

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of June 30, 2019

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

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

Particulars 1	UACS CODE 2	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Remarks (as of June 30, 2019) 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	
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced	301000000								
1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R Industry, 5S, Green Productivity , Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness		> 2,400	> 3,600	> 3,600	> 2,400	> 12,000 MSMEs oriented/trained	> 3,432 MSMEs were provided productivity orientations/ trainings (28.6%)	> 6,148 MSMEs were provided productivity orientations/ trainings (51.2%)	> 9,580 MSMEs were provided productivity orientations/ trainings (80%)
		> 1,664	> 2,496	> 2,496	> 1,664	> 8,320 MSMEs oriented	> 2,398 MSMEs benefitted from productivity orientations with 4,198 participants benefitted (28.8%)	> 4,681 MSMEs benefitted from productivity orientations with 7,590 participants benefitted (56%)	> 7,079 MSMEs benefitted from productivity orientations with 11,788 participants benefitted (85%)
		> 736	> 1,104	> 1,104	> 736	> 3,680 MSMEs trained	> 1,034 MSMEs benefitted from productivity trainings with 2,222 participants benefitted or (28.1%)	> 1,467 MSMEs benefitted from productivity trainings with 2,543 participants benefitted or (40%)	> 2,501 MSMEs benefitted from productivity trainings with 4,765 participants benefitted or (28.1%)
		-	> 720	> 720	> 400	> 50% or 1,840 MSMEs trained with PIP/action plans implemented	> 13 MSMEs trained with PIP/action plans implemented (0.7%)	> 246 MSMEs trained with PIP/action plans implemented (13%)	> 259 MSMEs trained with PIP/action plans implemented (14%)
		-	> 48	> 64	> 48	> 160 terminal reports documented/implemented/ submitted	> scheduled to be done starting Q2 (no target for Q1)		
		> 80	> 320	> 320	> 800	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 212 MSMEs provided with technical assistance on designing productivity based incentive schemes (27%)	> 370 MSMEs provided with technical assistance on designing productivity based incentive schemes (46%)	> 582 MSMEs provided with technical assistance on designing productivity based incentive schemes (73%)
		> 16	> 48	> 48	> 32	> 144 MSMEs assisted with productivity-based incentive schemes installed		> 25 MSMEs assisted with productivity-based incentive schemes installed	> 25 MSMEs assisted with productivity-based incentive schemes installed (17%)
		> 16	> 48	> 48	> 32	> 144 MSMEs implementing Tier 2 documented		> 21 MSMEs implementing Tier 2 documented	> 21 MSMEs implementing Tier 2 documented (15%)
> Customer Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:			
						a) Training / Orientation	> 99.86% of 2,219 respondents rated course content, materials and trainer satisfactory or better	> 100% of 2,537 respondents rated course content, materials and trainer satisfactory or better	> 100% of 4,756 respondents rated course content, materials and trainer satisfactory or better
						b) Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,622 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 962 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 2,584 respondents rated satisfactory or better from the information and technical assistance provided

