

QUARTERLY PHYSICAL REPORT OF OPERATION

As of March 31, 2023

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 as of 03/31/2023	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	310100000000000												
OO : Capacity of MSMEs to implement productivity improvement program enhanced													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	5%	30%	15%	50%	3%	-	-	-	3%	(47%)	42 out of 1,477 MSMEs trained with PIP/ action plans implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	5%	7%	12%	0.30%	-	-	-	0.30%	(11.7%)	0.30% or 1 PBIS installed 2023 Revised Target: 14% Variance as of 03/31/2023: (13.7%)
Output Indicators													
1. Number of MSMEs trained/oriented		2,544	3,816	5,088	1,272	12,720	4,476	-	-	-	4,476	(8,244)	4,476 (30%) MSMEs trained/oriented 2023 Revised Target: 15,000 Variance as of 03/31/2023: (10,524)
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	99.9%	-	-	-	99.9%	1.9%	2,404 out of 2,405 respondents rated training/technical services as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	100	300	500	900	324	-	-	-	324	(576)	324 (27%) MSMEs provided with technical assistance on designing PBIS 2023 Revised Target: 1,200 Variance as of 03/31/2023: (876)
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		0	0	0	0	0	93.6% (2018 PT); 46.8% (2021 PT)	-	-	-	93.6% (2018 PT); 46.8% (2021 PT)	-	93.6% (2018 PT); 46.8% (2021 PT) 2023 Revised Target: 96% (2018 PT); 50% (2021 PT) Variance as of 03/31/2023: (2.4%) for 2018 PT; (3.2%) for 2021 PT
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%	-	-	-	-	-	-	No appeals received
Output Indicators													

1. Number of clients reached thru advocacy services		70,000	105,000	105,000	70,000	350,000	163,979	-	-	-	163,979	(186,021)	163,979 (47%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		as necessary	-	-	-	-	-	(0)					
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		98%	98%	98%	98%	98%	-	-	-	-	-	-	No applications received

Prepared By:



LOURDES M. SECILLANO

Chief, Planning and Information Division

Date: 13 April 2023

In coordination with:



FRANCISCA C. GUÑA

OIC-Chief, Financial Management Division

Date: 13 April 2023

Approved By:



