

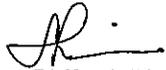
QUARTERLY PHYSICAL REPORT OF OPERATION
As of December 31, 2022

Department: Department of Labor and Employment (DOLE)
 Agency: National Wages and Productivity Commission
 Operating Unit: Central Office
 Organization Code (UACS): 16 006 0100000

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	3101000000000000												
OO : Capacity of MSMEs to implement productivity improvement program													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	9%	23%	13%	45%	1%	10%	48%	15%	69%	24%	Target: 45% Accomplishments: Q1: 9 out of 918* (1%) Q2: 269 out of 2,764* (10%) Q3: 1,720 out of 3,621* (48%) Q4: 574 out of 3,748* (15%) *Running total of MSMEs trained Total: 69% or 2,572 out of 3,748 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%	-	0.9%	10%	3%	13%	1%	Target: 12% Accomplishment: Q2: 7 out of 814 (0.9%) Q3: 123 out of 1,266 (10%) Q4: 38 out of 1,293 (3%) *Running total of MSMEs assisted Total: 13% or 168 out of 1,293 MSMEs assisted on PBIS with productivity Incentive schemes
Output Indicators													
1. Number of MSMEs trained/oriented		1,950	2,925	2,925	1,950	9,750	3,797	8,691	1,690	337	14,515	4,765	Target: 9,750 Accomplishment: 14,515 (149%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	100%	100%	100%	100%	2%	100% of the 4,606 respondents rated the training services as satisfactory or better with a response rate of 99% (4,606 out of 4,618)
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	100	200	500	800	98	716	452	27	1,293	493	Target: 800 Accomplishment: 1,293 (162%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes

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
WAGE REGULATORY PROGRAM	320100000000000												
OO : Fair and reasonable minimum wages in accordance with law ensured													
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold		100% (2012PT), 98.4% (2015PT), and 41.43% (2018PT)	100% (2012PT); 98.6% (2015PT); 45.31% (2018PT)	100% (2012PT); 100% (2015PT); 68.7% (2018PT)	100% (2012PT); 100% (2015PT); 71% (2018PT)	100% (2012PT); 100% (2015PT); 87.8% (2018PT)	100% (2012PT); 100% (2015PT); 87.8% (2018PT)	(0)	100% of wage rates above the 2012 poverty threshold 100% of wage rates above the 2015 poverty threshold 87.8% of wage rates above the 2018 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%	98%	98%	98%	-	-	100%	100%	100%	2%	100% disposition rate or 14 out of 14 appeals on Wage Orders resolved
Output Indicators													
1. Number of clients reached thru advocacy services		60,000	90,000	60,000	90,000	300,000	147,433	166,565	57,317	28,348	399,663	99,663	Target: 300,000 Accomplishment: A total of 399,663 (133%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		As necessary	-	32	-	-	32	N/A	16 Wage Orders for workers in private establishments issued 16 Wage Orders for domestic workers issued				
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		98%	98%	98%	98%	98%	-	-	71%	100%	100%	2%	100% disposition rate or 89 out of 89 applications for wage exemption resolved within the 45-day process cycle time

Prepared By:



LOURDES M. SECILLANO
Chief, Planning and Information Division

In coordination with:



FRANCISCA C. GUÑA
OIC-Chief, Financial Management Division

Approved By:



MARIA CRISelda R. SY
Executive Director IV

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of 31 December 2022

FM-NMPC-PID-06
Revision 0

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				Remarks as of 31 December 2022
		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	11
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to Implement productivity Improvement program enhanced	301000000										
Enterprise Productivity Improvement Program											
1. Productivity Toolbox: ISTIV PAP, ISTIV Bayanhan, ISTIV Plus SIB, Service Quality, SS/TS, Lean Management, Retail Service Green Productivity, and other orientations) to improve workers' capacity and enterprise competitiveness		1,952	2,928	2,928	1,952	> 9,760 MSMEs oriented/trained	> 3,797 (39%) MSMEs oriented/trained with 4,745 participants	> 8,691 (89%) MSMEs oriented/trained with 24,750 participants	> 1,690 (17%) MSMEs oriented/trained with 5,379 participants	> 337 (3%) MSMEs oriented/trained with 863 participants	> 14,515 (149%) MSMEs oriented/trained with 35,736 participants
		1,440	2,160	2,160	1,440	> 7,200 MSMEs oriented	> 2,881 (40%) MSMEs benefited from productivity orientations with 3,579 participants	> 6,843 (96%) MSMEs benefited from productivity orientations with 22,676 participants	> 833 (12%) MSMEs benefited from productivity orientations with 4,203 participants	> 210 (3%) MSMEs benefited from productivity orientations with 663 participants	> 10,767 (150%) MSMEs benefited from productivity orientations with 31,121 participants
		512	768	768	512	> 2,560 MSMEs trained	> 916 (36%) MSMEs benefited from productivity trainings with 1,166 participants	> 1,848 (72%) MSMEs benefited from productivity trainings with 2,074 participants	> 857 (33%) MSMEs benefited from productivity trainings with 1,176 participants	> 127 (5%) MSMEs benefited from productivity trainings with 202 participants	> 3,748 (146%) MSMEs benefited from productivity trainings with 4,618 participants
		99%	98%	98%	98%	> 98% of the respondents rated the training services as satisfactory or better	> 100% or 1,166 out of the 1,166 respondents rated the training services as satisfactory or better	> 100% or 2,072 out of the 2,072 respondents rated the training services as satisfactory or better	> 100% or 1,167 out of the 1,167 respondents rated the training services as satisfactory or better	> 100% or 201 out of the 201 respondents rated the training services as satisfactory or better	> 100% or 4,606 out of the 4,606 respondents rated the training services as satisfactory or better with a response rate of 99% (4,605 out of 4,618)
		-	230	589	333	> 1,152 or 45% of MSMEs trained with PIP/Action Plans implemented	> 9 out of 916 or 1% of MSMEs trained with PIP/Action Plans implemented	> 269 out of 2,764* or 10% of MSMEs trained with PIP/Action Plans implemented *Running total of MSMEs trained	> 1,720 out of 3,621* or 48% of MSMEs trained with PIP/Action Plans implemented *Running total of MSMEs trained	> 574 out of 3,748* or 15% of MSMEs trained with PIP/Action Plans implemented *Running total of MSMEs trained	> 2,572 out of 3,748 or 69% of MSMEs trained with PIP/Action Plans implemented
		-	-	-	160	> 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	-	-	> Ongoing evaluation of submitted documentation on successfully implemented PIP/Action Plans (terminal reports)	> Ongoing evaluation of submitted documentation on successfully implemented PIP/Action Plans (terminal reports)	> 213 (133%) MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		80	320	320	80	> 800 establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 98 (12%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 716 (90%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 452 (56%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 27 (3%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 1,293 (162%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes
		-	-	60	36	> 96 or at least 12% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	-	> 7 out of 814 or 0.9% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	> 123 out of 1,256 or 10% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes *Running total of MSMEs trained	> 38 out of 1,293 or 3% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes *Running total of MSMEs trained	> 168 out of 1,293 or 13% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes
		-	-	-	48	> 48 establishments with productivity/performance based incentive schemes	-	> 21 (44%) establishments with productivity/ performance-based incentive schemes documented	> 91 (189%) establishments with productivity/ performance-based incentive schemes documented	> 25 (52%) establishments with productivity/ performance-based incentive schemes documented	> 137 (265%) establishments with productivity/ performance-based incentive schemes documented
3. Development of Productivity Modules and Digital Learning Materials on Productivity											
a. Developed six (6) new modules		x	x	x	EO Dec	> Six (6) existing modules upgraded/finalized	> Three (3) modules upgraded/finalized 1) Succeeding in Business in the New Normal 2) Retail and Visual Merchandising 3) Costing and Pricing	> Two (2) modules upgraded/finalized 1) Brand Reputation: Tips on Building a Good Brand Image 2) Business Continuity and Resiliency Planning	> Finalized development of three (3) new modules 1) Marketing Productivity 2) Brand Reputation: Tips on Building a Good Brand Image 3) Lean Management 4.0	> Finalized development of seven (7) new modules 1) Improving Work Life Balance by Implementing Productivity Tools and Methodologies in the Better Normal 2) Improving Productivity through Financial Analysis 3) Improving Productivity through Employee Engagement	> Finalized development of seven (7) new modules
1) Improving Work Life Balance by Implementing Productivity Tools and Methodologies in the Better Normal											
2) Improving Productivity through Financial Analysis											
3) Improving Productivity through Employee Engagement											
4) Marketing Productivity											
5) Brand Reputation: Tips on Building a Good Brand Image											
6) Lean Management 4.0											
b. Developed three (3) new e-Learning modules		x	x	x	x	> Three (3) new e-Learning modules developed	> Developed/endered the e-learning module thru Adobe Captivate for presentation to DED Level 1) 8 Type of Wastes 2) Visual Merchandising	> Ongoing development of three (3) new e-Learning modules 1) 8 Type of Wastes 2) Visual Merchandising 3) Enhance Stock Control	> Ongoing development of three (3) new e-Learning modules 1) 8 Type of Wastes 2) Visual Merchandising 3) Enhance Stock Control	> Developed four (4) new e-Learning modules 1) Eight (8) Wastes of LM 2) Visual Merchandising 3) Stock Control for Productivity 4) Productivity 101	
1) 8 Type of Wastes											
2) Visual Merchandising											
3) Enhance Stock Control											
c. Upgraded four (4) existing modules		x	x	EO Sept	x	> Four (4) existing modules developed	> Prepared concept notes on Improving Productivity through Employee Engagement	> Ongoing development of modules 1) Improving Work Life Balance by Implementing Productivity Tools and Methodologies in the Better Normal - Revised and submitted concept note (June 09) - Ongoing conduct of research 2) Improving Productivity thru Financial Analysis - Concept note approved (June 17) - Ongoing preparation of training materials 3) Improving Productivity through Employee Engagement - Forwarded letter of request for interview to MSME beneficiaries (June 01) - Ongoing research, design, and development of the module - Interview questionnaire approved (June 21) - Coordinated with PMAP, RBs 3 and NCR re: Companies with employee engagement program	> Finalized upgrading of four (4) existing modules 1) Succeeding in Business in the New Normal 2) Retail and Visual Merchandising 3) Costing and Pricing 4) Business Continuity and Resiliency Planning	> Upgraded five (5) existing modules 1) ISTIV-Succeeding in Business 2) Retail and Visual Merchandising 3) Costing and Pricing 4) Business Continuity and Resiliency Planning 5) Productivity 101	
1) Succeeding in Business in the New Normal											
2) Retail and Visual Merchandising											
3) Costing and Pricing											
4) Business Continuity and Resiliency Planning											
4. Conducted capacity building on Design Thinking		-	-	-	EO Dec	> One (1) capacity building conducted			> Submitted concept on Building the Capacity of NMPC/RTWPB Trainers on Design Thinking > Coordinated prospective resource persons; Requested the following: CV, training proposal, partnered government agencies, expertise, Prepared and attached the following: selection criteria, rating and ranking	> Conducted capacity building on Design Thinking on 23-24 November 2022 at the Sequoia Hotel Manila Bay, Parañaque	
