

QUARTERLY PHYSICAL REPORT OF OPERATION

As of September 30, 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 09/30/2023	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
<b>ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM</b>	<b>3101000000000000</b>												
OO : Capacity of MSMEs to implement productivity improvement program enhanced													
<b>Outcome Indicators</b>													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	5%	30%	15%	50%	3%	22%	37%	-	55%	5%	Accomplishment: 2,421 out of 4,380 (55%) 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%	1%	10%	-	10%	(2%)	2023 Revised Target: 14% Accomplishment: 10% or 132 of 1,266 establishments assisted with PBIS installed Variance as of 09/30/2023: (4%)
<b>Output Indicators</b>													
1. Number of MSMEs trained/oriented		2,544	3,816	5,088	1,272	12,720	4,476	7,752	7,645	-	19,873	7,153	2023 Revised Target: 15,000 Accomplishment: 19,873 (132%) MSMEs trained/oriented Variance as of 09/30/2023: 4,873
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	99.9%	100%	100%	-	99.9%	1.9%	Accomplishment: 6,468 out of 6,469 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	441	501	-	1,266	366	2023 Revised Target: 1,200 Accomplishment: 1,266 (106%) MSMEs provided with technical assistance on designing PBIS Variance as of 09/30/2023: 66
<b>WAGE REGULATORY PROGRAM</b>	<b>3201000000000000</b>												
OO : Fair and reasonable minimum wages in accordance with law ensured													
<b>Outcome Indicators</b>													
1. Percentage of wage rates above the poverty threshold		0	0	0	0	0	100% (2015 PT); 93.6% (2018 PT); 46.8% (2021 PT)	100% (2015 PT); 93.5% (2018 PT); 43.5% (2021 PT)	100% (2015 PT); 97.8% (2018 PT); 52.2% (2021 PT)		100% (2015 PT); 97.8% (2018 PT); 52.2% (2021 PT)		2023 Revised Target: 100% (2015 PT); 96% (2018 PT); 50% (2021 PT) Accomplishment: 100% (2015 PT); 97.8% (2018 PT); 52.2% (2021 PT) Variance as of 09/30/2023: (0) for 2015 PT; 1.8% for 2018 PT; 2.2% for 2021 PT

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 06/30/2023	Remarks
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
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%	-	-	50%	-	50%	(48%)	Still within the 60-day reglementary period
<b>Output Indicators</b>													
1. Number of clients reached thru advocacy services		70,000	105,000	105,000	70,000	350,000	163,979	99,267	87,887	-	351,133	1,133	Accomplishment: 351,133 (100.3%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	-	1	7	-	8	(0)	Accomplishment: 6 Wage Orders for private establishments issued, and 2 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%	-	100%	35%	-	35%	(63%)	Still within the 45-day reglementary period

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QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of 30 September 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 30 September 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	
1	2	3	4	5	6	7 = (3+4+5+6)	8	9	9	10
<b>ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced</b>	301000000									
<b>Enterprise Productivity Improvement Program</b>										
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	> 7,752 (52%) MSMEs oriented/trained with 9,251 participants	> 7,645 (51%) MSMEs oriented/trained with 9,551 participants	> 19,873 (132%) MSMEs oriented/trained with 25,041 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	> 5,815 (49%) MSMEs benefitted from productivity orientations with 6,611 participants	> 6,679 (49%) MSMEs benefitted from productivity orientations with 8,118 participants	> 15,493 (131%) MSMEs benefitted from productivity orientations with 18,554 participants
		640	960	960	640	> 3,200 MSMEs trained	> 1,477 (46%) MSMEs benefitted from productivity trainings with 2,414 participants	> 1,937 (61%) MSMEs benefitted from productivity trainings with 2,640 participants	> 966 (30%) MSMEs benefitted from productivity trainings with 1,433 participants	> 4,380 (137%) MSMEs benefitted from productivity trainings with 6,487 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	> 762 out of 3,414* or 22% of MSMEs trained with PIP/action plans implemented <i>*Running total of MSMEs trained</i>	> 1,617 out of 4,380* or 37% of MSMEs trained with PIP/action plans implemented <i>*Running total of MSMEs trained</i>	> 2,421 out of 4,380 or 55% of MSMEs trained with PIP/action plans implemented
		-	-	-	160	> 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	-	-	> Ongoing review of terminal report submissions	> 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	> 100% or 2,631 of 2,631 respondents rated the training services as satisfactory or better	> 100% or 1,433 of 1,433 respondents rated the training services as satisfactory or better	> 99.9% or 6,468 of 6,469 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	> 8 (13%) demonstration projects conducted	> This was deferred per agreement during the 2023 ROGAC MYPA.	> This was deferred per agreement during the 2023 ROGAC MYPA.
