

PERFORMANCE INDICATOR - December 31, 2019

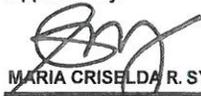
Department: Department of Labor and Employment (DOLE)
 Agency: National Wages and Productivity Commission
 Organization Code: 16 006 0000000

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	31010000000000												
OO : Capacity of MSMEs to implement productivity													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	10%	25%	15%	50%	1.26%	9.84%	26.77%	45.04%	73.84%	23.84%	73.84% or 3,384 out of 4,583 MSMEs trained with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	2%	4%	4%	10%	-	4.30%	3.72%	12.19%	17.93%	7.93%	17.93% or 178 out 993 MSMEs assisted with PBIS installed
Output Indicators													
1. Number of MSMEs trained/oriented		2,400	3,600	3,600	2,400	12,000	3,432	6,148	3,958	1,505	15,043	3,043	A total of 15,043 (125%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100% of 7,883 respondents rated training as satisfactory or better while 100% of 5,393 respondents rated technical assistance as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	100	200	500	800	212	370	278	133	983	193	A total of 993 (124%) MSMEs provided with technical assistance on designing productivity based incentive schemes
WAGE REGULATORY PROGRAM	32010000000000												
OO : Fair and reasonable minimum wages in accordance													
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold		-	-	-	-	-	100%	100%	100%	100%	100%	-	100% or 92 out of 92 minimum wage rates above the 2012 poverty threshold while 97.3% or 73 out of 75 minimum wage rates above the 2015 poverty threshold
2. Percent of appealed cases on wage orders/exemption cases resolved within the reglementary period/process cycle time of 60 days		-	-	-	-	98%	No appeal received	1 appeal received	100% disposition rate	No appeal received	100% disposition rate	-	100% disposition rate (1 out of 1 appeal received/disposed)
Output Indicators													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	103,128	100,477	91,992	55,176	350,773	80,773	A total of 350,773 (130%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	1	1	1	5	8	n/a	8 regular wage orders issued (RBs CAR. I, III, VI, VII, VIII, XI & XII)
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		-	-	-	-	98%	100%	No application received	100%	No application received	100%	-	100% disposition rate (21 out of 21 application for wage exemption disposed within the 45-day reglementary period)

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 Executive Director IV
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QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of December 31, 2019

