

**QUARTERLY PHYSICAL REPORT OF OPERATION
As of March 31, 2021**

Department of Labor and Employment (DOLE)

Agency :

Central Office

Organization Code (UACS) :

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	31010000000000												
OO : Capacity of MSMEs to implement productivity improvement program													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	8%	20%	12%	40%	1%	-	-	-	1%		1% or 10 out of 765 MSMEs trained with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	5%	7%	12%	-	-	-	-	1.91%		1.91% or 9 out of 471 MSMEs assisted on PBIS with productivity incentive schemes
Output Indicators													
1. Number of MSMEs trained/oriented		1,800	2,700	2,700	1,800	9,000	3,409	-	-	-	3,409		A total of 3,409 (38%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%	-	-	-	100%		100% of the respondents rated services as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	100	200	500	800	96	-	-	-	96		A total of 96 (12%) MSMEs provided with technical assistance on designing productivity based incentive schemes
WAGE REGULATORY PROGRAM	32010000000000												
OO : Fair and reasonable minimum wages in accordance with law ensured													
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold		-	-	-	-	100%, 98.4%, and 40%	100%, 98.4%, and 45.31%	-	-	-	100%, 98.4%, and 45.31%		100% or 93 out of 93 minimum wage rates above the 2012 poverty threshold 98.4% or 63 out of 64 minimum wage rates above the 2015 poverty threshold 45.31% or 29 out of 64 minimum wage rates above the poverty threshold

Department of Labor and Employment (DOLE)

Agency :

Central Office

Organization Code (UACS) :

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days		-	-	-	-	98%	100%	-	-	-	100%		2 cases filed last year but resolved this year: > NWPC Case No. E-20-001; received 25 Nov 2020; resolved – 07 Jan 2021 > NWPC Case No. E-20-002 (case of execution of Supreme Court decision); received – 17 Nov 2020; resolved – 27 January 2021
Output Indicators													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	169,322	-	-	-	169,322		A total of 169,322 (63%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		As necessary	As necessary	As necessary	As necessary	As necessary	-	-	-	-	-		
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		-	-	-	-	98%	-	-	-	-	-		No application for wage exemption received

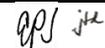
Prepared By:


LOURDES M. SECILLANO
 Chief, Planning and Information Division

In coordination with:


EDITHA M. SAUS
 Chief, Financial Management Division

Approved By:


MARIA CRISelda R. Sy
 Executive Director IV 

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of 31 March 2021

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 8	Remarks as of 31 March 2021 9
		1st Quarter 3	2nd Quarter 4	3rd Quarter 5	4th Quarter 6	Total 7 = (3+4+5+6)		
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced								
Enterprise Productivity Improvement Program								
1. Productivity Training Program (Productivity Toolbox: ISTIV PAP, ISTIV Bayanihan, ISTIV Plus SIB, Service Quality, 5S/7S, Lean Management, Retail Service Green Productivity, and other orientations) to improve workers' capacity and enterprise competitiveness		> 1,800	> 2,700	> 2,700	> 1,800	> 9,000 MSMEs oriented/trained	> 3,409 MSMEs were provided productivity orientations/training (38%)	> 3,409 MSMEs were provided productivity orientations/training (38%)
		> 1,344	> 2,016	> 2,016	> 1,344	> 6,720 MSMEs oriented	> 2,644 MSMEs benefitted from productivity orientations with 3,290 participants (39%)	> 2,644 MSMEs benefitted from productivity orientations with 3,290 participants (39%)
		> 456	> 684	> 684	> 456	> 2,280 MSMEs trained	> 765 MSMEs benefitted from productivity trainings with 969 participants (34%)	> 765 MSMEs benefitted from productivity trainings with 969 participants (34%)
		-	-	> 570	> 342	> 912 or 40% of MSMEs trained with PIP/action plans implemented	> 1.30% or 10 out of 765 MSMEs trained with PIP/action plans implemented	> 1.30% or 10 out of 765 MSMEs trained with PIP/action plans implemented
		> 100%	> 100%	> 100%	> 100%	> 100% of clients who rated technical advice as satisfactory or better on training/orientation	> 100% or 968 out of 968 respondents rated training services as satisfactory or better > 100% or 619 out of 619 respondents rated frontline services as satisfactory or better	> 100% or 968 out of 968 respondents rated training services as satisfactory or better > 100% or 619 out of 619 respondents rated frontline services as satisfactory or better
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		> 80	> 320	> 320	> 80	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 96 MSMEs provided with technical assistance on designing productivity-based incentive schemes (12%)	> 96 MSMEs provided with technical assistance on designing productivity-based incentive schemes (12%)
3. Development of Webinar Modules on Productivity								
a. Develop three (3) webinar modules within the year:						> Three (3) webinar modules developed within the year	> Ongoing development of productivity modules:	
i. Improving Productivity of Domestic Work							1. Domestic Work	
ii. 4Ps of Marketing							2. Productive Career Choice	
iii. Productive Career Choice							3. 4Ps of Marketing	
							> Ongoing upgrade of training modules:	
							1. ISTIV Values for Smarter and Productive Workforce	
							2. ISTIV-SIB	
							3. Retail and Visual Merchandising in the New Normal	
							4. ISTIV Bayanihan	
							- Bookeeping	
							- Stock Control	
							- Costing and Pricing	
4. Capacity Building								
a. Conducted three (3) webinars:						> Three (3) webinar conducted		
i. Basic Trainers Training (for new trainers of RTWPBs) by October 2021								
ii. Run-Through/TOT on upgrade/new modules 5 days upon approval								
iii. TOT for PESO Managers and DOLE-FP on Work Ethics of a Productive Worker (upon request of Regional PESO Federation/Manager)								
b. Conducted technical assistance upon request of RTWPB						> Technical assistance conducted upon request	> Conducted eight (8) technical assistance to RTWPBs re:	> Conducted eight (8) technical assistance to RTWPBs re:
							1. Business Continuity Planning and Management (BCPM)	