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	> 441 (37%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 501 (42%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 1,266 (106%) 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 of 324 (0.30%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	> 7 of 765* (0.9%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes <i>*Running total of establishments assisted</i>	> 124 of 1,266* (10%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes <i>*Running total of establishments assisted</i>	> 132 of 1,266* (10%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes <i>*Total number of establishments assisted</i>
		-	-	-	96	> 96 establishments with productivity/performance based incentive schemes documented	-	> 9 (9%) establishments with productivity/performance-based incentive schemes documented	> 66 (69%) establishments with productivity/performance-based incentive schemes documented	> 75 (78%) establishments with productivity/performance-based incentive schemes documented
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 1) Service Quality Improvement Program for DOLE-DILP Beneficiaries in the Tourism Sector	> Ongoing development of four (4) new modules 1) Improving Productivity through Inventory Management 2) Improving Productivity through Design Thinking 3) Management Principles on Improving Productivity 4) Compensation and Benefits (integrating PBIS component) for MSMEs - <i>Consulted resource person to gather requirements for the module</i>	> Ongoing development of four (4) new modules 1) Improving Productivity through Inventory Management 2) Improving Productivity through Design Thinking 3) Management Principles on Improving Productivity 4) Compensation and Benefits (integrating PBIS component) for MSMEs	> One (1) new module developed 1) Service Quality Improvement Program for DOLE-DILP Beneficiaries in the Tourism Sector
1) Service Quality Improvement Program for Workers in Tourism Sector										
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)		-	x	x	EO Dec					
b. Updated Productivity 101 and PBIS modules enrolled in DOLE-LEES (one of the Secretary's Directives)		-	-	x	EO Dec	> Two (2) modules enrolled in DOLE-LEES				
c. Upgraded four (4) existing modules		x	x	x	EO Dec	> Four (4) existing modules upgraded	> Prepared four (4) training designs (March 2023) 1) Social Media Marketing 2) 7S of Good Housekeeping 3) Service Quality 4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries	> Ongoing upgrade of four (4) existing modules 1) Social Media Marketing 2) 7S of Good Housekeeping 3) Service Quality 4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries	> Ongoing upgrade of four (4) existing modules 1) Social Media Marketing 2) 7S of Good Housekeeping 3) Service Quality 4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries 5) Green Productivity	> Ongoing upgrade of four (4) existing modules
1) Social Media Marketing										
2) 7S of Good Housekeeping										
3) Service Quality										
4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries										
d. DOLE-LEES e-Learning Portal		x	x	x	x	> At least one (1) NWPC e-learning module embedded in the proposed e-Campus Academy within the year (one of the Secretary's Directives)	> Attended initial meeting with concerned DOLE agencies			
4. Provided technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or other partner agencies		x	x	x	x	> Demand Driven	> Provided <b>six (6)</b> technical assistance to RTWPBs and stakeholders on Productivity Toolbox 1) Plant-level assistance on Lean Management training for Nutridense Food Manufacturing Corp in Sta. Barbara, Pangasinan (Jan 27) 2) Learning Session on Green Productivity "Sustainability Practices in Waste Management" via Zoom Webinar (Feb 22) 3) Productivity and Worker Engagement in Gig Economy and Programs of NWPC in DOLE Region 3 (March 23) 4) Improving Productivity Through Employee Engagement in Valenzuela City Auditorium (March 29) 5) Improving Productivity Through Employee Engagement at the NWPC Conference Room (March 30) 6) Productivity 101 to DPAM (March 25)	> Provided <b>sixteen (16)</b> technical assistance to RTWPBs and stakeholders on Productivity Toolbox 1) Lean-er Management for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21) 2) Service Quality for Tourism Supply Chain for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21) # Business Continuity and Resiliency Planning (BCRP) at the following municipalities of Ilocos Norte (April 25-27): (3) <b>Piddig</b> , (4) <b>Solsona</b> , (5) <b>Dingras</b> , (6) <b>Vintar</b> , (7) <b>Banna</b> and (8) <b>Marcos</b> 9) 7S of Good Housekeeping training to officers and staff of the