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

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

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	Total 12 = (8+9+10)	Variance as of Dec. 2019	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total 7 = (3+4+5+6)							
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%)	> 3,958 MSMEs were provided productivity orientations/ trainings (33%)	> 1,055 MSMEs were provided productivity orientations/ trainings (33%)	> 15,043 MSMEs were provided productivity orientations/ trainings (125%)	3,043	
		> 1,664	> 2,496	> 2,496	> 1,664	> 8,320 MSMEs oriented	> 2,398 MSMEs benefited from productivity orientations with 4,198 participants benefited (28.8%)	> 4,681 MSMEs benefited from productivity orientations with 7,590 participants benefited (56%)	> 2,496 MSMEs benefited from productivity orientations with 3,385 participants benefited (30%)	> 885 MSMEs benefited from productivity orientations with 2,203 participants benefited (53%)	> 10,460 MSMEs benefited from productivity orientations with 17,376 participants benefited (125%)	2,140	
		> 736	> 1,104	> 1,104	> 736	> 3,680 MSMEs trained	> 1,034 MSMEs benefited from productivity trainings with 2,222 participants benefited or (28.1%)	> 1,467 MSMEs benefited from productivity trainings with 2,543 participants benefited or (40%)	> 1,462 MSMEs benefited from productivity trainings with 2,180 participants benefited or (40%)	> 620 MSMEs benefited from productivity trainings with 2,180 participants benefited or (16%)	> 4,583 MSMEs benefited from productivity trainings with 7,893 participants benefited or (124%)	903	
		-	> 720	> 720	> 400	> 50% or 1,840 MSMEs trained with PIP/action plans implemented	> 13 MSMEs trained with PIP/action plans implemented	> 246 MSMEs trained with PIP/action plans implemented	> 1,061 MSMEs trained with PIP/action plans implemented	> 2,064 MSMEs trained with PIP/action plans implemented	> 3,384 MSMEs trained with PIP/action plans implemented (73.8%)	1,544	
		-	> 48	> 64	> 48	> 160 terminal reports documented/implemented/ submitted	> scheduled to be done starting Q2 (no target for Q1)			> 161 terminal reports documented/implemented/ submitted (100%)	> 161 terminal reports documented/implemented/ submitted (100%)	1	
		> 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%)	> 278 MSMEs provided with technical assistance on designing productivity based incentive schemes (35%)	> 133 MSMEs provided with technical assistance on designing productivity based incentive schemes (17%)	> 993 MSMEs provided with technical assistance on designing productivity based incentive schemes (124%)	193	
		> 16	> 48	> 48	> 32	> 18% or 144 of MSMEs assisted with productivity based incentive schemes installed	> 25 MSMEs assisted with productivity-based incentive schemes installed	> 32 MSMEs assisted with productivity-based incentive schemes installed	> 32 MSMEs assisted with productivity-based incentive schemes installed	> 121 MSMEs assisted with productivity-based incentive schemes installed	> 178 SMEs assisted with productivity-based incentive schemes installed (124%)	34	
		> 16	> 48	> 48	> 32	> 144 MSMEs implementing Tier 2 documented	> 21 MSMEs implementing Tier 2 documented	> 21 MSMEs implementing Tier 2 documented	> 62 MSMEs implementing Tier 2 documented	> 100 MSMEs implementing Tier 2 documented	> 183 MSMEs implementing Tier 2 documented (127%)	39	
> 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 2,178 respondents rated course content, materials and trainer satisfactory or better	> 100% of 949 respondents rated course content, materials and trainer satisfactory or better	> 100% of 7,883 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	> 1,399 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,309 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,063 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 5,393 respondents rated satisfactory or better from the information and technical assistance provided	-	
						> 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 95 requests for legal advice acted within 5 days from receipt of request	> 100% of 43 requests for legal advice acted within 5 days from receipt of request	> 100% of 269 requests for legal advice acted within 5 days from receipt of request	-	
> Spot Audit Report								> Spot Audit Report on Productivity Improvement Program submitted on April 8, 2019					
2. Development/ Upgrading of Modules: - Work-Life Balance Leading to Workplace Productivity - QC Tools	> Concept note prepared	> Session plan developed	> Modules revised/ > Modules deployment	> 3 training modules	> Concept notes prepared/ approved	> Module developed/presented on April 11 & 15, May 7 & 17 > Module developed/presented on April 12, May 6, June 7 & 14, 2019	> Modules finalized/approved for Training of Trainers on the following dates: - Work-Life Balance Leading to Work- place Productivity - Sept.30 2019 - QC Tools - Sept. 17, 2019 - ISTIV Values for Smarter and Productive Workforce -Sept. 17, 2019	> 3 modules developed :					Done
- ISTIV-PAP													
3. Development of four (4) 1- hour sessions:													
a. Six Sigma						> Sessions presented to the Directorate on the following: a) Six Sigma - Jan. 25, Feb. 8, and March 6, 2019	> Sessions presented to the Directorate on the following: a) Six Sigma - April 23 and May 6, 2019	> Six Sigma finalized/approved on Sept. 25, 2019			> Four 1 hour training sessions developed: a. Six Sigma b. Time Management c. Total Quality Management d. Just In Time (JIT)	-	Done
b. Time Management						b. Time Management - March 6, 26 & 28, 2019	b) TQM - April 6 & 29, May 6 & 29, 2019	> TQM finalized/approved on Sept. 30, 2019					Done
c. Total Quality Management (TQM)						c. TQM - Jan. 29, 2019	c) JIT - May 7 & 17, 2019, 29, 2019	> JIT finalized/approved on Sept. 30, 2019					Done
d. Just In Time (JIT)						d. Just In Time (JIT) - Jan. 29, Feb. 8, March 6 & 27,	> Additional modules developed and presented : a) HCCP - May 9 & 23, June 6 & 27, 2019	> HACCP and GMP finalized/ approved on Sept 30, 2019					Done