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments	Remarks as of 31 March 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter	
5. 2021 Productivity Olympics (Special Edition)			> 2021 PO criteria, mechanics, and guidelines reviewed by the end of April 2021		> 2021 PO conducted by the end of December 2021		<ul style="list-style-type: none"> - RTWPB NCR (March 17, 24) - RTWPB I (March 29) - RTWPB V (March 26) - RTWPB XII (March 22) 2. Guide to Starting and Growing Your Business: Tips for More Productive Online Shops <ul style="list-style-type: none"> - RTWPB IVB (March 19) - RTWPB VII (March 12) 3. Leaner Management in the Better Normal <ul style="list-style-type: none"> - RTWPB XII (March 24) <p>> Research on the dimensions of employee engagement and business continuity for proposed 2021 PO Criteria</p> <p>> Submitted initial draft/proposed 2021 Productivity Olympics Criteria</p> <p>> Discussed with the PPRD staff the 2021 PO Budget</p> <p>> Discussed with the Directorate the 2021 PO proposed criteria, budget, and activities</p> <p>> Computed proposed honorarium for NJP and NSC members</p> <p>> Draft proposed criteria, budget, and activities and submitted to PRS Directorate</p> <p>> Canvassed on digital platform host provider for virtual awarding</p> <p>> Inquired DTI and BLE regarding the mechanics of awards and recognitions being given to MSMEs</p> <p>> Coordinated with CDA re: prizes/award received by the cooperative member on Gawad Parangal and Coop Kapatid Award</p> <p>> Prepared and proposed design for 2021 PO Awardee</p> <p>> Consolidated 2013-2019 PO National Winners and Finalist and updated PO database</p> <p>> Prepared and revised:</p> <ul style="list-style-type: none"> - 2021 PO Forms - Scoring Guide - Criteria for Best RTWPB - 2021 PO Resolution - Computation of honorarium based form DBM Budget Circular - Brochure design and other IEC materials for Productivity Olympics - Concept Note - Draft PO rating scale and criteria for best RTWPB - Draft memo for RTWPB focal persons - Budget allocation for 2021 PO <p>Commission Meeting</p> <p>> Presented 2021 PO criteria during the pre-commission meeting (March 03)</p> <p>> Presented new criteria and mechanics (March 11)</p> <p>> Presented during pre-commission meeting to discuss the revisions in the PO criteria (March 23)</p> <p>> Presented new PO criteria and mechanics (March 25)</p>	
<p>ORGANIZATIONAL OUTCOME 2: <i>Fair and reasonable minimum wages in accordance with law ensured</i></p> <p>Wage Regulatory Program</p> <p>1. Review of Existing Rules and Regulations</p>		> Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination within first quarter of 2021					> Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination on January 20, February 03, and February 17	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	
2. Two-Tiered Wage System (TTWS)								
a. Tier 1								
i. TTWS monitoring report		> 1 report prepared	> 4 reports prepared	> 1 report prepared	> 1 report prepared			
ii. Conduct of public hearings/wage consultations		> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> No public hearings/wage consultation conducted	> No public hearings/wage consultation conducted
iii. Issuance of Wage Orders		> as necessary	> as necessary	> as necessary	> as necessary	> Wage order issued, as necessary	> No wage order issued	> No wage order issued
iv. Percentage of number of wage rates above the poverty threshold:								
> 100% of wage rates above the 2012 poverty threshold						> 100% of wage rates above the 2012 poverty threshold but not exceeding the average wage levels	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold
> 98.40% of wage rates above the 2015 poverty threshold						> 98.40% of wage rates above the 2015 poverty threshold but not exceeding the average wage levels	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold
> 41.43% of wage rates above the 2018 poverty threshold						> 41.43% of wage rates above the 2018 poverty threshold but not exceeding the average wage levels	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold
b. 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 5 FE applications/requests from firms with complete documents acted upon - 3 FE orders issued	> 100% of 5 FE applications/requests from firms with complete documents acted upon - 3 FE orders issued
							> 100% of 4 TMS applications/requests from firms with complete documents acted upon - 3 TMS orders issued	> 100% of 4 TMS applications/requests from firms with complete documents acted upon - 3 TMS orders issued
c. Part-Fixed and Part-Performance Based Compensation Scheme in the PUB Industry		> 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 completed supporting documents acted upon	> 100% of 21 applications/requests with complete documents acted upon - 21 orders issued	> 100% of 21 applications/requests with complete documents acted upon - 21 orders issued
d. Minimum Wage for Domestic Workers		> as necessary	> as necessary	> as necessary	> as necessary	> Wage order for domestic workers issued, as necessary	> No wage order for domestic workers issued	> No wage order for domestic workers issued
3. Resolution of Exemption Cases								
a. Application for Exemption Case						> Achieved 98% disposition rate on application for exemption filed with RBs with the 45-day reglementary period	> No application for exemption received	> No application for exemption received
4. Appeals on Wage Orders and Exemption Cases								
a. Appeal on Wage Orders and exemption						> Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period	> 100% Disposition Rate* *Two (2) cases filed last year but resolved this year	> 100% Disposition Rate *Two (2) cases filed last year but resolved this year
b. Report on Status of Exemption Cases submitted to NCMB		> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 12 reports submitted every end of the month	> 3 reports submitted to NCMB	> 3 reports submitted to NCMB
5. Tamang Kaalaman sa Kita at Kakayahan (T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> 169,322 (63%) clients reached thru information advocacy services on the following: - 3,680 public information assistance - 28,918 IEC materials	> 169,322 (63%) clients reached thru information advocacy services on the following: - 3,680 public information assistance - 28,918 IEC materials