ELVIRA P. JOTA

Officer-In-Charge

Date: 13 April 2023

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of 31 March 2023

FM-NWPC-PID-06
Revision 0

Department 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 March 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7 = (3+4+5+6)	8	9
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced	301000000							
Enterprise Productivity Improvement Program								
1. Productivity Toolbox: Training and Orientation (to improve workers' capacity and enterprise competitiveness)		3,000	4,500	6,000	1,500	> 15,000 MSMEs oriented/trained	> 4,476 (30%) MSMEs oriented/trained with 6,239 participants	> 4,476 (30%) MSMEs oriented/trained with 6,239 participants
		2,360	3,540	3,540	2,360	> 11,800 MSMEs oriented	> 2,999 (25%) MSMEs benefitted from productivity orientations with 3,825 participants	> 2,999 (25%) MSMEs benefitted from productivity orientations with 3,825 participants
		640	960	960	640	> 3,200 MSMEs trained	> 1,477 (46%) MSMEs benefitted from productivity trainings with 2,414 participants	> 1,477 (46%) MSMEs benefitted from productivity trainings with 2,414 participants
		-	319	818	463	> 1,600 or 50% of MSMEs trained with PIP/action plans implemented	> 42 out of 1,477 or 3% of MSMEs trained with PIP/action plans implemented	> 42 out of 1,477 or 3% of MSMEs trained with PIP/action plans implemented
		-	-	-	160	> 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	> Targets are set by Q4-2023.	> Targets are set by Q4-2023.
		98%	98%	98%	98%	> 98% of the respondents rated the training services as satisfactory or better	> 99.9% or 2,404 of 2,405 respondents rated the training services as satisfactory or better	> 99.9% or 2,404 of 2,405 respondents rated the training services as satisfactory or better
		x	x	x	x	> 64 demonstration projects - 32 Tourism SQIP Projects - 32 other priority sectors a. Agriculture/Agribusiness b. Retail/Service c. Industry	> 2 (3%) demonstration projects conducted	> 2 (3%) demonstration projects conducted
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		120	480	480	120	> 1,200 establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	> 324 (27%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 324 (27%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes
		-	-	100	60	> 160 or at least 14% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	> 1 (0.30%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	> 1 (0.30%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes
		-	-	-	96	> 96 establishments with productivity/performance based incentive schemes documented	> Targets are set by Q4-2023.	> Targets are set by Q4-2023.
3. Development of Productivity Modules								
a. Developed five (5) new modules		x	x	x	EO Dec	> Five (5) new modules developed	> One (1) new module developed	> One (1) new module developed
1) Service Quality Improvement Program for Workers in Tourism Sector							1) Service Quality Improvement Program for DOLE-DILP Beneficiaries in the Tourism Sector - Approved deployment to RTWPBs (Jan 25) - Conducted run-through of module to RTWPB trainers (Feb 15) - Packaged materials for deployment to RTWPB trainers (Feb 23) - Deployed materials to RTWPB trainers (Mar 10)	
2) Improving Productivity through Inventory Management								
3) Improving Productivity through Design Thinking								
4) Management Principles on Improving Productivity								
5) Compensation and Benefits for MSMEs (one of the Secretary's Directives)								
							> Ongoing development of three (3) new modules 1) Improving Productivity through Inventory Management - Drafted concept note (Jan 2023) - Prepared and submitted concept note to OIC-DED (Feb 21) - Revised concept note (Feb 28) - Concept note approved (Mar 2023) 2) Improving Productivity through Design Thinking - Prepared and submitted concept note to OIC-Director II (Feb 20) - Revised concept note (Feb 27) - Concept note approved (Mar 15) 3) Management Principles on Improving Productivity - Prepared and submitted concept note to OIC-Director II (Feb 01)	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