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	Total	Variance as of Dec. 2019	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
4. Capacity Building on QC Tools, New and Upgraded Training Modules and Advance Productivity Tools and Techniques							> Draft project proposal submitted to TSD Director	b) GMP - May 9 & June 20, & 27, 2019 > Preparation for the capacity building started	> Project proposal signed 17 Sept. 2019 > Capacity building conducted Sept 30- Oct 3, 2019 with 33 RB participants at Hotel Lucky Chinatown, Manila			Done	
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)	> 5 learning sessions conducted benefitting 267 participants (Male: 35, Female :232 from 154 companies)	> 5 learning sessions conducted benefitting 288 participants (Male: 53, Female; 235 from 155 companies)	> 20 learning sessions conducted benefitting 1,028 participants (Male: 187, Female; 841 from 555 companies)	8	
6.) 2019 Productivity Olympics		> PO regional level monitored > Criteria, mechanics and guidelines disseminated	> Briefing of NSC and NJP members conducted	> Evaluation & screening conducted > National finalists selected > Awarding conducted			> Technical assistance to RBs provided > On-line and face-to-face orientation via skype to PO regional Focal Persons conducted > PO criteria, mechanics and guidelines prepared and disseminated Feb. 20, 2019	> 149 Regional Winners awarded > TWG-PO consensus review conducted June 26-28, 2019 > NSC & NJP Briefing conducted June 20, 2019	> Selection of 33 National Finalists by National Screening Committee conducted July 26, 2019 at Pan Pacific Hotel, Manila > Selection of 8 National Winners by National Judging Panel conducted August 23, 2019 at Pan Pacific Hotel, Manila	> 2019 Productivity Olympics conducted 4 Oct. 2019 at Sheraton Hotel Manila > 8 National winners awarded > 33 National finalists awarded > 149 Regional winners awarded by the Boards			Done
1. TIER 1													
a) Review/monitoring of socio economic situation in the region		> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared	> 1st quarter narrative report submitted	> 2nd quarter narrative report submitted	> 3rd quarter narrative report submitted	> 4th quarter narrative report submitted			
b) Conduct of wage consultations/ public hearings/board deliberations						> 32 wage consultations/ public hearings/ board deliberations conducted as necessary	> 11 public hearings/consultations conducted with 906 participants (Male: 352 and Female: 554) with the ff. breakdown: - CAR- 3 wage consultations (DW) - RB I - 2 public hearings (Regular and DW) - RB VI - 2 public hearings (DW) - RB XIII - 4 public hearings (regular)	> 13 public hearings/consultations conducted with 1,254 participants (Male: 412 and Female: 842) with the ff. breakdown: - RB III - 4 public consultations (regular) - RB IV-A - 3 public consultations (regular) - RB IV-B - 2 public hearing (DW) - RB VIII - 3 public consultations (regular) - RB XIII - 1 public hearing (regular)	> 25 public hearings/consultations conducted with 1,638 participants (Male: 619 and Female: 1,019) with the ff. breakdown: - NCR 4 wage consultations (DW) - CAR - 4 public hearing (regular) - RB III - 4 public consultations (regular) - RB VI - 3 public hearings (regular) - RB VII - 2 public hearings (DW), 1 public hearing (regular) - VIII - 2 public consultation (regular) - RB IX - 2 public consultations (regular and DW) - RB XII - 1 consultation - RB XIII - 2 public hearing (DW)	> 19 public hearings/consultations conducted with 2,420 participants (Male: 823 and Female: 1,597) with the ff. breakdown: - NCR 3 wage consultations, 1 public hearing (DW) - RB II - 3 public hearings (regular and DW) - RB III - 1 public hearing (DW) - RB IV-A- 5 public hearings (regular) - RB VIII- 1 public hearing (DW) - RB IX- 1 public hearing (DW) - RB X- 1 public hearing, 1 public consultation (DW) - RB XII - 1 public hearing (regular), 1 public consultation (DW)	> 68 public hearings/consultations conducted with 6,218 participants (Male: 2,206 and Female: 4,012)	36	
c) Issuance of Wage Orders (WOs) / Implementing Rules (IRRs)						> as necessary	> 1 wage order issued (RB XIII)	> 1 wage order issued (RB I)	> 1 wage order issued (RB VIII)	> 4 wage orders issued (RBs; CAR, III, VI, VII)	> 8 wage orders issued (RBs: CAR, I, III, VI, VII, VIII XII & XIII)		
> 100% wage rates above the 2012 Poverty Threshold						> 100% of wage rates above 2012 poverty threshold but not exceeding the average wage levels	> 78 out of 83 MWRs or 94% of wage rates above the 2015 poverty threshold	> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold	> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold	> 73 out of 75 MWRs or .97% of wage rates above the 2015 poverty threshold	> 73 out of 75 MWRs or .97% of wage rates above the 2015 poverty threshold		
> 95% of wage rates above the 2015 Poverty Threshold based on 83 MWRs (as of Dec. 2018)						> 95% of wage rates above 2015 poverty threshold but not exceeding the average wage levels	> 78 out of 83 MWRs or 94% of wage rates above the 2015 poverty threshold	> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold	> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold	> 73 out of 75 MWRs or .97% of wage rates above the 2015 poverty threshold	> 73 out of 75 MWRs or .97% of wage rates above the 2015 poverty threshold		
d) Minimum Wage for Domestic Workers (DW)						> 2 dom work wage orders issued (RBs: I & CAR)	> 1 domwork wage order issued (RB VI)	> 1 domwork wage order issued (RB IV-B)	> 7 domwork wage orders issued (RBs: NCR, III, VII, VIII, IX, X & XIII)	> 11 dom work wage orders issued (RBs: NCR, CAR, I, III, IV-B, VI, VII, VIII, IX, X & XIII)			
2. TIER 2													
a) Issuance of wage advisories (as necessary)						> as necessary		> RB I wage advisory presented to the Commission awaiting publication					
3. Facility Evaluation (FE) / Time and Motion Studies (TMS)		> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of 33 FE applications/ requests from firms with complete documents acted upon - 21 out of 33 or 63.6% FE orders issued	> 100% of 35 FE applications/ requests from firms with complete documents acted upon - 28 out of 35 or 80% FE orders issued	> 100% of 39 FE applications/ requests from firms with complete documents acted upon - 29 out of 39 or 74.4% FE orders issued	> 100% of 47 FE applications/ requests from firms with complete documents acted upon - 38 out of 47 or 81% FE orders issued	> 100% of 124 FE applications/ requests from firms with complete documents acted upon - 115 out of 124 or 92.7% FE orders issued		
							> 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 23 TMS applications/ requests from firms with complete documents acted upon - 19 out of 23 or 82.6% piece rate/production	> 100% of 14 TMS applications/ requests from firms with complete documents acted upon - 13 out of 14 or 93% piece rate/production	> 100% of 57 TMS applications/ requests from firms with complete documents acted upon - 56 out of 57 or 98.2% piece rate/production		
4 D.O 118-12 (Rules and Regulations Governing the Employment and Working Conditions of Drivers)						> 100% of 70 applications/requests with complete documents acted upon	> 100% of 125 applications/requests with complete documents acted upon	> 100% of 143 applications/requests with complete documents acted upon	> 100% of 69 applications/requests with complete documents acted upon	> 100% of 407 applications/ requests with complete documents acted upon			
						> 3 orders issued (Guidelines took effect March 9, 2019)	> 94 orders issued	> 97 orders issued	> 198 orders issued	> 392 orders issued			
5. Resolution on Wage and Exemption Cases													
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 (1 out of 1 application for wage exemption disposed)	> no applications received for the period	> 100% disposition rate (21 out of 21 applications for wage exemption disposed)		

