 100% of wage rates above 2012 poverty threshold	> 100% of wage rates above 2012 poverty threshold  as of March 2018	> 100% of wage rates above 2012 poverty threshold  as of June 2018	> 100% of wage rates above 2012 poverty threshold  as of Sept.2018	> 100% of wage rates above 2012 poverty threshold  as of Sept 2018	> 100% of wage rates above 2012 poverty threshold  > 73 out of 83 MWRs or 92.8% of wage rates above the 2015 poverty threshold
						> 70% of wage rates above 2015 poverty threshold but not exceeding the average wage	> 31 out of 84 MWRs or 63% of wage rates above the 2015 poverty threshold	> 58 out of 78 MWRs or 75.6% of wage rates above the 2015 poverty threshold	> 73 out of 81 MWRs or 90.1% of wage rates above the 2015 poverty threshold	> 73 out of 81 MWRs or 90.1% of wage rates above the 2015 poverty threshold	
d) Minimum Wage for Domestic Workers (DW)						> as necessary					> 2 domestic wage orders issued ( RB: II & IV-A)
e) Issuance of wage advisories (as necessary)						> as necessary	> 2 wage advisories issued (Region II on agribusiness, retail & wholesale, trade, hotel and restaurant and Region XI on hotels and resorts)	> 2 wage advisories issued (RB V on wholesel and retail trade & construction industries, RB IX on hotels and restaurants)			> 4 wage advisories issued (RBs: II, V, IX, XI)
f) Issuance of Labor Standard Cpmpliance Certificates for PUPs under DO 118-12											> Compliance certificates of 65 bus companies reviewed by the Baord
g) 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 30 FE applications/ requests from firms with complete documents acted upon - 17 out of 30 or 56.7% FE orders issued	> 100% of 25 FE applications/ requests from firms with complete documents acted upon - 6 out of 25 or 24% FE orders issued	> 100% of 35 FE applications/ requests from firms with complete documents acted upon - 28 out of 35 or 80% FE orders issued	> 100% of 22 FE applications/ requests from firms with complete documents acted upon - 16 out of 22 or72.7% FE orders issued	> 100% of 73 FE applications/ requests from firms with complete documents acted upon - 67 out of 73 or 91.8% FE orders issued
							> 100% of 26 TMS applications/ requests from firms with complete documents acted upon	> 100% of 18 TMS applications/ requests from firms with complete documents acted upon	> 100% of 4 TMS applications/ requests from firms with complete documents acted upon	> 100% of 25 TMS applications/ requests from firms with complete documents acted upon	> 100% of 72 TMS applications/ requests from firms with complete documents acted upon

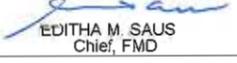
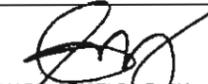
Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	as of DECEMBER 31, 2018 (Remarks)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
2. 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 (26 out of 26 application for wage exemption disposed)	> 100% disposition rate (1 out of 1 application for wage exemption disposed)	> 1 application received (received Sept 7, 2018, still within the 45 days reglementary period)	> 100% disposition rate (28 out of 28 application for wage exemption disposed within 45-day reglementary period)	
b) Appeals on Wage Order / Exemption cases filed with the Commission						> 98% disposition rate	> No appeals on wage order/exemption received for the period)	> 100% disposition rate (2 out of 2 exemption cases disposed)	> 100% disposition rate (2 out of 2 exemption cases disposed)	> 100% disposition rate (3 out of 3 appeals on exemption/WO disposed within 60-day reglementary period upon receipt of the appeal for the RTWPBs)	
3. Tamang Kaalaman sa Kita at Kakayahang (T3K)		> 54,000	> 81,000	> 54,000	> 81,000	> 270,000 clients reached thru advocacy services	> 115,721 or (214.3%) clients reached thru advocacy services on the ff.: - Public information - 4,529 assistance - IEC materials - 39,745 - Wage clinique/ - 4,755 seminar/public fora - Mass media - 66,692	> 98,102 or (121%) clients reached thru advocacy information services on the ff.: - Public information - 6,426 assistance - IEC materials - 35,489 - Wage clinique/ - 6,140 seminar/public fora - Mass media - 50,047	> 104,049 or (192%) clients reached thru advocacy information services on the ff.: - Public information - 7,841 assistance - IEC materials - 66,698 - Wage clinique/ - 4,333 seminar/public fora - Mass media - 25,177	> 34,817 or (43%) clients reached thru advocacy information services on the ff.: - Public information - 3,796 assistance - IEC materials - 21,249 - Wage clinique/ - 2,856 seminar/public fora - Mass media - 6,916	> 352,689 or (131%) clients reached thru advocacy information services on the ff.: - Public information - 22,592 assistance - IEC materials - 163,181 - Wage clinique/ - 18,084 seminar/public fora - Mass media - 148,832