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	
> Spot Audit Report						> 100% of request for legal advice acted upon within 5 days from receipt of requests	> 100% of 70 requests for legal advice acted within 5 days from receipt of request	> 100% of 61 requests for legal advice acted within 5 days from receipt of request	> 100% of 131 requests for legal advice acted within 5 days from receipt of request
2. Development/ Upgrading of Modules: - Work-Life Balance for Workplace Productivity - QC Tools - ISTIV-PAP		> Concept note prepared	> Session plan developed	> Modules revised/ finalized > Modules deployment		> 3 training modules developed/ upgraded	> Concept notes prepared/ approved > Development of modules on-going	> Module developed/presented on April 11 & 15, May 7 & 17 and June 11, 2019 > Module developed/presented on April 12, May 6, June 7 & 14, 2019 > Module developed/presented May 10, & 23, and June 18, 2019	
3. Development of four (4) 1- hour sessions: a. Six Sigma b. Time Management c. Total Quality Management (TQM) d. Just In Time (JIT)							> Sessions presented to the Directorate on the following: a) Six Sigma - Jan. 25, Feb. 8, and March 6, 2019 b. Time Management - March 6, 26 & 28, 2019 c. TQM - Jan. 29, 2019 d. Just In Time (JIT) - Jan. 29, Feb. 8, March 6 & 27,	> Sessions presented to the Directorate on the following: a) Six Sigma - April 23 and May 6, 2019 b) TQM - April 6 & 29, May 6 & 29, 2019 c) JIT - May 7 & 17, 2019, 29, 2019 > Additional modules developed and presented : a) HCCP - May 9 & 23, June 6 & 27, 2019 b) GMP - May 9 & June 20, 2019 & 27, 2019	
4. Capacity Building on QC Tools, Upgraded Training Modules and SLEs							> Draft project proposal submitted to TSD Director		
5. Learning Sessions on Wages and Productivity		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	> 12 Learning sessions on wages productivity and labor market-related topics/ concerns conducted	> 5 learning sessions conducted benefitting 259 participants (Male: 52, Female 207 from 132 companies	> 5 learning sessions conducted benefitting 214 participants (Male: 47, Female :167 from 114 companies	> 10 learning sessions conducted benefitting 473 participants (Male: 99, Female; 374 from 246 companies
6.) 2019 Productivity Olympics		> PO regional level monitored	> Briefing of NSC and NJP members conducted	> Evaluation & screening conducted			> Technical assistance to RBs provided > On-line and face-to-face orientation via skype to	> 149 Regional Winners awarded > TWG-PO consensus review conducted June 26-28, 2019	> Awarded on the ff. dates: RB I- June 28, 2019 RB II- June 21, 2019 RB III - June 28, 2019 RB IV-B - May 22, 2019

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<p><i>Fair and reasonable minimum wages in accordance with law ensured</i></p> <p>A. Wage Regulatory Program</p> <p>1. TIER 1</p> <p>a) Review/monitoring of socio economic situation in the region</p> <p>b) Conduct of wage consultations/ public hearings/board deliberations</p> <p>c) Issuance of Wage Orders (WOs) / Implementing Rules (IRRs)</p> <p>> 100% wage rates above the 2012 Poverty Threshold</p> <p>> 95% of wage rates above the 2015 Poverty Threshold based on 83 MWRs(as of Dec. 2018)</p> <p>d) Minimum Wage for Domestic Workers (DW)</p> <p>2. TIER 2</p> <p>a) Issuance of wage advisories (as necessary)</p> <p>3. Facility Evaluation (FE) / Time and Motion Studies (TMS)</p>		<p>> Criteria, mechanics and guidelines disseminated</p> <p>> 1 report prepared</p>	<p>> National finalists selected</p> <p>> Awarding conducted</p> <p>> 1 report prepared</p>	<p>> 1 report prepared</p>	<p>> 1 report prepared</p>	<p>> 4 reports prepared</p> <p>> 32 wage consultations/ public hearings/ board deliberations conducted as necessary</p> <p>> as necessary</p> <p>> 100% of wage rates above 2012 poverty threshold but not exceeding the average wage levels</p> <p>> 95% of wage rates above 2015 poverty threshold but not exceeding the average wage levels</p>	<p>> PO regional Focal Persons conducted</p> <p>> PO criteria, mechanics and guidelines prepared and disseminated Feb. 20, 2019</p> <p>> 1st quarter narrative report being drafted</p> <p>> 10 public hearings/consultations conducted with 854 participants (Male: 336 and Female: 518) with the ff. breakdown: - CAR- 2 wage consultations for DW - RB I - 2 public hearings (Regular and DW) - RB- VI - 2 public hearings - RB XIII - 4 public hearings</p> <p>> 1 wage order issued (RB XIII)</p> <p>> 2 dom work wage orders issued (RBs: I & CAR)</p> <p>> 100% of 33 FE applications/ requests from firms with complete documents acted upon - 21 out of 33 or 63.6% FE orders issued</p>	<p>> NSC & NJP Briefing conducted June 20, 2019</p> <p>> 1st quarter narrative report submitted</p> <p>> 2nd quarter report drafted</p> <p>> 5 public hearings/consultations conducted with 1,035 participants (Male: 316 and Female: 719) with the ff. breakdown: - VIII - 2 public consultations - IV-A - 3 public consultations</p> <p>> 1 wage order issued (RB I)</p> <p>> 1 domwork wage order issued (RB VI)</p> <p>> RB I wage advisory presented to the Commission awaiting publication</p> <p>> 100% of 34 FE applications/ requests from firms with complete documents acted upon - 27 out of 34 or 79.4% FE orders issued</p>	<p>RB V- June 25, 2019 RB VI - July 1, 2019 RB VII - May 24, 2019 RB VIII - May 24, 2019 RB IX- June 12, 2019 RB X - May 31, 2019 RB XI - June 6, 2019 RB XII - May 15, 2019 RB XIII - May 1, 2019</p> <p>> RBs NCR, CAR & IV-A awarding scheduled on July 4, July 23, and October 2019 respectively</p> <p>> 15 public hearings/consultations conducted with 1,889 participants (Male: 652 and Female: 1,237)</p> <p>> 2 wage orders issued (RBs: I & XIII)</p> <p>> 92 out of 92 rates or 100% of wage rates above the 2012 PT</p> <p>> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold</p> <p>> 3 dom work wage orders issued (RBs: CAR, I & VI)</p> <p>> 100% of 55 FE applications/ requests from firms with complete documents acted upon - 48 out of 55 or 87.3% FE orders issued</p>		