5. Technical Assistance											
a. Provided technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies		x	x	x	x	> Demand Driven	> Provided four (4) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies	> Provided nineteen (19) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies	> Provided fifteen (15) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies	> Provided four (4) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies	> Provided forty-two (42) technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or partner agencies
							1) Acted as Resource Speaker on Work Life Balance: Productive Work from Home during the NMPC Learning Session (April 20) 2) DOLE-HRDS Acted as resource person during orientation on NMPC Productivity Toolbox re: DOLE HRDS activity 'Refresher Course (Re-orientation) DOLE Mandate, Programs, Policies and Guidelines for Employees CY 2022' (March 31) 3) Acted as resource speaker during DOLE RO 4A-PESO YEPA on Productive Career Choice 4) Acted as resource speaker during DOLE RO 4A-PESO YEPA on Work Ethics	RTWPB NCR 1) Acted as resource person on Green Productivity during the webinar session (April 20) 2) Acted as resource person on BCRP during the webinar session (April 22) 3) Acted as resource person on Leaner Management during the webinar session (April 25) 4) Acted as resource person on BCRP of RTWPB NCR (April 26) 5) Acted as resource person on ISTIV (April 27) 6) Acted as resource person on BCRP during the	BARMM Training of Trainers on Productivity Toolbox for MLE/RTWPB Staff and Officers (Online) Acted as resource person in a week-long virtual training on the following modules: 1) Green Productivity (July 11) 2) Bookkeeping (July 11) 3) Stock Control (July 11) 4) Kasambahay Module (July 12) 5) Social Media Marketing (July 12) 6) Work Life Balance (July 13) 7) 7Ps of Marketing (July 13) 8) An Approach to a Productive Career Choice (July 14)	1) DOLE-SOIP at Lucky China Town Hotel (Oct 07) Acted as resource person during the conduct of National Nutrition Council - MIMAROPA with the following modules: 2) Work Life Balance 3) Time Management 4) Acted as resource person during the BANGSAMORO Labor Consultative Summit 2022 cum BANGSAMORO Productivity Olympics (Oct 19)	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				Remarks as of 31 December 2022
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
b. Provided technical assistance with the implementation of the Service Quality Improvement (SQIP) Program of DOLE > 100% of request in technical assistance on SQ and process improvement acted upon				x	x	> As necessary		<ul style="list-style-type: none"> webinar session (May 12) 7) Acted as resource person on BCRP during the face-to-face training in Valenzuela City (May 19) 8) Acted as resource person on BCRP during the webinar session (May 25) 9) Acted as resource person on Leaner Management in the New Normal during the face-to-face training in Valenzuela City (May 23) RTWPB XII Acted as resource person on face-to-face training in South Cotabato with the following modules: 10) Lean Management (May 11) 11) Productivity (May 12) 12) BCRP (May 12) BARM Training of Trainers on Productivity Toolbox 13) Productivity 101 14) 7S of Good Housekeeping 15) Service Quality 16) Retail and Visual Merchandising 17) LEAN Management LEARNING SESSIONS 18) Enhancing Productivity of our Kasambahays (May 25) 19) Social Media Marketing (June 08) 	<ul style="list-style-type: none"> 9) ISTIV (July 14) 10) Costing and Pricing (July 15) 11) BWSC Acted as resource person during orientation on Productivity Toolbox for BWSC regional staff (July 07) 12) RALD Acted as resource speaker on exemptible categories on wage exemption LEARNING SESSION 13) Acted as resource speaker on Lean Management (Aug 17) 14) Business Continuity and Resiliency Planning (July 20) 15) NCR TIPC Delivered a presentation on Unlocking Productivity to Resolve Workplace Issues and Prevent Conflicts in the NCR TIPC event held in the OSH Compound (July 27) 		
6. 2022 National Productivity Conference					x	> One (1) conference conducted	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared documents - venue, program, resource persons, and cost estimate - Prepared draft/revised concept note - proposed theme, topics, and mode of conduct - Prepared presentation on the proposed theme, topics, speakers, and timeline - Presented the proposed 2022 NPC to PRS - Revised the proposed 2022 NPC with inputs from ED Sr - Contacted OSHC for assistance in enterprise who can be tapped as speaker or reactor in NPC 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Presented to the Directorate the revised 2022 NPC Proposal based on their initial comments of the Directorate (June 16) - Revised the 2022 NPC budget with the inclusion of face-to-face option for 50 to 200 pax and venue (Cebu and Manila) - Revised 2022 NPC concept note and submitted (June 07) 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared/revised documents - proposal, speakers & reactors, concept note, budget, invitation letters, venue, memo, database, administrative order, program, office order, procurement documents - Constituted the 2022 NPC-Working Committees - Presented details of conference during the Commission Meeting for approval of the Secretary (Sept 28) - Drafted speech of Labor Secretary, NPC script, briefers for speakers - Attended meetings/meetings - Aug 01, 02, 25, Sept 05, 07, 13, 14, 15, 22, 23, & 29 - Prepared creatives - banner, deskset, 2023 PC AWP kick-off and storyboard, certificates, LED wall banner, social media materials 	<ul style="list-style-type: none"> > Conducted 2022 National Productivity Conference with the theme, 'Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards' on 10 November 2022 at the Sheraton Hotel Manila Bay Topics 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy presented by Mr. George Royeca (CEO, Anika) and Dr. Virgel Bingham (Professor, UP SOLAIR) 2) Steering Worker Engagement in Accelerating Digital Transformation presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Lled Dunsan (Workforce Development Manager, Connected Women AI) 3) Optimizing Worker Engagement Practices Using Productivity Rewards System presented by Mr. Alvanson So (HR Head, Carva) and Atty. Riza Mendoza (Senior HR Director, Amplo) 4) Transforming Labor Relations by Encouraging Higher Worker Engagement presented by Atty. Benedicto Bitorio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO) Participants - 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) - 9,250 Facebook live post reached - 1,130 Zoom unique viewers 	
7. Strengthened convergence with strategic partners and other key government agencies				x	x	> Finalized refers to provisions on the rules of engagement of each party involved		<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared documents - venue, program, resource persons, and cost estimate - Prepared draft/revised concept note - proposed theme, topics, and mode of conduct - Prepared presentation on the proposed theme, topics, speakers, and timeline - Presented the proposed 2022 NPC to PRS - Revised the proposed 2022 NPC with inputs from ED Sr - Contacted OSHC for assistance in enterprise who can be tapped as speaker or reactor in NPC 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Presented to the Directorate the revised 2022 NPC Proposal based on their initial comments of the Directorate (June 16) - Revised the 2022 NPC budget with the inclusion of face-to-face option for 50 to 200 pax and venue (Cebu and Manila) - Revised 2022 NPC concept note and submitted (June 07) 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared/revised documents - proposal, speakers & reactors, concept note, budget, invitation letters, venue, memo, database, administrative order, program, office order, procurement documents - Constituted the 2022 NPC-Working Committees - Presented details of conference during the Commission Meeting for approval of the Secretary (Sept 28) - Drafted speech of Labor Secretary, NPC script, briefers for speakers - Attended meetings/meetings - Aug 01, 02, 25, Sept 05, 07, 13, 14, 15, 22, 23, & 29 - Prepared creatives - banner, deskset, 2023 PC AWP kick-off and storyboard, certificates, LED wall banner, social media materials 	<ul style="list-style-type: none"> > Conducted 2022 National Productivity Conference with the theme, 'Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards' on 10 November 2022 at the Sheraton Hotel Manila Bay Topics 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy presented by Mr. George Royeca (CEO, Anika) and Dr. Virgel Bingham (Professor, UP SOLAIR) 2) Steering Worker Engagement in Accelerating Digital Transformation presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Lled Dunsan (Workforce Development Manager, Connected Women AI) 3) Optimizing Worker Engagement Practices Using Productivity Rewards System presented by Mr. Alvanson So (HR Head, Carva) and Atty. Riza Mendoza (Senior HR Director, Amplo) 4) Transforming Labor Relations by Encouraging Higher Worker Engagement presented by Atty. Benedicto Bitorio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO) Participants - 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) - 9,250 Facebook live post reached - 1,130 Zoom unique viewers