> Development, Production and Dissemination of IEC Materials											
a) Press conference/briefings		> 3	> 3	> 3	> 3	> 12 press conference/briefings conducted	2 press conference/briefings conducted	> 3 press conference/briefing conducted	> 3 press conference/briefing conducted	> 8 press conference/briefings conducted	
b) Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 9 press releases (75%)	> 28 press releases (233%)	> 18 press releases (150%)	> 73 press releases (145%)	
c) Radio/TV guestings/interviews						> 100% of requests attended	> 100% of 1 radio/TV guestings/interviews attended (CO)	> 100% of the 4 TV requests/interviews attended	> 100% of the 2 TV requests/interviews attended	> 100% of the 11 radio/TV guestings/interviews	
d) Good news reortino		9	9	9	9	> 36 good news reports submitted	> 10 good news reports (111%) submitted	> 21 good news reports (233%) submitted	> 19 good news reports (211%) submitted	> 66 good news reports (183%) submitted	
e) 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	> 4 learning sessions conducted benefitting 290 participants (200%) (Male - 55, Female 235) from 176 companies	> 4 learning sessions conducted benefitting 192 participants (133%) (Male - 24, Female 168) from 113 companies	> 3 learning sessions conducted benefitting 145 participants (100%) (Male - 35 Female 110) from 82 companies	> 6 learning sessions conducted benefitting 223 participants (200%) (Male - 30 Female 193) from 127 companies	> 17 learning sessions conducted benefitting 850 participants (69%) (Male - 114, Female 706) from 498 companies
f) NWPC Bulletin/News Letter		> 3	> 3	> 3	> 3	> 12 NWPC Bulletin/News Letter prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 12 NWPC Bulletin/News Letters prepared/disseminated (100%)	
g) 2017 Compendium of WOs/IRRS			> 100 copies reproduced			> 100 copies disseminated	> 2017 Compendium of WOs/IRRS reproduced ready for binding	> 100 copies of compendium disseminated		> 100 copies of compendium disseminated (100%)	
h) Corporate give aways						> 3 corporate give aways	> Concept note approved on 6 March 2018 > IEC designs approved	> Universal travel adaptor on going repro of supplier, waiting for sample of lap top bag	> Universal travel adapter delivered/disseminated		
i) AVPs						> 1 AVP developed	> Concept note approved on 28 March 2018	> Storyboard drafted and submitted to the beneficiary firm for review/comment	> 1 AVP submitted to IPS on 30 Oct. 2018	> Done	
<b>STRENGTHEN RESEARCH AND DATABASE TO SUPPORT POLICY DEVELOPMENT</b>											
Conduct of Research											
1. Study on the Implications of National Minimum Wage System in the Philippines		> Concept note developed	> Data analyzed > Report prepared	> Results presented			> Concept note prepared > Draft request letter to NEDA requesting simulation on the economic impact of national min. wage	> Draft report prepared and presented > Revision of the report on going	> Powerpoint presentation materials for the result of the study updated > Report writing on-going	> Study report prepared/presented to the Directorate	> This shall serve as input to the assessment of the current minimum wage policy in view of the proposal for national minimum wage
2. Specialized Productivity Improvement Program (SPRINT) for SMEs						> Guidelines prepared	> Concept note prepared	> Report including the implementation guidelines developed and presented for review and comment	> Guidelines submitted and presented to the Commission in August.	> Report of implementation guidelines developed and presented to the Directorate	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	as of DECEMBER 31, 2018 (Remarks)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