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total								
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	> 1 appeal on wage order disposed	> no applications received for the period	> 100% disposition rate (1 out of 1 appeal received/dispensed)	-		
6. Tamang Kaalaman sa Kita at Kakayahan (T3K) > Development, Production and Dissemination of IEC Materials		> 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 ft.: - 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 ft.: - Public information - 5,531 assistance - IEC materials - 34,079 - Wage clinique/ seminar/public fora - 5,096 - Mass media - 55,771	> 91,992 clients (34%) reached thru advocacy information services on the ft.: - Public information - 5,045 assistance - IEC materials - 39,798 - Wage clinique/ seminar/public fora - 7,302 - Mass media - 39,847	> 55,176 clients (20%) reached thru advocacy information services on the ft.: - Public information - 2,006 assistance - IEC materials - 20,277 - Wage clinique/ seminar/public fora - 2,893 - Mass media - 30,000	> 350,773 clients (130%) reached thru advocacy information services on the ft.: - Public information - 19,662 assistance - IEC materials - 129,439 - Wage clinique/ seminar/public fora - 20,038 - Mass media - 181,634	80,773		
a) Press conference/briefings		> 4	> 4	> 4	> 4	> 16 press conference/briefings conducted	> 1 press conference/briefings conducted	> 15 press conference/briefings conducted	> 1 press conference/briefings conducted	> 4 press conference/briefings conducted	> 21 press conference/briefings conducted (131%)	5		
b) Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 15 press releases (31%)	> 14 press releases (29%)	> 8 press releases (16%)	> 15 press releases (31%)	> 52 press releases (108%)	4		
c) Radio/TV questinos/interviews						> 100% of requests attended	> 100% of 28 requests attended	> 100% of 53 requests attended	> 100% of 16 requests attended	> 100% of 33 requests attended	> 100% of 130 requests attended			
d) Good news reporting		> 9	> 9	> 9	> 9	> 36 good news reports submitted	> 15 good news reports (41%) submitted	> 16 good news reports (44%) submitted	> 8 good news reports (22%) submitted	> 16 good news reports (44%) submitted	> 55 good news reports (152%) submitted	19		
e) NWPC Bulletin/News Letter		> 3	> 3	> 3	> 3	> 12 NWPC Bulletin/News Letter prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 3 NWPC Bulletin/News Letters prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated	> 12 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	> Creation of links in the website completed, for presentation to Directors for approval	> Links in the website completed	> 3 copies of 2018 Compendium binded	> 2018 Compendium posted in the website			
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	> 4 Corporate give aways status : a) Heating Pad - production of heating pad coordinated b) Herbal Soap - delivered on 27 Sept 2019 and disseminated during the 2019 PO c) Hoodie Jacket - delivered 18 July 2019 / disseminated 29 Aug. 2019 d) Eco-bag delivered 15 July 2019	> Heating Pad disseminated	> 4 corporate give aways disseminated - Eco bag - Hoodie Jacket - Herbal Soap - heating Pad	1		
h) AVPs						> 1 AVP developed	> Concept note drafted	> Concept note approved on 7 July 2019	> Video editing on going AVP for Motorline success story > Updating of ProdToolbox AVP completed > 4 AVPs for 2019 PO prepared (Finalists, winners, citations and and PO introduction) > 2 AVPs for Usec. Ciriaco A. Lagunza III and former Usec. Carmelita M. Pineda's tribute prepared/presented during the NWPC 30th Founding Anniversary	> AVP for Motorline submitted to DOLE-IPS on 30 Oct. 2019	> 1 AVP developed/submitted to DOLE-IPS > 6 AVPs prepared/ developed		> Done	
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 ft. 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 to ED 28 March 2019			> Key informant/interview/focus group discussions conducted in the ft. regions: - NCR (Jan. 10) - III - (Feb 7-8) - IV-A - (Jan. 30)			> Done