a. Finalized Memorandum of Agreements with DTI-Negosyo Center and Cooperative Development Authority within the year				x	x	> Finalized refers to provisions on the rules of engagement of each party involved		<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared documents - venue, program, resource persons, and cost estimate - Prepared draft/revised concept note - proposed theme, topics, and mode of conduct - Prepared presentation on the proposed theme, topics, speakers, and timeline - Presented the proposed 2022 NPC to PRS - Revised the proposed 2022 NPC with inputs from ED Sr - Contacted OSHC for assistance in enterprise who can be tapped as speaker or reactor in NPC 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Presented to the Directorate the revised 2022 NPC Proposal based on their initial comments of the Directorate (June 16) - Revised the 2022 NPC budget with the inclusion of face-to-face option for 50 to 200 pax and venue (Cebu and Manila) - Revised 2022 NPC concept note and submitted (June 07) 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared/revised documents - proposal, speakers & reactors, concept note, budget, invitation letters, venue, memo, database, administrative order, program, office order, procurement documents - Constituted the 2022 NPC-Working Committees - Presented details of conference during the Commission Meeting for approval of the Secretary (Sept 28) - Drafted speech of Labor Secretary, NPC script, briefers for speakers - Attended meetings/meetings - Aug 01, 02, 25, Sept 05, 07, 13, 14, 15, 22, 23, & 29 - Prepared creatives - banner, deskset, 2023 PC AWP kick-off and storyboard, certificates, LED wall banner, social media materials 	<ul style="list-style-type: none"> > Conducted 2022 National Productivity Conference with the theme, 'Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards' on 10 November 2022 at the Sheraton Hotel Manila Bay Topics 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy presented by Mr. George Royeca (CEO, Anika) and Dr. Virgel Bingham (Professor, UP SOLAIR) 2) Steering Worker Engagement in Accelerating Digital Transformation presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Lled Dunsan (Workforce Development Manager, Connected Women AI) 3) Optimizing Worker Engagement Practices Using Productivity Rewards System presented by Mr. Alvanson So (HR Head, Carva) and Atty. Riza Mendoza (Senior HR Director, Amplo) 4) Transforming Labor Relations by Encouraging Higher Worker Engagement presented by Atty. Benedicto Bitorio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO) Participants - 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) - 9,250 Facebook live post reached - 1,130 Zoom unique viewers
b. Submitted concept note on NWPC provision of technical assistance to DOLE Program beneficiaries of DLP and WODP, and DTI				x	x	> One (1) concept note submitted		<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared documents - venue, program, resource persons, and cost estimate - Prepared draft/revised concept note - proposed theme, topics, and mode of conduct - Prepared presentation on the proposed theme, topics, speakers, and timeline - Presented the proposed 2022 NPC to PRS - Revised the proposed 2022 NPC with inputs from ED Sr - Contacted OSHC for assistance in enterprise who can be tapped as speaker or reactor in NPC 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Presented to the Directorate the revised 2022 NPC Proposal based on their initial comments of the Directorate (June 16) - Revised the 2022 NPC budget with the inclusion of face-to-face option for 50 to 200 pax and venue (Cebu and Manila) - Revised 2022 NPC concept note and submitted (June 07) 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared/revised documents - proposal, speakers & reactors, concept note, budget, invitation letters, venue, memo, database, administrative order, program, office order, procurement documents - Constituted the 2022 NPC-Working Committees - Presented details of conference during the Commission Meeting for approval of the Secretary (Sept 28) - Drafted speech of Labor Secretary, NPC script, briefers for speakers - Attended meetings/meetings - Aug 01, 02, 25, Sept 05, 07, 13, 14, 15, 22, 23, & 29 - Prepared creatives - banner, deskset, 2023 PC AWP kick-off and storyboard, certificates, LED wall banner, social media materials 	<ul style="list-style-type: none"> > Conducted 2022 National Productivity Conference with the theme, 'Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards' on 10 November 2022 at the Sheraton Hotel Manila Bay Topics 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy presented by Mr. George Royeca (CEO, Anika) and Dr. Virgel Bingham (Professor, UP SOLAIR) 2) Steering Worker Engagement in Accelerating Digital Transformation presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Lled Dunsan (Workforce Development Manager, Connected Women AI) 3) Optimizing Worker Engagement Practices Using Productivity Rewards System presented by Mr. Alvanson So (HR Head, Carva) and Atty. Riza Mendoza (Senior HR Director, Amplo) 4) Transforming Labor Relations by Encouraging Higher Worker Engagement presented by Atty. Benedicto Bitorio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO) Participants - 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) - 9,250 Facebook live post reached - 1,130 Zoom unique viewers
c. Recalibrated and pilot-tested modules relative to convergence with NCMB, BLR and BWSC				x	x	> Modules recalibrated and pilot-tested		<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared documents - venue, program, resource persons, and cost estimate - Prepared draft/revised concept note - proposed theme, topics, and mode of conduct - Prepared presentation on the proposed theme, topics, speakers, and timeline - Presented the proposed 2022 NPC to PRS - Revised the proposed 2022 NPC with inputs from ED Sr - Contacted OSHC for assistance in enterprise who can be tapped as speaker or reactor in NPC 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Presented to the Directorate the revised 2022 NPC Proposal based on their initial comments of the Directorate (June 16) - Revised the 2022 NPC budget with the inclusion of face-to-face option for 50 to 200 pax and venue (Cebu and Manila) - Revised 2022 NPC concept note and submitted (June 07) 	<ul style="list-style-type: none"> > Conducted pre-NPC activities: - Prepared/revised documents - proposal, speakers & reactors, concept note, budget, invitation letters, venue, memo, database, administrative order, program, office order, procurement documents - Constituted the 2022 NPC-Working Committees - Presented details of conference during the Commission Meeting for approval of the Secretary (Sept 28) - Drafted speech of Labor Secretary, NPC script, briefers for speakers - Attended meetings/meetings - Aug 01, 02, 25, Sept 05, 07, 13, 14, 15, 22, 23, & 29 - Prepared creatives - banner, deskset, 2023 PC AWP kick-off and storyboard, certificates, LED wall banner, social media materials 	<ul style="list-style-type: none"> > Conducted 2022 National Productivity Conference with the theme, 'Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards' on 10 November 2022 at the Sheraton Hotel Manila Bay Topics 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy presented by Mr. George Royeca (CEO, Anika) and Dr. Virgel Bingham (Professor, UP SOLAIR) 2) Steering Worker Engagement in Accelerating Digital Transformation presented by Mr. Robert Gonzales (Chief People Officer, GCash) and Ms. Lled Dunsan (Workforce Development Manager, Connected Women AI) 3) Optimizing Worker Engagement Practices Using Productivity Rewards System presented by Mr. Alvanson So (HR Head, Carva) and Atty. Riza Mendoza (Senior HR Director, Amplo) 4) Transforming Labor Relations by Encouraging Higher Worker Engagement presented by Atty. Benedicto Bitorio Jr. (Undersecretary, DOLE) and Mr. Darius Guerrero (Vice President, PTGWO) Participants - 222 on-site participants (including MSMEs in the nearby region such as NCR, III, and IV-A, and PO national winners and national finalists) - 9,250 Facebook live post reached - 1,130 Zoom unique viewers