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4. D.O 118-12 (Rules and Regulations Governing the Employment and Working Conditions of Drivers)							> 100% of 15 TMS applications/ requests from firms with complete documents acted upon - 9 out of 15 or 60% piece rate/production	> 100% of 18 TMS applications/ requests from firms with complete documents acted upon - 16 out of 18 or 88.9% piece rate/production	> 100% of 27 TMS applications/ requests from firms with complete documents acted upon - 25 out of 27 or 92.6% piece rate/production
5. Resolution on Wage and Exemption Cases							> 100% of 13 applications/requests with complete documents acted upon	> 100% of 59 applications/requests with complete documents acted upon	> 100% of 72 applications/requests with complete documents acted upon
a) Cases resolved within the 45 days from receipt of application for exemption filed with the Regional Boards						> 98% disposition rate	> 100% disposition rate (20 out of 20 applications for wage exemption disposed)	> No application received for the period	> 100% disposition rate (20 out of 20 applications for wage exemption disposed)
b) Appeals on Wage Order / Exemption cases filed with the Commission						> 98% disposition rate	> No appeals on wage order/ exemption received for the period	> 1 appeal on wage order received	> Appeal was received 16 May 2019, still within 60 day reglementary period
6. Tamang Kaalaman sa Kita at Kakayahan (T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> 103,128 clients (38%) reached thru advocacy information services on the ff.: - Public information - 7,080 assistance - IEC materials - 35,285 - Wage clinique/ seminar/public fora 4,747 - Mass media - 56,016	> 100,477 clients (37%) reached thru advocacy information services on the ff.: - Public information - 5,531 assistance - IEC materials - 34,079 - Wage clinique/ seminar/public fora 5,096 - Mass media - 55,771	> 203,605 clients (75%) reached thru advocacy information services on the ff.: - Public information - 12,611 assistance - IEC materials - 69,364 - Wage clinique/ seminar/public fora 9,843 - Mass media - 111,787
> Development, Production and Dissemination of IEC Materials							> Prepared and disseminated January & February 2019 Infographics		
a) Press conference/briefings		> 4	> 4	> 4	> 4	> 16 press conference/ briefings conducted	> 2 press conference/ briefings conducted	> 9 press conference/ briefings conducted	> 11 press conference/ briefings conducted (68%)
b) Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 15 press releases (31%)	> 9 press releases (18%)	> 24 press releases (50%)
c) Radio/TV guestings/interviews						> 100% of requests attended	> 100% of 28 requests attended	> 100% of 40 requests attended	> 100% of 68 requests attended
d) Good news reporting		> 9	> 9	> 9	> 9	> 36 good news reports submitted	> 15 good news reports (41%) submitted	> 10 good news reports (27%) submitted	> 25 good news reports (69%) submitted
e) NWPC Bulletin/News Letter		> 3	> 3	> 3	> 3	> 12 NWPC Bulletin/News Letter prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 2 NWPC Bulletin/News Letters prepared/disseminated	> 5 NWPC Bulletin/News Letters prepared/disseminated
f) 2018 Compendium of WOs/IRRS			> Compendium posted in the website			> 2018 Compendium posted in the website	> Copies of WO/IRRS consolidated approved	> June Bulletin for approval	> Creation of links in the website completed, for presentation to Directors for approval