Office of the President via Zoom (May 18) 10) 7S of Good Housekeeping training to NLRC (May 26 & 27) 11) Lean Management training to PID Learning Session (May 31) 12) Learning Session on Basic Lean Tools via Zoom Webinar (June 01) 13) Improving Productivity Through Employee Engagement for Region XI (June 09) 14) 7S of Good Housekeeping Workshop at Philippine Institute for Development Studies (June 14) 15) 7S of Good Housekeeping for officers and staff of the Presidential Management Staff (June 15)	> Provided <b>thirteen (13)</b> technical assistance to RTWPBs and stakeholders on Productivity Toolbox # SQIP Training for DOLE Security and Housekeeping Personnel on (1) July 01, (2) July 08, (3) July 15, and (4) July 22 # SQIP Training for all NWPC personnel on (5) July 11 and (6) July 18 7) Learning Session of Productive Career Choice (July 12) 8) Assisted focal/auditors of the Presidential Management Staff during the conduct of 7S of Good Housekeeping baseline audit (July 31) 9) SQIP Training and Process Improvement Training for NWPC-MSS Staff (Aug 01) 10) Productivity orientation as part of WODP in Rio Tuba, Bataraza, Palawan (Aug 23) 11) Green My Enterprise for MSMEs for manufacturing industry clusters in six (6) CAR provinces – Bamboo, Wearable and Homestyle, Cacao, Coffee, and Processes Fruits and Nuts, in collaboration with DTI (Aug 24) 12) NWPC Productivity Toolbox Briefing during ILO-SCORE (Aug 30) 13) Orientation on Workplace Organization and Waste Management during Basic Course for Labor Inspector (Sept 4)	> Provided <b>thirty-five (35)</b> technical assistance to RTWPBs and stakeholders on Productivity Toolbox

Particulars	UACS CODE	Physical Targets					Total	Physical Accomplishments			Remarks as of 30 September 2023
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter		
5. Productivity Olympics											
a. Conducted 2023 Productivity Olympics		x	x	x	EO Dec	> One (1) event conducted	> Approved criteria at the level of Commissioners (Feb 16)	> Conducted online briefing/workshop for Regional Focal persons for 2023 PO (Apr 13)	> Conducted desk review of documents from the regions (July 06-21)	> Ongoing preparation on the conduct of the 2023 Productivity Olympics	
b. Awarded winners at the national level		x	x	x	EO Dec	> National winners awarded	> Submitted IEC materials to PRS director (Mar 03) > Updated Guidebook Manual (Mar 06) > Submitted PO forms to Director II for review (Mar 09) > Disseminated IEC materials to PO focal persons (Mar 15) > Posted PO banner on NWPC website carousel (Mar 22) > Signed and disseminated PO memos (Mar 28) > Launched Productivity Olympics Sub-Page (Mar 28) > Approved 2023 PO theme logo (Mar 29) > Posted social media teaser (Mar 29)	> Monitored PO related activities at the regional level; provided regular reports to the Directorate > Presented suggested scoresheet during the Commission Meeting; approved by Comm. (May 5) > Discussed issues/concerns on the documentation of PO entries with TTSD (ie. for Annual Financial Statements) (May 8) > Attended to queries from regional focal persons concerning PO regional screening and awarding > Coordinated with FMD for the release of funds > Oriented RB focal persons regarding the process of submission of entries online; attended to queries	> Conducted Technical Working Group Consensus Review at the Sequoia Hotel Manila Bay, Parañaque (July 24-26) > Conducted Screening and Assessment of 2023 PO Nominees (NSC) at the Holiday Inn & Suites, Makati (August 30) > Conducted Screening of the 2023 PO National Finalists (NJP) at the Kingsford Hotel Manila, Parañaque (Sept 14)		
6. DOLE-DTI MOA: Finalized Joint Guidelines of the DOLE-DTI MOA on Enterprise Development and Livelihood Assistance (one of the Secretary's Directives)		x	x	x	EO Dec	> Joint guidelines finalized	-	-	> Drafted Joint Guidelines on the Implementation of the DOLE-DTI Initiative on Enterprise Development and Livelihood Assistance		
7. Innovation/ Digitalization: Embedded Basic Labor Standards in the NWPC Chatbot by the end of December 2023 (one of the Secretary's Directives)		x	x	x	EO Dec	> Basic Labor Standards embedded	-	-	> Coordinated with BWC in the reintegration of Basic Labor Standards in the NWPC Chatbot		
<b>ORGANIZATIONAL OUTCOME 2:</b> <b>Fair and reasonable minimum wages in accordance with law ensured</b>											
<b>Wage Regulatory Program</b>											
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	> 3 reports prepared	> 9 reports prepared	
2) Quarterly socio-economic narrative report		1	1	1	1	> Four (4) reports prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 3 reports prepared	