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				Remarks as of 31 December 2022	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		
8. Additional assignments/ instructions from DOLE												
a. Recalibrated and pilot-tested modules relative to TUPAD-Plus, a convergence program with NCMB, BLR and BWSC		-	-	x	x							
b. Submitted inputs under the projects of ASEAN Labor Minister's Meeting (ALMM) and ASEAN Senior Labor Officials Meeting (SLOM)		-	-	-	-		> Prepared and submitted NWPC inputs and comments on the project proposal on the development of ASEAN Labor Productivity Index, as requested by ILAG and ASEAN-ALMM (Feb 18)	> Prepared and submitted NWPC inputs and comments on the project proposal on the development of ASEAN Labor Productivity Index, as requested by ILAG and ASEAN-ALMM (Apr 19)				> SQIP for tourism workers module was pilot tested in Infanzuros for Padyak Drivers (November) and in Baguio City for Pony Boys (December) as part of TUPAD Plus
c. Participated and submitted inputs in the development of the Philippine Development Plan 2023-2028		-	-	-	-							> Directives from DOLE
9. Innovivity Projects		x	x	x	x		> Status of Innovivity Projects: 1) Tier 1 Explainer Advocacy - Completed explainer video series 1 for Minimum Wage as a Right (Pending release on social media due to the sensitivity of the public to wage-related materials) - Script draft for series 2 is ongoing revisions by the group after review of PID & WPRD 2) VPN - Completed VPN training for MIS personnel - Completed 3 systems configuration out of the 5 laptop units of FMD (Remaining 3 laptops to be completed within April) 3) Records Management - Completed Record Management via MS Sharepoint - Ongoing revision on the Memorandum on the Implementation Guidelines (based on PRS comments) 4) In-House Chatbot - Launched last March 30 - Initial Data Gathered: - Total unique users from launch date: 306 - Total messages from launch date: 2,708 - Busiest day identified: Wednesday and Thursday between 12 midnight to 2 AM (1st analytics report to be extracted by end of April) 5) E-Prod - Discussed with Freelay additional enhancements on March (Waiting for the proposal) 6) PO Web Portal - Created mock page - Ongoing development of the self-assessment tool for MSMEs 7) Capacity Building and Virtual Team Exercises - Drafted the guidelines, framework, and suggested activities per advice from the previous presentations (Consultation with the program manager (NWPC-FR) is scheduled within April) 8) PBIS Interactive Platform - Completed prototype of the e-learning (For review of Innovivity group with WPRD as program manager)	> Completed the following innovivity projects: 1) VPN 2) In-House Chatbot 3) E-Prod 4) For launching 1) Records Management (c/o MSS) 5) Ongoing 1) Tier 1 Explainer Advocacy - Completed explainer video series 1 for Minimum Wage as a Right (Pending release on social media due to the sensitivity of the public to wage-related materials) - Script draft for series 2 is ongoing revisions by the group after review of PID & WPRD 2) PO Web Portal - Pending inclusion in the website revamp but mock page have been created 3) Capacity Building and Virtual Team Exercises - Ongoing consultation with the program 4) PBIS Interactive Platform - Content reviewed by WPRD and endorsed comments to the group	> Relunched the new and improved chatbot 2.0 (Aug 18) > Launched records management via Microsoft SharePoint (fully operational) > On-going development of the E-Prod Toolbox facility with the application enabling new beneficiaries to create an account (BIS) prior to requesting training and main page interface is already compatible with mobile devices such as phones and tablets	> In-House Developed Chatbot - Upgraded the NWPC in-house developed chatbot using the new software with significant cost savings in favor of the government - Launched the new version last October 18 which shows a positive customer experience response - Revised the bot responses last November using emojis and conversational messages for a more personal approach > E-Prod Toolbox Enhancement - On-going development to enable new beneficiaries to create an account (BIS) prior to requesting training > Sub-page for Productivity Olympics - Incorporated the sub-page development to the overall website redesign - Working group is benchmarking other sites that have an easy to use interface and good Customer Experience (UX)	> Directives from DOLE	
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with Wage Regulatory Program												
1. Two-Tiered Wage System (TTWS)												
a. Tier 1												
1) Monthly TTWS Regional Monitoring Reports		3	3	3	3	> 12 reports prepared	> 3 reports prepared	> 3 reports prepared	> 3 reports prepared	> 3 reports prepared	> 12 reports prepared	
2) At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary		x	x	x	x	> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary	> 41 public hearings conducted; 35 public consultations conducted	> 32 public hearings conducted; 33 public consultations conducted			> 73 public hearings conducted; 68 public consultations conducted	
3) Issuance of Wage Orders		As necessary	As necessary	As necessary	As necessary	> Wage order issued, as necessary	> No wage order issued	> 16 Wage Orders issued (NCR - May 13; CAR - May 23; I - May 16, II - May 17; III - May 30; 4A - May 30; 4B - May 19; V - May 19; VI - May 13; VII - May 24; VIII - June 06, IX - June 01; X - May 27; XI - May 31; XII - May 18; Caraga - May 17)			> 16 Wage Orders for private establishments issued	
4) Percentage of number of minimum wage rates (MWRs) above poverty threshold (PT): > 100% of MWRs above the 2012 PT > 98.4% of MWRs above the 2015 PT > 41.43% of MWRs above the 2018 PT		100% 98.4% 41.43%	100% 98.4% 41.43%	100% 98.4% 41.43%	100% 98.4% 41.43%	> 100% of MWRs above the 2012 PT > 98.4% of MWRs above the 2015 PT > 41.43% of MWRs above the 2018 PT	> 100% of MWRs above the 2012 PT > 98.6% of MWRs above the 2015 PT > 45.3% of MWRs above the 2018 PT	> 100% of MWRs above the 2012 PT > 100% of MWRs above the 2015 PT > 68.7% of MWRs above the 2018 PT	> 100% of MWRs above the 2012 PT > 100% of MWRs above the 2015 PT > 71% of MWRs above the 2018 PT	> 100% of MWRs above the 2012 PT > 100% of MWRs above the 2015 PT > 87.8% of MWRs above the 2018 PT	> 100% of MWRs above the 2012 PT > 100% of MWRs above the 2015 PT > 87.8% of MWRs above the 2018 PT	
b. Facility Evaluation (FE)		100%	100%	100%	100%	> 100% of requests with complete supporting documents acted upon within the prescribed 35-day process cycle time	> 100% of 14 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 12 out of 14 (86%) FE Orders issued	> 100% of 11 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 8 out of 11 (72%) FE Orders issued	> 100% of 35 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 34 out of 35 (97%) FE Orders issued	> 100% of 18 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 18 out of 18 (100%) FE Orders issued	> 100% of 78 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - All 78 FE orders issued	
c. Time and Motion Studies (TMS)		100%	100%	100%	100%	> 100% of requests with complete supporting documents acted upon within the prescribed 35-day process cycle time	> 100% of 3 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 3 out of 3 (100%) TMS Orders issued	> 100% of 6 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 5 out of 6 (83%) TMS Orders issued	> 100% of 9 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 9 out of 9 (100%) TMS Orders issued	> 100% of 23 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 5 out of 5 (100%) TMS Orders issued	> 100% of 23 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - All 23 TMS orders issued	