<p>b. Upgraded four (4) existing modules</p> <p>1) Social Media Marketing</p> <p>2) 7S of Good Housekeeping</p> <p>3) Service Quality</p> <p>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</p> <p>c. DOLE-LEES e-Learning Portal</p> <p>4. Provided technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or other partner agencies</p> <p>5. Productivity Olympics</p> <p>a. Conducted 2023 Productivity Olympics</p> <p>b. Awarded winners at the national level</p>		x	x	EO Sept	x	> Four (4) existing modules upgraded	<p>- Concept note for review of directors (Feb 27)</p> <p>- Presentation materials for review of TTSD chief and Directors (22 March)</p> <p>> Prepared four (4) training designs (March 2023)</p> <p>1) Social Media Marketing</p> <p>2) 7S of Good Housekeeping</p> <p>3) Service Quality</p> <p>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</p> <p>> Attended initial meeting with concerned DOLE agencies</p> <p>> Provided six (6) technical assistance to RTWPBs and stakeholders on Productivity Toolbox</p> <p>1) Plant-level assistance on Lean Management training for Nutridense Food Manufacturing Corp in Sta. Barbara, Pangasinan (Jan 27)</p> <p>2) Learning Session on Green Productivity "Sustainability Practices in Waste Management" via Zoom Webinar (Feb 22)</p> <p>3) Productivity and Worker Engagement in Gig Economy and Programs of NWPC in DOLE Region 3 (March 23)</p> <p>4) Improving Productivity Through Employee Engagement in Valenzuela City Auditorium (March 29)</p> <p>5) Improving Productivity Through Employee Engagement at the NWPC Conference Room (March 30)</p> <p>6) Productivity 101 to DPAM (March 25)</p>	> Prepared four (4) training designs
<p>a. Conducted 2023 Productivity Olympics</p> <p>b. Awarded winners at the national level</p>		x	x	x	EO Dec	> One (1) event conducted	> Approved criteria at the level of Commissioners (Feb 16)	> Ongoing preparation on the conduct of Productivity Olympics
<p>a. Conducted 2023 Productivity Olympics</p> <p>b. Awarded winners at the national level</p>		x	x	x	EO Dec	> National winners awarded	> Submitted IEC materials to PRS director (Mar 03)	> Provided technical assistance to Regional focal persons for PO
<p>> Updated Guidebook Manual (Mar 06)</p> <p>> Submitted PO forms to Director II for review (Mar 09)</p> <p>> Disseminated IEC materials to PO focal persons (Mar 15)</p> <p>> Posted PO banner on NWPC website carousel (Mar 22)</p> <p>> Signed and disseminated PO memos (Mar 28)</p> <p>> Launched Productivity Olympics Sub-Page (Mar 28)</p> <p>> Approved 2023 PO theme logo (Mar 29)</p> <p>> Posted social media teaser (Mar 29)</p>								
ORGANIZATIONAL OUTCOME 2:								
<i>Fair and reasonable minimum wages in accordance with law ensured</i>								
Wage Regulatory Program								
1. Minimum Wage Setting								
a. Tier 1								
1) Monthly TTWS regional monitoring report		3	3	3	3	> Twelve (12) reports prepared	> 3 reports prepared	> 3 reports prepared
2) Quarterly socio-economic narrative report		1	1	1	1	> Four (4) reports prepared	> 1 report prepared	> 1 report prepared
3) Issuance of Wage Orders		As necessary	As necessary	As necessary	As necessary	> Wage order issued, <i>as necessary</i>	> No wage order issued	> No wage order issued
> 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	-	-
4) Percentage of number of minimum wage rates (MWRs) above poverty threshold (PT):								
> 96% of MWRs above the 2018 PT		x	x	x	96%	> 96% of MWRs above the 2018 PT	> 93.6% or 44 of 47 MWRs above the 2018 PT	> 93.6% or 44 of 47 MWRs above the 2018 PT
> 50% of MWRs above the 2021 PT		x	x	x	50%	> 50% of MWRs above the 2021 PT	> 46.8% or 22 of 47 MWRs above the 2021 PT	> 46.8% or 22 of 47 MWRs above the 2021 PT
5) Action plans formulated by RBs to progressively close the minimum wage and poverty threshold gap (one of the Secretary's Directives)		x	x	x	x	> Action plans formulated	> Disseminated Memorandum No. 010-2023 dated 17 January 2023 on the submission of Indicative Action Plan to Close the Minimum Wage and Poverty Threshold Gap	
6) Issuance of Wage Orders for Domestic Workers		As necessary	As necessary	As necessary	As necessary	> Wage order for domestic workers issued, <i>as necessary</i>	> No wage order issued	> No wage order issued