3. Study on the Compensation Schemes in the Fishing Industry		> Desk research conducted  > Coordination with RBs and Stakeholders	> Site visit/ survey conducted  > Data processed	> Final report prepared			> Concept note prepared > Coordination and briefing with PFDA, Coast Guards and RBs conducted > Conducted survey on the following regions: - Region I - Dagupan City Pangasinan - Region IV-A: Lucena City, Quezon - Region VI: Tanza, Iloilo City  > Encoded 57 accomplished questionnaires of fishers/ captains/owners	> Results of the study presented to the Directorate  > Report prepared and presented to the Directorate and concerned DOLE Offices (ILS, BWC, BWSC) on 4 July 2018	> Report presented to selected DOLE Senior officials and concerned DOLE offices on 7 Aug. 2018  > Report endorsed to BWC on 27 Sept. 2018	> Study presented to DOLE Research Conference on 28 Nov. 2018  > Copy of the study forwarded to BWC for issuance of supplemental guidelines	
4. Mainstreaming Productivity Agenda in Development and Sectoral Plans		> Research proposal drafted  > Desk research conducted	> Consultation meetings conducted	> Research data drafted	> Report submitted/ presented		> Research proposal drafted  > On going desk research on 40 sectoral roadmaps and regional development council of DTI conducted  > Requested DTI-BOI, ILS, EDC and BSMED copies of all industry road maps in the country and ILS copies of HRD roadmaps per industry	> Productivity mainstreaming resolution prepared and presented to and approved by the Commission  > NWPC Resolution on "Mainstreaming a Productivity Agenda in the Country's Dev. Plans" approved and issued on April 11, 2018  > Report on the identified productivity gaps in the PDP, PEDP, TVET AND MSMEDP submitted  > Outputs on productivity gaps in the PDP, PEDP, TVET and HR industry road maps reviewed	> NWPC Resolution on "Mainstreaming a Productivity Agenda in the Country's Dev. Plans" published on The Manila Times 31 July 2018		
5. Estimating Basic Food and Non-food Needs Across Regions Based on Facility Evaluation Results		> Concept note prepared	> Desk Research conducted	> Report prepared > Results presented		> Concept note prepared > FE results of all regions encoded > Draft report prepared	> Study completed and presented to the Directorate for review /comment	> Tables and analysis revised based on DED's instructions	> Study report prepared and submitted to ED		
6. Process Evaluation of the Productivity Toolbox and Survey of Beneficiaries		> Research proposal drafted	> Questionnaire developed > Pre-test survey conducted > Coordination with RBs	> Survey results collected/ analyzed	> Report prepared	> Research proposal prepared > Meeting with ILS re possible research collaboration conducted > Concept note on the Learning Session prepared > Learning Session on Process Evaluation of the Productivity Toolbox and Survey Operations conducted on March 19-20, 2018	> Questionnaire developed  > Sample establishments reviewed/validated	> Revised concept and questionnaire submitted/ presented to PRS Director and Dep. Exec. Director for comments	> Report on the document review of MSME respondents submitted and approved 21 Dec. 2018  > Survey questionnaire approved		
7. 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	> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested	> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested	> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested	> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested	> Submitted inouts/ comments to DLLO on the following: - minimum wage of domestic workers - impact of additional non-working holiday on daily and regular wage earners  > Drafted provision on Right to Disconnect under the Telecommuting Act (House Bill Nos. 4722, 5630, 5779, 5841 and 6322)  > Prepared comments on House Bill 5618, 5701, 6227, 6476 ("The Philippine Innovation Act")  > Revised/finalized paper on Impact of Labor Benefits on Labor Cost and Productive Hours  > NWPC inouts/comments on House Bill Nos. 4562, 5911, 6650 (service charges) prepared/ submitted	> Prepared comments on the following: - House Bill No. 1719 (Micro-Credit Financing Bill)  - House Bill No. 4562 (An act Strengthening Rank and File Employees from service charges)  - House Bill No. 5911 (An act providing that 100% of the service collected from Hotels, Restaurants and other establishments be distributed to all covered employees and for other purposes)	> Prepared comments on the following: - House Bill No. 7787 (Proposed National Min. Wage/Abolition of NWPC/RTWPBs)	> Prepared comments on the following House Bills: - Nos. 5618, 5701, 6227, 6476 ("The Phil. Innovation Act") - Nos. 4362, 5911, 6650 (Service Charges) (Service Charges)  - Nos. 2225 (Act Increasing the Night Shift Premium Pay in Business Process Outsourcing Firms in the Phils.)	