Particulars	UACS CODE	Physical Targets				Physical Accomplishments				Remarks as of 31 December 2022		
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
d. Part-Fixed and Part-Performance Based Compensation Scheme in the PUB Industry		100%	100%	100%	100%	> 100% of requests acted within 10 days from receipt of complete supporting documents	> 100% of 27 applications/ requests with complete documents acted upon - 27 Orders issued	> 100% of 13 applications/ requests with complete documents acted upon - 13 Orders issued	> 100% of 20 applications/ requests with complete documents acted upon - 20 Orders issued	> 100% of 14 applications/ requests with complete documents acted upon - 14 Orders issued	> 100% of 74 applications/ requests with complete documents acted upon - All 74 Orders issued	
e. 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	> 16 Wage Orders for domestic workers issued (NCR - June 21; CAR - May 23; I - May 16; II - May 18; III - May 30; 4A - June 15; 4B - May 19; V - May 19; VI - May 13; VII - May 24; VIII - June 06; IX - June 01; X - May 27; XI - May 18; XII - June 29; Caraga - June 09)			> 16 Wage Orders for domestic workers issued	
2. Wage Exemption Application												
a. Resolution on Wage Exemption Applications		98%	98%	98%	98%	> Achieved 98% disposition rate on application for exemption filed with RBs within the 45-day reglementary period	> No application for wage exemption received	> There was only one (1) application for exemption that was filed with the Regional Boards. The same is yet to be disposed and remains pending before RTWPs-VII.	> 71% disposition rate or 62 out of 87 applications for wage exemption resolved	> 100% disposition rate or 89 out of 89 applications for wage exemption resolved	> 100% disposition rate or 89 out of 89 applications for wage exemption resolved	
b. Report on Status of Wage Exemption Applications submitted to NCMB		3	3	3	3	> 12 reports submitted every end of the month	> 3 reports submitted to NCMB Q1: Jan 26, Feb 28, and Mar 25	> 3 reports submitted to NCMB Q2: Apr 26, May 26, and June 27	> 3 reports submitted to NCMB Q3: July 26, Aug 31, and Sept 29	> 3 reports submitted to NCMB Q4: Oct 28, Nov 29, and Dec 28	> 12 reports submitted to NCMB	
3. Appeals on Wage Orders and Wage Exemption Applications		98%	98%	98%	98%	> Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period	> No applications received	> There were a total of twelve (12) appeals on Wage Orders, ten (10) of those are for Private Establishments and two (2) are for the Domestic Workers	> 100% disposition rate or 12 out of 12 appeals on Wage Orders resolved	> 100% disposition rate or 2 out of 2 appeals on Wage Orders resolved	> 100% disposition rate or 14 out of 14 appeals on Wage Orders resolved	
4. Advocacy and Information Services: Tamang Kaalaman sa Kita at Kakayahan (TKK)		60,000	90,000	90,000	60,000	> 300,000 clients reached thru advocacy services	> 147,433 (49%) clients reached advocacy services - 4,072 public information assistance - 19,639 IEC materials - 4,993 wage clinics/seminar/public fora - 118,759 mass media	> 166,565 (56%) clients reached advocacy services - 7,815 public information assistance - 40,268 IEC materials - 10,541 wage clinics/seminar/public fora - 107,553 mass media	> 57,317 (19%) clients reached advocacy services - 4,047 public information assistance - 25,154 IEC materials - 4,878 wage clinics/seminar/public fora - 23,238 mass media	> 28,348 (9%) clients reached advocacy services - 1,825 public information assistance - 4,872 IEC materials - 605 wage clinics/seminar/public fora - 21,046 mass media	> 399,663 (133%) clients reached advocacy services - 17,759 public information assistance - 89,921 IEC materials - 21,387 wage clinics/seminar/public fora - 270,596 mass media	
		98%	98%	98%	98%	> 98% of respondents rated the frontline services as satisfactory or better	> 100% or 523 out of the 523 respondents rated the frontline services as satisfactory or better	> 100% or 1,019 out of the 1,019 respondents rated the frontline services as satisfactory or better	> 100% or 676 out of the 676 respondents rated the frontline services as satisfactory or better	> 100% or 228 out of 228 respondents rated the frontline services as satisfactory or better	> 100% of the 2,446 respondents rated the frontline services as satisfactory or better with a response rate of 85% (2,445 out of 2,890)	
5. Learning Sessions		3	3	3	3	> 12 Learning Sessions on wages, productivity, and labor market-related topics/concerns conducted	> Conducted three (3) Learning Sessions 1) Unlocking Productivity through Self Care and Work Life Balance (February 24) 2) General Labor Standards/COVID-19 Issuances (March 09) 3) Diversity and Inclusion as a Driver of Engagement, Women's Month (March 23)	> Conducted eight (8) Learning Sessions 1) Organizational Excellence through Employee Engagement (April 20) 2) Engaging Employees in Designing and Implementing Productivity Incentive Schemes (April 27) 3) Promoting Productivity through Workplace Bipartite Mechanisms (May 11) 4) Enhancing Productivity of our Kasambahays (May 25) 5) Social Media Marketing (June 08) 6) Wage Distortion, Session 1 (June 15) 7) Wage Distortion, Session 2 (June 21) 8) Promoting Gender Equality and Social Inclusion (GESI) (June 28)	> Conducted seven (7) Learning Sessions 1) Wage Distortion, Session 3 (July 13) 2) Business Continuity and Resiliency Planning: Driving Productivity in the Better Normal (July 20) 3) Wage Distortion, Session 4 (August 05) 4) Basic Lean Tools for SMEs (August 17) 5) Emergency Preparedness in the Workplace (August 26) 6) Engaging Employees in Designing and Implementing Productivity Incentive Schemes (September 21) 7) General Labor Standards/ COVID 19 Issuances (September 28)			> Conducted eighteen (18) Learning Sessions
		98%	98%	98%	98%	> 98% of respondents rated the Learning Sessions as satisfactory or better	> 100% or 505 out of 505 respondents rated the frontline services as satisfactory or better	> 100% or 2,330 out of 2,330 respondents rated the frontline services as satisfactory or better	> 100% or 1,397 out of 1,397 respondents rated the frontline services as satisfactory or better		> 100% or 4,232 out of 4,232 respondents rated the frontline services as satisfactory or better with a response rate of 100% (4,232 out of 4,232)	
		-	-	x	x	> 32 (2 per RB) learning sessions on new wage orders and addressing wage distortion (using the enhanced format) benefiting at least 100 firms for Regions NCR, III, IV-A, VII, & XI and 60 firms for the rest of the regions until 15 December 2022			> Learning Sessions - Conducted 84 learning sessions benefitting 2,315 enterprises (July to September 2022) > Coordination with DOLE units - Conducted 73 sessions on addressing wage distortion benefitting 1,823 firms by RTWPs in partnership with other DOLE units (July to Sept 2022) > Technical Assistance to Firms - 285 enterprises benefited from one-on-one consultations on minimum wage and correcting wage distortions (July to Sept 2022)	> Learning Sessions - Conducted 32 learning sessions benefitting 727 enterprises (October to December 2022) > Coordination with DOLE units - Conducted 14 sessions on addressing wage distortion benefitting 189 firms by RTWPs in partnership with other DOLE units (October to December 2022) > Technical Assistance to Firms - 8 enterprises benefited from one-on-one consultations on minimum wage and correcting wage distortions (October to December 2022)	> Learning Sessions - Conducted 116 learning sessions benefitting 3,043 enterprises > Coordination with DOLE units - Conducted 87 sessions on addressing wage distortion benefitting 2,012 firms by RTWPs in partnership with other DOLE units > Technical Assistance to Firms - 293 enterprises benefited from one-on-one consultations on minimum wage and correcting wage distortions	
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/ recommendation												
a. Assessment of Productivity Toolbox		x	x	x	x	> Research paper submitted (PPRD and TTSD)	> Conducted initial desk research > Gathered research/reference materials > Prepared the following for initial meeting with TTSD: Timeline of Activities, Concept Note > Prepared Guide Questions for the FGD with the RTWPs > Coordinated and conducted initial meeting with TTSD (February 04) - Presented results of previous studies, and - Discussed research objectives and work plan > Prepared and submitted Guide Questions based on suggestions and discussion during meeting > Conducted brainstorming on drafting the guide questions for MSMEs and trainers (March 7 & 16) > Coordinated with TTSD for inputs/comments on the assessment questionnaire for RTWPs > Attended the PPRD meeting w/ TTSD and Dir. Jota to discuss Assessment of Productivity Toolbox	> Conducted data cleaning on the list of Productivity Toolbox beneficiaries for sampling purposes and preparation of necessary documents for the selection of participants to the FGD > Reviewed and assessed terminal reports of selected Productivity Toolbox beneficiaries and prepared summary of findings > Conducted FGD for the following groups 1) Group 1 - NCR, CAR, Regions I, II, III, and IVA (June 22) 2) Group 2 - Regions IV-B, V, VI, VII, and VIII (June 29)	> Conducted focal group discussions 1) Group 3 with selected MSME beneficiaries (July 01) 2) Group 4 with selected representatives (July 05) > Analyzed FGD responses from RTWPs & MSME Beneficiaries	> Research report completed and submitted (Dec 28)		
b. Review of the criteria and mechanics of the Productivity Olympics		x	x	x	x	> Operations manual submitted (PPRD)	> Prepared draft Productivity Olympics Guidebook Manual	> Drafted/reviewed/endorsed concept note > Drafted memorandum for selected TWG on Review of PO Criteria, Mechanics, Guidelines, and key area of discussion matrix for review	> Ongoing review of PO Criteria and Mechanics > Submitted draft of enhanced PO Operations Manual > Provided technical assistance to RTWPs-II on the criteria and mechanics of the 2023 PO	> Operations manual submitted (Nov 17)		