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
> 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	-	-
7) Issuance of Wage Advisory		As necessary	As necessary	As necessary	As necessary	> Wage advisory issued, as necessary	> No wage advisory issued	> No wage advisory issued
8) Capacity Building on Basic Course on Labor Economics conducted for Luzon, Visayas, and Mindanao by 1st semester 2023 (one of the Secretary's Directives)		x	x	-	-	> Capacity building conducted	> Basic Course on Labor Economics conducted - Mindanao Cluster: IX, X, XI, XII, XIII and DOLE Senior Officials in General Santos City (March 20-23)	
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 18 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 5 out of 18 (28%) FE Orders issued	> 100% of 18 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 5 out of 18 (28%) 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 5 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 3 out of 5 (60%) TMS Orders issued	> 100% of 5 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 3 out of 5 (60%) TMS Orders issued
d. D.O. 118-12 (Bus)		100%	100%	100%	100%	> 100% of requests acted within 10 days from receipt of complete supporting documents	> 100% of 13 applications/ requests with complete documents acted upon - 6 Orders issued	> 100% of 13 applications/ requests with complete documents acted upon - 6 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	> No wage order 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	> No application for wage exemption received
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 30, Feb 21, and Mar 28	> 3 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	> No applications received
4. Advocacy and Information Services								
a. Tamang Kaalaman sa Kita at Kakayanan		70,000	105,000	105,000	70,000	> 350,000 clients reached thru advocacy services	> 163,979 (47%) clients reached advocacy services - 2,738 public information assistance - 23,390 IEC materials - 6,580 wage clinics/seminar/public fora - 131,271 mass media	> 163,979 (47%) clients reached advocacy services - 2,738 public information assistance - 23,390 IEC materials - 6,580 wage clinics/seminar/public fora - 131,271 mass media
b. Usapang 2Ps 4.0		6	10	10	6	> Thrity-two (32) Usapang 2Ps 4.0 conducted	> 25 (78%) Usapang 2Ps 4.0 conducted benefitting 1,010 firms with 1,387 participants	> 25 (78%) Usapang 2Ps 4.0 conducted
c. Digital Platforms		x	x	x	x	> 1.6M clients reached thru digital platforms (Accumulated FB reach)	> 2.6M clients reached thru digital platforms (Accumulated FB reach)	> 2.6M clients reached thru digital platforms (Accumulated FB reach)
		98%	98%	98%	98%	> 98% of respondents rated the frontline services as satisfactory or better	> 100% or 587 respondents rated the frontline services as satisfactory or better	> 100% or 587 respondents rated the frontline services as satisfactory or better
d. PBIS Advocacy Plan		-	x	-	-	> Advocacy plan on the availment of PBIS developed	> Regular Coordination with DOLE-DLLO, Legislative offices on Committee on Labor and Employment (Senate and Congress) to monitor status of filed bills, comments and schedule of committee meetings/hearings. > Consolidated and summarized position papers from the Interagency TWG on Enterprise Bill > Submitted Substitute Bill and comments to OSJE and SOCLE	
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) Sustainable Practices in Waste Management via Zoom (Feb 22) 2) Service Quality via Zoom (March 08) 3) Promoting Gender Equality and Social Inclusion (GESI) in the Workplace via Zoom (March 22)	> Conducted three (3) Learning Sessions
		100%	100%	100%	100%	> 100% of clients who accomplished the CSM evaluation form rated learning sessions as satisfactory or better with at least 80% of clients accomplished the CSM evaluation form	> 100% or 1,178 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% or 1,178 respondents rated the learning sessions as satisfactory or better with a response rate of 100%
6. Research studies/technical papers/reports on wages and productivity as bases for sound policy formulation/ recommendation								