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Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	as of DECEMBER 31, 2018 (Remarks)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
8 Maintenance/review of wages and productivity databases						> Wages and productivity databases maintained	> Updated Phil. labor productivity statistics (GVA employment) - National - Sectoral	> Updated Phil. labor productivity statistics (GVA employment) - National - Sectoral	> Updated Phil. labor productivity statistics (GVA employment) - National - Sectoral	> Updated Phil. labor productivity statistics (GVA employment) - National - Sectoral	
<b>CAPACITY BUILDING FOR PROGRAM IMPLEMENTERS</b>			> Workshop on the Computation of Family Living Wage and	> Social Media Marketing			> Maintained/updated the following: - Nominal and Real Wage Statistics - Website statistics - CDMWR and wage increase by admin - Comparative Wages in Selected ASEAN countries	> Maintained/updated the following: - Nominal and Real Wage Statistics - Website statistics - CDMWR and wage increase by admin - Comparative Wages in Selected ASEAN countries	> Maintained/updated the following: - Nominal and Real Wage Statistics - Website statistics - CDMWR and wage increase by admin - Comparative Wages in Selected ASEAN countries	> Maintained/updated the following: - Nominal and Real Wage Statistics - Website statistics - CDMWR and wage increase by admin - Comparative Wages in Selected ASEAN countries	
<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 3 April 2018	> 2nd quarter report submitted to DOLE-LS on 4 July 2018	> 3rd quarter report submitted to DOLE-LS on 4 Oct. 2018	> 4th quarter report submitted to DOLE-LS on 2 Jan. 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 GSIS Complex attended/participated 6 employees on 8 March 2018		> One officer attended the Inter-Agency Planning Workshop for Budget Utilization of GAD Initiatives on 29 Oct. 2018	> 2020 GAD Plan and Budget prepared  > 2018 GAD Annual Report prepared and submitted to DOLE-PS	
3. Networking and Linkages							> Presentation report on "Green Productivity for Sustainable Development" presented in 1st Bicol Productivity Learning Session on March 20, 2018 at La Piazza Hotel, Legaspi City				
<b>GENERAL ADMINISTRATION AND SUPPORT</b>							> Memorandum of Agreement with NCMB on LMC and Productivity based incentive schemes signed				
1. Quality Management Systems (QMS) Implementation							> ISO 9001(2015) Certification maintained	> QMS Action Planning Workshop/ Risk Orientation Course conducted on April 10-11, 2018	> IQA findings followed up and presented to RBs during the MSS Assessment on 27 Sept. 2018 at the Grand Opera Hotel		
							> Passed the 2nd surveillance audit with no Non-Compliance with 27 OFIs and 10 positive observations conducted on on Feb. 12, 13 & 15, 2018	> QMS review of commitments form revised (Risk portion)			
							> Passed the 2nd surveillance audit with no Non-Compliance with 27 OFIs and 10 positive observations conducted on on Feb. 12, 13 & 15, 2018				
2 Planning and Management Information System							> CO-RB Corplan conducted Feb 7-8, 2018 at Newtown Plaza Hotel in Baguio City	> NWPC 1st quarter accomplishments for the Workers Protection Human Resource and Internal Auditing Services submitted to DOLE-PS	> CO-RTWPB MYPA conducted 9 July at The Golden Phoenix Hotel	> Pre YEPA with RBs conducted on 6 Dec. 2018 at Linden Suites, Pasig City	
a) Corplan / MYPA / YEPA		> Corporate Planning conducted		> MYPA conducted			> Presented the following reports: - 2017 NWPC Performance Assessment - NWPC Program Thrusts and Priorities - 2018 Targets and Commitments - 2017 Fund Utilization - 2018 Budget Allocation	> Workers Protection Human Resource and Internal Auditing Services Cluster conducted 5 May 2018 at Quezon City	> RTWPBs catch-up plan submitted to concerned program managers	> CO 2019 Corplan conducted on 11- 12 Dec. 2018 at NWPC Conference Room	
							> DOLE Human Capital Development Cluster Planning exercise conducted on Jan. 22, 2018 at NWPC Conference Room	> NWPC 1st semester accomplishments prepared; NWPC-RTWPB MYPA is scheduled on 9 July 2018			
							> Prepared/presented NWPC's programs, strategies, outcomes outputs, directions and key performance indicators in support to DOLE program thrusts for 2018				

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
b) Implementation of 2018 NWPC ISSP		> Procurement recommendation prepared	> Bidding docs prepared	> Canvass	> Procurement/delivery conducted		> Drafted NWPC's 1st quarter accomplishments for the Workers Protection Human Resource and Internal Auditing Services > Recommendation for procurement and corresponding purchase request approved on 19 March 2018	> Procured laptop (20 units) printer (15 units), memory upgrade > Purchased the following: - MS Office license - Anti-Virus license - Adobe Photoshop - Firewall license > NWPC website upgrading on going	> On going procurement of RBs firewall license, Adobe full package license, bluetooth speaker, wireless presenter and server memory > NWPC website upgrading on going	> RBs firewall license, Abodbe full package license, wireless presented and server memory purchased > NWPC website maintained	> ISSP Budget utilization rate: CO - 99% MOOE - 100%