c. Amendments to the Republic Act 6971		x	x	x	x	> Report submitted and/or meeting attended upon request	> Coordinated with Senate Committee on Labor, Employment & Human Resources Development to inquire on the status of amendments to RA 6971 > Prepared and submitted the following documents: - Consolidated bills authored/sponsored by Senators Ralph Recto, Imee Marcos, and Nancy Binay - Letters to Senators Binay, Recto, and Marcos - Route slip and memo to SecLab for letters to > Provided input on the tax incentives of RA 6971 for FBIS module > Coordinated with staff of Senate Committee on Labor & Employment to follow up on the status of amendatory bill to RA 6971 > Prepared and submitted the following documents: Memo, letters, and route slip on letters for senators > Coordinated with BIR regarding the Revenue Memorandum Circular No. 102 S. 1999 on the availment and process of the tax incentives on productivity > Conducted environmental scanning on availing special tax deductions on RA 6971 > Reviewed IRR of RA 6971 or the Productivity Incentives Act and brainstormed on the possible structure of the process flowchart > Coordinated with the Office of Senate Committee on Labor Employment and Human Resources Development to request for updates on the status	> Conducted a consultation meeting with BIR to discuss Availment of Tax Incentives under RA 6971 (April 8) > Prepared and submitted the following documents: - Comparative matrix of NWPC amendments and House Bills filed by Cong. Go. Romero, and Salceda at the 19th Congress - Status of implementation of RA 6971 as requested > Participated on the House Committee on Labor and Employment Hearing on the Enterprise Productivity Act thru Facebook live (Sept 19) > Prepared cue cards containing data on implementation of PIPs in preparation for the plenary interpellation at the House of Representatives > Drafted letter of gratitude for Senator Jinggoy Estrada for his sponsorship of Senate Bill No. 1333 filed on 20 Sep 2022	> Facilitated transmittal of documents to DOLE (memo, letters, copy of HB 985, and NWPC bill senate version) > Prepared and submitted the following documents: - Comparative matrix of NWPC amendments and House Bills filed by Cong. Go. Romero, and Salceda at the 19th Congress - Status of implementation of RA 6971 as requested > Participated on the House Committee on Labor and Employment Hearing on the Enterprise Productivity Act thru Facebook live (Sept 19) > Prepared cue cards containing data on implementation of PIPs in preparation for the plenary interpellation at the House of Representatives > Drafted letter of gratitude for Senator Jinggoy Estrada for his sponsorship of Senate Bill No. 1333 filed on 20 Sep 2022	> Continuing initiative Conducted regular monitoring schedule of committee meetings/ hearings at the Senate and House of Representatives for the amendatory bills to RA 6971	> 19 th Congress House Bill 537 or the Enterprise Productivity Act (consolidated with House Bill Nos. 77 by Congressman Michael Romero and 985 by Congressman Mark Go) principally authored by Congressman Joey Salceda was approved during the HCOLE 2nd Committee Meeting. > Senator Jinggoy Estrada sponsored and filed the repealing bill under Senate Bill 1333 on 20 September 2022.	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				Remarks as of 31 December 2022	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		
d. A Study on the Prevailing Wage and Productivity Practices of Barangay Micro-Business Enterprises		x	x	x	x	> Final report submitted (WPRD)	> Prepared letters for DTI re: shift to FGD, request for regional locals and data on 2021 registered BMBEs > Presented to ED Sy and the Commission on Banc the FGD Guide (March 10)	> Closely coordinated with DTI on the requested BMBE data and list of BMBE focal persons > Prepared and disseminated memo to the RTWFBs to commence coordination with BMBE focal persons on the FGDs > Conducted orientation on the FGD guide for the RTWFBs	> Facilitated the conduct of FGD in all regions > Conducted preliminary analysis of the information collected > Prepared presentation material and initial findings on BMBE FGD	> Final draft of the research report submitted (Dec 2022)		
e. Exploratory Study on the Effects of Minimum Wage on Workers in the Informal Sector > Developed third-party expert's TOR for submission to ILO within the year		x	x	x	x	> Final report submitted (WPRD)	> Prepared/submitted Concept Note and Terms of Reference	> Prepared/submitted Financial Proposal > Prepared/submitted/seril letter to PSA for FIES and LFS PUFs > Organized, attended and documented: - Huddle with prospective consultant - Huddle with ILO for financial and technical assistance > Coordinated with the prospective consultant and ILO on their comments and inputs on the Terms of Reference > Presented the Concept Note and Terms of Reference to the Commission on Banc	> Followed-up ILO on their comments/inputs to the Terms of Reference	> Deferred	> Subject to the availability of technical and financial assistance from the ILO	
f. Exploratory Study on the Influence of Minimum Wage Issuances to CBA-Negotiated Wage Increases		x	x	x	x	> Final report submitted (WPRD)	> Prepared/submitted concept note	> Drafted letter to BLR requesting FGD participants from the management and labor sectors > Prepared, submitted and presented FGD Guide to the Executive Director > Coordinated with BLR on FGD participants and CBAs with economic/wage provisions in NCR	> Attended FGDs on CBA negotiated wage increases for Management and Labor on July 22 and 29 respectively > Prepared transcription and highlights of the FGD for management and labor > Prepared and submitted the following: - Inputs on registered CBA based on BLR data with effectivity date from Nov. 22, 2018 to May 22, 2019 in NCR - Analysis of NCR registered CBA - Narrative report and presentation material	> Research completed and submitted (Dec 2022)		
g. Review on How the Pandemic Influenced the Legal and Policy Frameworks on Employment and Work Arrangement		x	x	x	x	> Research paper submitted (RALD)	> Concept paper submitted and approved Ongoing research and writing	> Facilitate migration of data to the system and data gathering/processing of common gaps > Conducted Desk Research > Ongoing analysis of the results of the desk research (70% completed) > Ongoing Formulation of Findings based on the results of the desk research	> Completed analysis of the results of the desk research > Completed formulating findings based on the results of the desk research > Submitted Research Paper to Chief, RALD > Incorporated comments of Chief, RALD	> Research completed and submitted (Dec 2022)		
h. Formulation of NWPC Guidelines for Cyber Security which will form part of the NWPC Data Privacy Manual		x	x	x	x	> Guidelines submitted (RALD)	> Concept paper submitted and approved with initial draft ongoing team review	> Conducted Desk Research > Drafted the Guidelines > Ongoing review - 53%	> Ongoing review - 70%	> Guidelines completed (Dec 2022)		
7. Policy Development > Reactivation of the TCLM		-	-	x	x	> Position paper submitted, as requested (WPRD and RALD)				> Provided comments/inputs to pending bills on the following topics: 1) Freelancer's Workers Protection Act (HB 1527); 2) National Minimum Wage Bills (HBs 541, 525, 1111, 1579, 3308, 4471, and 4898); 3) Corporate Social Responsibility Act (HBs 451, 800, 1001, 3527, and 4139); 4) National Digital Careers Act (SB 1489); and 5) Enterprise Productivity Act (SB 1333) 6) Pangkalahuyan Act of 2022 (HB 2503) 7) Access to Loan Grants of Small Businesses (HR 174) 8) Alternative Work Arrangements in Enterprises (SB 135 and 643) 9) Additional Service Incentive Leave (HB 988) 10) Enterprise Productivity Act (HB 537)		
8. Provision of technical assistance as member of the TWG on the Review of DO 183-2017 Revised Rules Administration and Enforcement of Labor Laws		-	-	x	x	> As required (WPRO and RALD)			> TWG has yet to convene	> TWG has yet to convene	> TWG has yet to convene	
9. Strengthening Tripartism, Social Dialogue, and Consultations > In relation to the immediate appointment of sectoral representatives		-	-	x	x	> As necessary (RALD)			> Submitted to BLR all nominations received by NWPC (pending and new) > Prepared and submitted matrix of background and profile of all nominees, including date of appointment, recommendations from Regional Directors > Updated matrix of NWPC and RTWFB sectoral nominees submitted to BLR for endorsement to DOLE Undersecretary	> New appointments for 41 seats to the Commission and various RTWFBs were issued by the President. 39 out of 41 of these sectoral representatives took their oath before the Secretary of Labor on 01 December 2022 at the I.G.L.C. DOLE Building, Intramuros, Manila	> There is continuous coordination with BLR for the remaining vacancies in the RTWFBs for processing of nominees and immediate filling-up of vacancies.	
> Capacity building of sectoral representatives		-	-	x	x	> Concept note developed (WPRD and RALD)			> Presented to and approved in principle by the Commission concept note on Basic Course on Labor Economics related to Minimum Wage Determination (Sept 23) > Sent letter of request to NEDA seeking comments on the concept note (Sept 07)	> Sent letter to NEDA to request resource speakers for the identified course topics (Oct 10) > Constantly coordinated with NEDA to follow-up on the latest request (Oct-Dec)		
		-	-	x	x	> Onboarding materials for sectoral representatives developed (RALD, AD-HR)			> Onboarding materials developed in collaboration with all divisions of NWPC			
		-	-	x	x	> Onboarding activities upon appointment of sectoral representatives conducted (RALD, AD-HR, RTWFB)				> Onboarding materials developed and used during the 02 December 2022 onboarding activity		
FINANCIAL MANAGEMENT												
1. Workshop on Financial Management		x	-	-	-	> Workshop conducted	> Workshop on Financial Management conducted on 02-04 February 2022 via Zoom					
2. Allotment Utilization		15%	50%	85%	100%	> 100% fund utilization	> 23.28% allotment utilized as of March 2022 - PS: 23.62% - MOOE: 21% - CO: 71.31%	> 53.16% allotment utilized as of June 2022 - PS: 59% - MOOE: 41.42% - CO: 71.31%	> 75.80% allotment utilized as of September 2022 - PS: 83.79% - MOOE: 87.20% - CO: 79.05%	> 99% allotment utilized as of December 2022 - PS: 100% - MOOE: 89% - CO: 100%		
3. Cash Utilization		100%	100%	100%	100%	> 100% cash utilization	> 99.9% or 100% cash utilization	> 99.9% or 100% cash utilization	> 99.9% or 100% cash utilization	> 98% or 100% cash utilization		
4. Flash Performance Report		3	3	3	3	> 12 monthly Flash Performance Report submitted to DOLE-FMS	> 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: - January - February 07, 2022 - February - March 07, 2022 - March - April 07, 2022	> 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: - April - May 10, 2022 - May - June 06, 2022 - June - July 05, 2022	> 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: - July - August 08, 2022 - August - September 09, 2022 - September - October 07, 2022	> 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: - October - November 8, 2022 - November - December 7, 2022 - December - January 10, 2023	> 12 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates:	
5. BFAR		1	1	1	1	> 4 quarterly reports submitted to DBM	> Q4-2021 BFAR submitted on 30 January 2022 > For finalization of Q1-2022 BFAR	> Q1-2022 BFAR submitted on 22 April 2022 > For finalization of Q2-2022 BFAR	> Q2-2022 BFAR submitted on 08 July 2022 > For finalization of Q3-2022 BFAR	> Q3-2022 BFAR submitted on 09 Oct 2022 > For finalization of Q4-2022 BFAR		
INSTITUTIONAL SUPPORT												
1. Gender and Development (GAD) Plan		x	x	x	x	> GAD programs and projects implemented/ conducted	> 2022 GPD report endorsed by PCW (Feb 21) > 2021 GAD AR submitted to GMMS (March 11)	> Submitted signed GAD-AR to PCW (May 25)	> Launched GAD Corner in the NWPC website > Reconstituted the Human Resource Merit and Promotion Selection Boards (HRMPSB) by including a GAD focal to put forward the Equal Employment Opportunity Principle (EOP) by virtue of Office Order No. 019, Series of 2022 (Aug 10)	> Conducted workshop on GAD Agenda and GAD Strategic Plan Formulation on 15-16 Dec 2022 at the Eastwood Richmond Hotel, Quezon City		