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	
6. Learning Sessions		> 100%	> 100%	> 100%	> 100%	> 100% of request for legal advice acted upon within 5 days from receipt of requests	- 3,316 wage clinics/seminar/public fora - 133,408 mass media > 100% of 32 requests for legal advice acted within 5 days from receipt of request	- 3,316 wage clinics/seminar/public fora - 133,408 mass media > 100% of 32 requests for legal advice acted within 5 days from receipt of request
7. Research studies/ technical papers/ reports on wages and productivity as bases for sound policy formulation/ recommendation		> 3 Learning Sessions conducted	> 12 Learning Sessions on wages, productivity, and labor market-related topics/concerns conducted	> No Learning Sessions conducted	> No Learning Sessions conducted			
a. Amendment of Republic Act No. 6971						> Research/report completed	> Attended the Special TEC Meeting on the amendments of RA 6971 (March 16) > Attended meeting with ED Sy re issues raised during the TEC meeting (March 17) > Prepared meeting report for ED Sy	
b. Framework for Linking Wage and Productivity Growth						> Research/report completed		
c. Analysis of PIP and GS from ISLE Rider Survey						> Research/report completed		
d. Assessment of the Minimum Wage Policy Implementation						> Research/report completed by third-party expert > Technical and financial report submitted to ILO	> Coordinated with ILO the extension of Implementation Agreement and fund life for the Assessment of MW Policy Implementation > Regularly followed-up with PSA, thru NS Dennis Mapa and ANS W. Guillen, the July 2018 and January 2019 LFS Panel	
e. Development of an Empirical Framework for Setting Domestic Workers' Minimum Wages						> Empirical framework for setting domestic workers' minimum wages developed > Capacity building of the Boards on the Empirical Framework	> Organized/attended/documented NWPC/PSRTI technical sessions to discuss the empirical framework options (Jan 14 & 25, Feb 5, Mar 1, > Provided relevant inputs/data to PSRTI (DomWork MinWage as of December 2018 and PPT Material on Kasambahay Survey Results) > Prepared presentation material for ED on PSRTI's Empirical Framework Options > Attended NWPC-PSRTI DomWork meeting and provided meeting highlights > Prepared/revised presentation on DomWork empirical framework options > Presented the DomWork empirical framework options to ED (including its application to the proposed P6,000 DW minimum wage)	
f. A Study on Prevailing Wages of Barangay Micro-Business Enterprises' Workers						> Research/report submitted	> Organized/attended/documented NWPC-DTI Meeting on the Data Sharing Agreement (DSA) > Revised/finalized Data Sharing Agreement in coordination with RALD > Prepared/finalized list of registered BMBEs that will take part in the research > Modified the Data Privacy Statement in Google Forms for the BMBE Study	
g. Feasibility of Establishing an Accreditation System for 3rd-Party Service						> Research/report completed	> Disseminated survey questionnaires to RBs > Monitored/followed up RBs' responses to the survey questionnaire > Encoded and consolidated survey responses	
INSTITUTIONAL SUPPORT								
1. Gender and Development (GAD) Plan		> GAD programs and projects implemented/ conducted		> PCW endorsed NWPC 2020 GAD Plan and Budget received on 01 March 2021 > 2020 GAD-AR first draft submitted to PCW thru GMMS (online) on 12 March 2021 > Conducted the following activities during the Women's month celebration: 1. "He Says, She Says" (Water Cooler) on the topic Millennial Stereotypes and Gender Bias				

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
b. Health, Safety and Welfare Program		> Health protocols implemented	> Health protocols implemented	> Health protocols implemented	> Health protocols implemented		within the covered period due to the ongoing pandemic > Strict compliance and monitoring of workplace health protocols > Installation of PPEs - sneeze guards, alcohol dispensers, air purifiers, temperature scanners > Regular disinfection of office premises > Provision of face mask, face shields, alcohol, QR codes for contact tracing, transportation service, and sleeping beds	
4. Financial Management								
a. Financial Management		> Workshop conducted					> Virtual Workshop conducted on 18-21 January 2021	
b. Allotment Utilization		> 15%	> 50%	> 85%	> 100%	> 100% fund utilization	> Allotment utilized as of March 2020 - PS: 22% - MOOE: 15% - CO: 69% - Total: 20%	> Allotment utilized as of March 2020 - PS: 22% - MOOE: 15% - CO: 69% - Total: 20%
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	> 94% cash utilization > 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: January - February 10 February - March 12 March - April 12 > 1st quarter BFAR submitted on April 30, 2021	> 94% cash utilization > 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: > 1 BFAR submitted
Prepared by:		In coordination with:			Approved by:			
 LOURDES M. SECILLANO Chief, Planning and Information Division		 EDITHA M. SAUS Chief, Financial Management Division			 MARIA CRISELDA R. SY Executive Director			05 August 2021