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
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	> Monitoring on the status of survey conducted by PSA on going	> Results of rider questionnaires presented to the Directorate and TTSD on Dec. 17, 2019			
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 on Transportation & Storage, Electricity, Gas and Water Supply and Construction posted in the NWPC website on 14 June 2019	> Productivity Brief on Agriculture, Forestry and Fishing posted in the NWPC website Aug. 28, 2019	> 4 productivity briefs prepared/posted in the NWPC website (Transportation & Storage, Electricity, Gas & Water Supply, Construction, Agriculture, Forestry and Fishing)		> Done	
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 Esquera identified as experts > Data sets provided to the experts > Preparations for the country visit of Mr. Daniel Kostzer undertaken	> Contracts and TOR developed and signed on 27 June 2019 > Concept/design of stakeholder's consultation prepared	> Government sector consultation conducted 01 August 2019 at Hotel Jen, Manila > Memo sent to all RBs re need for DTI and NEDA to accomplish survey questionnaire > Validation workshop on 4 Oct. 2019 prepared	> Draft preliminary report submitted by third party expert on 17 Dec 2019			Third party assessment, funding and technical c/o ILO Extended until March 2020	
5. Evaluation of the Implementation of Tier 2		> Concept note prepared > FGD guide prepared	> Site visits and FGDs conducted > Research report prepared/			> 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	> Final version of the report with the inputs of ED Sv submitted 12 July 2019 > Highlights of the FGDs presented to the Directorate > Enhanced FGD guide prepared					> Done	
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 2205- Rationalization of Wage Levels on a National or 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	> Comment on House Bill Nos. 1076, 304, 4157 prepared		> Provided technical comments/data to Senate Bill 2205- Rationalization of Wage Levels on a National or Industrial Basis > Comment on House Bill Nos. 1076, 304, 4157 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	> National and regional infographics updated > Nine monographs submitted to ED Sv > Updated/maintained the following database for website intranet: - Nominal/real min. wage statistics - COMWR - ASEAN Comparative wages - Wage issuances by Administration	> Wages and productivity databases maintained	> Wages and productivity databases maintained > Updated/maintained the ff. database for website intranet: - Nominal/real min. wage statistics - COMWR - ASEAN Comparative wages - Wage issuances by Admi-			
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 04 April 2019	> 2nd quarter report submitted to DOLE-LS on 03 July 2019	> 3rd quarter report submitted to DOLE-LS on 03 Oct. 2019	> 4th quarter report submitted to DOLE-LS on 03 Jan. 2020		> 4 quarterly reports submitted to DOLE-LS	
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	> Revised GAD Plan & Budget 2020 submitted thru PCW-GMS 15 Aug. 2019 (per comments/ remarks of PCW)	> 2019 GAD AR prepared/ submitted to DOLE-PS 07 Jan. 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 > ISO 9001:2015 recertification audit by TUVR conducted on March 4-5, 2019 > Corrective Action Planning Workshop conducted on March 20, 2019 > Received the ISO 9001:2015 re certification effective March 19, 2019 to March 18,	> Internal Quality Audit conducted May 22 - June 15, 2019 > 5 internal auditors attended capacity building programs on IQA > Monitoring of compliance to the agreed corrections/ corrective actions on audit findings conducted	> 2nd quarter audit conducted on October 14-18, 2019 > Memo Order # 199-2019 re IOA dated 23 Sept. 2019 issued	> Audit findings/observations finalized/presented during Management Review on 13 Dec. 2019	> 2 Internal Audits conducted > Audit findings/observations finalized/presented during Management Review		> 4 quarterly reports submitted to FMS

Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Physical Accomplishments (% of 3rd Quarter Target)	Physical Accomplishments (% of 4th Quarter Target)	Total	Variance as of Dec. 2019	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
b) Allotment Utilization		> 25%	> 30%	> 30%	> 15%	> 100% fund utilization	as of March. 2019 > Allotment utilized PS- 92% MOOE - 100% CO - Total - 84%	> as of June 2019 Allotment utilized PS- 48% MOOE - 40% CO - 36% Total - 45 %	> as of Sept. 2019 Allotment utilized PS- 69 % MOOE - 72 % CO - 79 % Total - 69%	> as of Dec. 2019 Allotment utilized PS- 99 % MOOE - 95 % CO - 100 % Total - 97%			
c) Cash Utilization		> 100% of NCA for the quarter > Reports submitted	> 100% cash utilization > Monthly Flash Performance reports submitted to DOLE- FMS > 1st quarter BFAR submitted on April 29, 2019	> 98% cash utilization base on cash program > Monthly Flash Performance reports submitted to DOLE- FMS > 2nd quarter BFAR for submission	> 92% cash utilization base on cash program > Monthly Flash Performance reports submitted to DOLE- FMS > 3rd quarter BFAR submitted	> 91% cash utilization base on cash program > Monthly Flash Performance reports submitted to DOLE- FMS > 4th quarter BFAR submitted							
Others > NWPC 30th Founding Anniersary							> Preparation Activites completed: - AVP of awardees (Usec.Ciriaco A. Lagunzad III, Ms. Carmelita M. Pineda, Juan A. Quintos) - Administrative/logistics prepara- tions > Speech/Message of Sec. Bello and ED Sy for the NWPC 30th Founding Anniversary prepared	> NWPC 30th Founding Anniversary held at PICC on July 5, 2019 > Special Citations awarded during NWPC 30th Founding Anniversary: - Former NWPC Exec. Director Carmelita M. Pineda - Former NWPC Exec. Director Ciriaco A.Lagunzad III - Most Innovative Employee- Jerome P. Lucas - Best Performing Division - Financial and Management Division	> Awarded by Association of Govern- ment Accountants of the Phils as 2018 Most Outstanding Accounting Office on 23 October 2019 at at Atrium Limketkai Center, Cagayan de Oro City				
Prepared by:		In coordination with :						Approved by:					Date: January 16, 2020
	LOURDES M. SECILLANO Chief, PID	EDITHA M. SAUS Chief, FMD						MARIA CRISelda R. SY Executive Director					