Particulars	UACS CODE	Physical Targets					Physical Accomplishments				Remarks as of 31 December 2022	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		
NON-CORE INDICATORS												
Support to Operations												
1. Quality Management Systems (QMS) Implementation and QMS Audit		1	1	1	1	> QMS Quarterly Reports on the continual improvements activities and initiatives submitted on or before the 15th day of the month following the reference quarter	> QMS Performance Report submitted on March 31 to DOLE-FMS > Passed the ISO 9001:2015 Recertification Audit by TUVR (01-02 March 2022)	> Conducted a two-day webinar for additional Internal Quality Auditors on "Internal Audit Fundamentals based on ISO 9001:2015 and How to audit Requirements of ISO 9001:2015 Standards" (June 16-17)	> Conducted Full QMS Audit by the Internal Quality Audit Team via Zoom and face-to-face (Sept 05-09)	> Post-audit activities and requirements Review/revision of QMS manuals	> Sustained the ISO 9001:2015 Certification	
2. Planning and Management Information System												
a. CorPlan/MYPAY YEPA		1	x	1	1	> CorPlan/MYPAY/EPA conducted	> 2022 NWPC-RTWPB Planning Exercise conducted on 17-18 March 2022 at the Diamond Hotel Philippines - NWPC Planning Exercise conducted on 15-20 & 25 January 2022 via Zoom - CO-RB Consultation Meeting conducted on 09 February 2022 via Zoom - CO-RB Secretariat Level Planning conducted on 15-16 February 2022 via Zoom	> Prepared the following presentations in preparation for the DOLE-MYPAY - NWPC Performance Assessment (as of May and as of June 2022) - RTWPB Catch-up Plans (as of May and as of June 2022)	> Conducted the 2022 NWPC-RTWPB Mid-Year Performance Assessment on 12 August 2022 at the Sheraton Manila Bay	> Conducted Department Workshop with the RTWPBs on 13 December 2022 via Zoom		
b. Implementation of the 2022 NWPC ISSP		x	x	x	x	> Procurement recommendation and bidding docs prepared	> Posted in PHILGEPS - 300 licenses of antivirus application (March 25) - 4 units of laptop (March 25) - 2 photocopier machine (March 28) > BAC Resolution approved - Renewal of LMS Subscription - Gnomio (March 22) > For submission of SPPMP - Desktop (DBM-PS) *Waiting for the availability of stocks in PS on May 13 > For Carvass - 25 licenses of online grammar and language checker tool (1 year subscription) > Reports - Prepared recommendation reports on the 2022 ISSP Procurement - Prepared report updates on the status of the 2022 ISSP Procurement	> Delivered and implemented - New Zoom subscription (PRS OIC DED) - Cloud base SMTP (TWILO SENDGRID) - Domain name registration for AERW to DNH (GODADDY.COM) - AERW web application system development and hosting - Freight service for iPads delivery - Multi-function printer > Renewed - Annual Zoom subscription (MSS) - Gnomio - Anti-Virus > For delivery - 2 copiers for CO > Ongoing procurement - 4 Laptops (IT) - 1 Desktop (from PS-DBM) - 1 Server Rack - Copiers for RBs XI and XII - Grammarly > Ongoing preparation of additional requirements - ICT Consultancy Services e-Productivity Toolbox Enhancement - Internet Subscription - Cloud Hosting; Attendance and Payroll System	> Received and partially completed reconfiguration - 38 laptops delivered (34 by PS-DBM; 4 additional requirement) > Completed internet configuration - Internet subscription from PLDT & Philcom > Ongoing procurement - PLDT web hosting - MS 365 - Adobe Creative Cloud - System Cloud Hosting - Zoom Subscription (PID, MSS, PRS) - Carva (PRB, TTSID) - Photoshop (TTSID) - Chatbot - Chatbot Widget - Gnomio - AERW - Sendgrid - e-Prod Toolbox enhance - NWPC Audio system - AV Equipment/peripherals - Laser printer - 2 Desktops - server rack > Prepared additional recommendation report on the 2022 ISSP Procurement	> Delivered 34 laptops(PS-DBM) > Completed procurement process - 150 O365 licenses - Adobe Creative Cloud subscription - Adobe Photoshop subscription - Zoom subscription - Carva subscription - Chatbot apps - Gnomio subscription - Grammarly subscription - Sendgrid subscription - GMS suite services > Ongoing procurement/ delivery - NWPC Conference room sound system - Server rack - eProdtoolbox enhancement services - eProdtoolbox hosting services - Structured cabling services - AERW hosting & services		
3. Administrative Services												
a. Staff Development Program		x	x	x	x	> Trainings/seminar facilitated/conducted	> 34 local trainings availed and organized at CO and RB levels a. 12 internal training organized benefitting 276 participants (82 male and 194 female) b. 22 external training attended/participated by 15 employees (4 male and 11 female) > No foreign training availed within the coverage period	> 33 local trainings availed and organized at CO and RB levels a. 9 internal trainings organized benefitting 138 participants (43 male and 95 female) b. 15 external trainings organized benefitting 69 employees (15 male and 54 female) > No foreign training availed within the coverage period	> 17 local trainings availed and organized at CO and RB levels a. 1 internal training organized benefitting 64 participants (18 male and 46 female) b. 15 external trainings organized benefitting 27 employees (6 male and 21 female) > No foreign training availed within the coverage period	> 27 local trainings availed and organized at CO and RB levels a. 3 internal training organized benefitting 132 participants (43 male and 89 female) b. 24 external trainings organized benefitting 37 employees (9 male and 28 female) > No foreign training availed within the coverage period	> 111 local trainings availed and organized at CO and RB levels a. 25 internal training organized benefitting 610 participants (186 male and 424 female) b. 85 external trainings organized benefitting 148 employees (34 male and 114 female) > No foreign training availed within the coverage period	
1) Labor and Administrative Continuing Education System (LACES)	OIAO/HRA		GAD	Wages	x	1) Two (2) events with GAD-based LACES to be held simultaneous with 2022 Teambuilding	> The 1st LACES for CY 2022 was held on March 22 to 25 with resource speaker from CSC-NCR FO BSP.	> The 2nd LACES for CY 2022 was held on May 04 simultaneous with Annual Teambuilding Activity with GAD-accredited resource person	> Launched the "Positiv-Tree" to promote and encourage positive outlooks in the workforce > Conducted series of consultation meetings on the adoption of Flexible Work Arrangement			
2) Deployment to External Trainings subject to Personnel Development Committee (PDC)		x	x	x	x	2) Dependent on the output of PDC assessment	> 3 CO PDC-processed L&D events implemented by 3 training providers were held within the coverage months benefitting 7 participants (1 male and 6 female)	> 2 CO PDC-processed L&D events implemented by 2 training providers were held within the coverage months benefitting 5 participants (all female)	> 3 CO PDC-processed L&D events implemented by APO were held within the coverage months benefitting 5 participants (1 male and 4 female)	> No PDC-processed L&D event was implemented within the coverage month but one (1) event with two (2) pre-selected nominees pushed through by December		
b. Health, Safety and Welfare Program												
1) 2022 Annual Physical Examination		-	-	x	-	> 2022 APE conducted			> 2022 Annual Physical Examination conducted on 02 September 2022 for the following: - NWPC Officials and Employees - RTWPB NCR Personnel - RTWPB 3 Personnel - Resident COA Employees - CO Job Order Employees - CO Janitors and Security Guards > Reading of medical test results conducted on 16 September 2022			
2) Vaccination		-	-	x	-	> Influenza vaccination administered			> Influenza vaccine administered at the NWPC Conference Room on 30 September 2022 for the following: - NWPC Officials and Employees - RTWPB NCR Personnel - RTWPB 3 Personnel - Resident COA Employees - CO Job Order Employees - CO Janitors and Security Guards > Human papillomavirus (HPV) vaccines administered at the NWPC Meeting Room on 12 December 2022			
3) Medical Supplements (Vit. C)		x	-	-	-	> Medical Supplements (Vit. C) procured and distributed	> 94 personnel received medical supplements (February 15-16)		> 94 personnel received medical supplements (September 06)			
Prepared by:		In coordination with:					Approved by:					
LOURDES M. SECILLANO Chief, Planning and Information Division		FRANCISCA C. GUÑA OIC-Chief, Financial Management Division					MARIA CRISELDA R. SY Executive Director IV					
								30 January 2023				