3. Administrative Services											
a) Human Resource Development											
> Staff Development Program		> Trainings/seminars facilitated conducted		> 11 local trainings availed and or organized at Central Office a) 7 internal trainings conducted/organized benefitting 309 participants (Male: 106, Female: 203) b) 4 external trainings attended/participated by 5 employees (Male: 2, Female: 3)	> 14 local trainings availed and or organized at Central Office a) 5 internal trainings conducted/organized benefitting 228 participants (Male: 81, Female: 147) b) 9 external trainings attended/participated by 15 employees (Male: 3, Female: 12)	> 13 local trainings availed and or organized at Central Office a) 5 internal trainings conducted/organized benefitting 168 participants (Male: 62, Female: 106) b) 8 external trainings attended/participated by 12 employees (Male: 9, Female: 8)	> 32 local trainings availed and or organized at Central Office a) 3 internal trainings conducted/organized benefitting 45 participants (Male:13, Female: 32) b) 29 external trainings attended/participated by 109 employees (Male:22, Female: 82)	> 70 local trainings availed and or organized at Central Office a) 20 internal trainings conducted/organized benefitting 750 participants (Male: 262, Female: 488) b) 50 external trainings attended/participated by 141 employees (Male: 36, Female:105)			
> Health, Safety and Welfare Program							> Annual Physical Examination conducted on March 13, 2018 > Stress Management conducted by MMDC on March 14, 2018 > Corporate Wellness of the Skin conducted by Skin Essentia on March 26, 2018	> Medical consultation conducted 16 April 2018 > Philhealth briefing conducted 20 April 2018 > Free Vision Test sponsored by Paterno Eye Care conducted 14 June 2018	> Influenza vaccination administered to NWPC employees On 18 July > Free corporate eye examination by Serapio Optical held 31 Aug. > Stress Management conducted by MMDC on 19 Sept.		
> Employees Benefits/Awards/Incentives							> 3 loyalty awards processed	> 7 loyalty awards processed	> 4 step of increments processed > 1 loyalty awards processed	> 19 step of increments processed	> 11 loyalty awards and 23 step increments processed
b) Personnel Management Services							> 3 appointments processed/ issued > Draft revised PRAISE submitted for review	> 6 appointments processed/ issued > Final revised PRAISE for presentation to the top management	> Revised PRAISE submitted to CSC-NCR on 12 Sept. 2018	> Revised PRAISE submitted to CSC-NCR on 12 Sept. 2018	> 9 appointments processed/ issued
4. Financial Management											
a) Financial Workshop		> Workshop conducted					> Financial workshop on closing of books conducted Jan. 16-19, 2018 at Lotus Garden Hotel, Manila		> Mid-Year Assessment on MSS activities conducted on 26-27 Sept at Manila Grand Opera Hotel		
b) Allotment Utilization		> 20%	> 30%	> 25%	> 25%	> 100% fund utilization	> Allotment utilized PS- 23% MOOE - 26% CO - 0% Total - 24 %	> Allotment utilized PS- 47% MOOE - 52% CO - 70% Total - 49 %	> Allotment utilized PS- 70% MOOE - 75% CO - 91.45% Total - 72 %	as of Dec. 2018 > Allotment utilized PS- 96.36% MOOE - 99.95 CO - 99.16 Total - 97.45	
c) Cash Utilization		> 100% of NCA for the quarter	> 100% cash utilization	> 99% cash utilization based on cash program	> 100% cash allocation based on cash program	> 98% cash allocation based on cash program	> 97% cash allocation based on cash program				
OTHER INITIATIVES: PRIME HRM Maturity Level 2										> Undergo on-site assessment conducted by CSC on Nov. 29- Dec. 3, 2018 at NWPC Conference Room > NWPC was recognized under Level 2 for all four (4) HR systems	

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
Compliance to Freedom on Information (FOI)							> 1st quarter FOI summary report submitted to IAS 2 April 2018	> 2nd quarter FOI summary report submitted to IAS 10 July 2018	> 3rd quarter FOI summary report submitted to IAS 1 Oct. 2018  > People's FOI Manual posted in the NWPC website transparency seal 28 Sept. 2018	> 4th quarter FOI summary report submitted to IAS 28 Dec. 2018	
Special Citation in Innovation									> LTRFB MC No. 2002-001, Dept. Order No. 118-12 and NWPC Guidelines No. 1 series of 2012 issuances upheld by the Supreme Court as valid issuances in the case of PBOAP, et al VS DOLE and LTRFB (GR No. 202275, issued July 7, 2018)	> Received citation for its innovative programs- One Call Away, e Productivity Toolbox and Usapang 2Ps: (Pasahod at Productivity) during the awarding ceremony for the Most Innovative Office at the Labor Governance Learning Center on 5 Dec. 2018	
Prepared by:		In coordination with :				Approved by:				Date:	
 LOURDES M. SECILLANO Chief, PID		 EDITHA M. SAUS Chief, FMD				 MARIA CRISELDA R. SY Exec. Director IV				22 Jan. 2019	

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