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g) Corporate give aways						> 3 corporate give aways	> Concept note approved on 6 March 2019	> 4 Corporate give aways status : a) Heating Pad - design approved on April 30, 2019 - procurement on going b) Herbal Soap - procurement process on going c) Hoodie Jacket - logo design approved - production on-going - awarded to MCRG on 22 May 2019 d) Eco-bag - logo design approved - production on-going - awarded to PIO Mktg. on 13 June 2019	
h) AVPs						> 1 AVP developed	> Concept note approved on 6 March 2019		
STRENGTHEN RESEARCH AND DATABASE TO SUPPORT POLICY DEVELOPMENT									
Conduct of Research 1 Process Evaluation of the Productivity Toolbox and Survey of Beneficiaries		> Documentation of key information interviews > Data analysis and report writing					> Key informant/interview/focus group discussions conducted in the ff. regions: - NCR (Jan. 10) - III - (Feb 7-8) - IV-A - (Jan. 30) > Survey results validated > Analyzed, prepared and submitted statistical tables and graphs > Research report submitted submitted to ED 28 March 2019		
2 Productivity Improvement Programs and Gainsharing Schemes Survey (ISLE Rider Survey)					> Initial output tables from PSA received > Survey and output report analysis > Presentation of results to Directorate		> Monitored status of survey conducted by PSA	> Monitoring on the status of survey conducted by PSA on going	
3. Productivity Briefs		> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Report/analysis on the Philippine performance on productivity prepared and submitted	> Productivity Briefs posted in the NWPC website on June 14, 2019	
4. Inputs to the Assessment of the Minimum Wage Policy		> Development of TOR > Engagement of Experts > Data gathering	> Preliminary report > Presentation of reports to the Commission	> Validation workshops	> Finalization of reports > Submission of report to the Secretary and Congress		> TOR/Concept note approved > Mr. Daniel Kostzer and Mr. Emmanuel Esguera identified as experts > Data sets provided to the experts	> Contracts and TOR developed and signed on 27 June 2019 > Concept/design of stakeholder's consultation prepared	Third party assessment, funding and technical assistance c/o ILO

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5. Evaluation of the Implementation of Tier 2		> Concept note prepared > FGD guide prepared	> Site visits and FGDs conducted > Research report prepared/				> Preparations for the country visit of Mr. Daniel Kostzer undertaken > Concept note prepared > 3 Focus Group Discussions conducted in the ff. regions - NCR - March 19, 2019 - Region III- March 28-29,2019 - Region IV-A -March 26, 2019 > Highlights of report and transcription for NCR and IV-A drafted > Transcription of proceedings on-going	> Highlights of the FGDs presented to the Directorate > Enhanced FGD guide prepared	
6. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity						> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested (as necessary/required)	> Incorporated data on MW Compliance for 2018 in the draft position paper on SB 2205	> Provided technical comments/data to Senate Bill 2005- Rationalization of Wage Levels as a National of Industrial Basis > Report on the Highlights of the Phil. Quality Award for Public Sector submitted to Sec. Bello on April 12, 2019 > Speech of Sec. Bello for the 2019 Regional Convention of Quality Circles in Cagayan de Oro City on July 18-19, 2019 prepared	
7 Maintenance/review of wages and productivity databases						> Wages and productivity databases maintained	> Provided LP stat for productivity brief Agri Fishery and Forestry national and regional data and ASEAN countries > Provided statistical data for the Assessment of Min.Wage Policy - GDP by Industrial Origin - GDP by Income Approach - GRDP Per Capita	> Wages and productivity databases maintained	
INSTITUTIONAL SUPPORT									
1 Integrity Development Program		> Report submitted	> Report submitted	> Report submitted	> Report submitted	> 4 reports submitted	> 1st quarter report submitted to DOLE-LS on 4 April 2019	> 2nd quarter report submitted to DOLE-LS on 3 July 2019	
2 Gender and Development (GAD) Plan		> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted		> Attended the Women's Month celebration at PICC Complex participated by GAD Focal 8 March 2019		
GENERAL ADMINISTRATION AND SUPPORT									
1. Quality Management Systems (QMS) Implementation QMS Audit							> Monitoring of compliance to the agreed corrections/ corrective actions on audit findings conducted		