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments	Remarks as of 31 March 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
a. Benchmarking of Singapore's Progressive Wage Model		x	x	x	x	> Final report submitted (WPRD)	> Prepared/submitted concept note > Conducted desk research	
b. Updating of the Family Living Wage Framework		x	x	x	x	> Final report submitted (WPRD)	-	-
c. Impact of Minimum Wage on Business Location Choice, Labor and Employment, and Overall Socio-Economic Conditions		x	x	x	x	> Final report submitted (WPRD)	> Prepared/submitted relevant documents: - letter request to other agencies - MOA - highlights of meeting/ meeting briefs > Conducted desk research on data/statistical needs > Attended meeting with SEC, DTI-BNRD, PSA official and representatives and Mr. Lawrence Go	
d. Analysis of the results of the survey on the PSA-ISLE Rider Survey on the 2021/2022 Productivity Practices and Gainsharing Schemes and Productivity of Work-from-Home Arrangements during the Covid-19 Pandemic		x	x	x	x	> Final report submitted (PPRD)	> Payment delivered and received by PSA (Mar 16)	> On-going survey headed by PSA
e. Amendment (Repeal) of RA 6971 Productivity Incentives Act		x	x	x	x	> Position papers submitted upon request (PPRD)	> Senate - Provided technical and administrative assistance on SBN 1333 - Submitted Substitute Bill and comments to OSJE and SOCLE (Mar 03, 10, 13, 14) - Submitted sponsorship speech of Senator Estrada to PRS Director (Mar 10) > House of Representatives - Conducted desk research, prepared, and submitted comments/responses on HB 6683 > Huddles - Repeal of 6971 (Feb 01, 10, 13,21-23) - Senate Bill 1333 (Feb 14) - Office of Senator J. Estrada (Feb 20, Mar 13) - NWPC Directorate (Mar 01, 07, 14)	> Senator Jinggoy Estrada sponsored and filed the repealing bill under SBN 1333 on 20 Sept 2022. > Office of Senator Jinggoy Estrada to file a substitute bill on Enterprise Productivity Bill
7. Review of Existing NWPC Guidelines								
a. Draft Policy Guidelines on Sectoral Nominations		x	x	x	x	> Guidelines submitted (RALD)	> With draft, undergone first round of team review > Collating and crafting provisions to address encountered issues	> Put into hold as the new administration has changed the processing for sectoral nominations.
b. Review of legal and/or policy issuances by the Commission or its Secretariat to improve the communication branding submitted		x	x	x	x	> Guidelines submitted (RALD)	> Drafted internal guidelines	> Ongoing review
FINANCIAL MANAGEMENT								
1. Workshop on Financial Management		x	-	-	-	> Workshop conducted	> Workshop on financial management conducted at the Sequoia Hotel Manila Bay (Jan 17-19)	
2. Allotment Utilization		15%	50%	85%	100%	> 100% fund utilization	> 24% allotment utilized as of March 2023 - PS: 23% - MOOE: 26% - CO: 00% (No allotment for Capital Outlay)	
3. Cash Utilization		100%	100%	100%	100%	> 100% cash utilization	> 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: - Dec 2022: 10 Jan 2023 - January: 09 Feb 2023 - February: 10 Mar 2023	> Per DBM Circular No. 2023-5 dated 08 March 2023, submission of the report shall be discontinued effective immediately
5. BFAR		1	1	1	1	> 4 quarterly reports submitted to DBM	> Q4-2022 BFAR submitted on 02 Feb 2023 > For finalization of Q1-2023 BFAR	
INSTITUTIONAL SUPPORT								
1. Gender and Development (GAD) Plan		x	x	x	x	> GAD programs and projects implemented/ conducted	> Conducted hybrid GAD forum entitled <i>Kapit Juana, Kapit Juan</i> (March 28) > Disseminated Memorandum No. 051-2023 dated 13 March 2023 on the Availment of GAD Webinars from PCW	
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	> Passed and revalidated ISO certification from the 1st surveillance audit conducted by TUV Rheinland (Mar 29 & 31) > Submitted the 1st Quarter QMS Progress Report to DOLE-FMS (Apr 24)	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
2. Planning and Management Information System								
a. CorPlan/MYPA/ YEPA		1	x	1	1	> CorPlan/MYPA/YEPA conducted	> Conducted 2022 NWPC Year-End Performance Assessment at the Seda Vertis North (Jan 08) > Conducted hybrid 2023 NWPC-RTWPB Planning Exercise (Feb 23)	
b. Implementation of the 2023 NWPC ISSP		x	x	x	x	> Procurement recommendation and bidding docs prepared	> Purchased Microsoft O365 application > Renewed two (2) software applications (Gnomio and ManyChats) > With ongoing draft of 2024-2026 ISSP	
c. Development of 2024-2026 ISSP								
3. Administrative Services								
a. Staff Development Program								
1) In-housed capacity-building events:								
- Organized at the CO-level		x	x	x	x		> Four (4) internal L&Ds benefitting 39 male and 90 female pax	
- Conducted at the RB-level		x	x	x	x		> Four (4) internal L&Ds benefitting 4 female pax	
2) External capacity-building events:								
- Technical trainings processed by the Personnel Development Committee (PDC)		x	x	x	x		> Eight (8) external L&Ds benefitting 3 male and 12 female pax	
- Highly specialized trainings		x	x	x	x		> Fifteen (15) external L&Ds benefitting 12 male and 29 female pax	
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			04 May 2023