3) Issuance of Wage Orders		As necessary	As necessary	As necessary	As necessary	> Wage order issued, as necessary	> No wage order issued	> One (1) Wage Order for private establishments issued 1) WO No. NCR-24 issued on 26 June 2023	> Five (5) Wage Orders for private establishments issued 1) WO No. IVA-20 issued on 01 Sept 2023 2) WO No. RWII-24 issued on 05 Sept 2023 3) WO No. RBIII-24 issued on 19 Sept 2023 4) WO No. RTWPB 2-22 issued on 21 Sept 2023 5) WO No. RB XII-23 issued on 21 Sept 2023	> Six (6) Wage Orders for private establishments 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	> 12 wage consultations conducted	> 22 wage consultations conducted > 1 public hearing conducted	> 36 wage consultations conducted > 24 public hearings conducted	> 70 wage consultations conducted > 25 public hearings conducted	
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	> 93.5% or 43 of 46 MWRs above the 2018 PT	> 95.7% or 44 of 46 MWRs above the 2018 PT	> 95.7% or 44 of 46 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	> 43.5% or 20 of 46 MWRs above the 2021 PT	> 50% or 23 of 46 MWRs above the 2021 PT	> 50% or 23 of 46 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	> Continuous review of the socio-economic indicators in all regions	> Continuous review of the socio-economic indicators in all regions	> RTWPBs submitted indicative action plans to progressively close MW-PT gap	
6) Issuance of Wage Orders 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	> Two (2) Wage Orders for domestic workers issued 1) WO No. 02-DW-05 21 Sept 2023 2) WO No. RB XII-DW-04 21 Sept 2023	> Two (2) Wage Orders for domestic workers 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	> No public hearing/wage consultation conducted	> No public hearing/wage consultation conducted	> 6 public hearings conducted > # wage consultations conducted	> 6 public hearings conducted > 11 wage consultations conducted	
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	> 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) - Luzon Cluster: NCR, CAR, I, II, III, MIMAROPA, IV-A, V, and NWPC Commissioners (April 24-26)	> Basic Course on Labor Economics conducted - Visayas Cluster: VI, VII, VIII, and Selected DOLE Bureau Directors in Cebu City (April 12-14) - Luzon Cluster: NCR, CAR, I, II, III, MIMAROPA, IV-A, V, and NWPC Commissioners (April 24-26)	> Basic Course on Labor Economics conducted - Mindanao Cluster (March 20-23) - Visayas Cluster (April 12-14) - Luzon Cluster (April 24-26)		
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 13 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 24 out of 26 (92%) FE Orders issued	> 100% of 22 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 21 out of 22 (95%) FE Orders issued	> 100% of 51 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 50 out of 51 (98%) 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 3 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 3 out of 4 (75%) TMS Orders issued - 1 application withdrawn	> 100% of 5 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 4 out of 5 (80%) TMS Orders issued - 1 application withdrawn	> 100% of 11 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 10 out of 11 (91%) TMS Orders issued - 2 applications withdrawn	
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 12 applications/ requests with complete documents acted upon - 9 Orders issued - 1 returned due to compliance	> 100% of 25 applications/ requests with complete documents acted upon - 26 Orders issued - 1 returned due to compliance	> 100% of 18 applications/ requests with complete documents acted upon - 14 Orders issued - 2 returned due to compliance	> 100% of 55 applications/ requests with complete documents acted upon - 49 Orders issued - 4 returned due to compliance (with 2 pending approval of RD)	
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	> 1 (100%) application for exemption resolved	> 9 of 26 (32%) applications for exemption resolved; Remaining 17 applications still within the 45-day reglementary period	> 9 of 26 (35%) applications for wage exemption disposed; Remaining 17 applications still within the 45-day reglementary period	
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 Q2: Apr 19, May 30, and June 29	> 3 reports submitted to NCMB Q3: July 27, Aug 30, and Sept 26	> 9 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	> No applications received	> 1 (100%) of appeals resolved	> Ongoing process of one (1) wage appeal	> 50% of appeals resolved (Still within the 60-day reglementary period)	
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	> 99,267 (28%) clients reached advocacy services - 4,342 public information assistance - 34,727 IEC materials - 5,228 wage clinics/seminar/public fora - 68,065 mass media	> 87,887 (25%) clients reached advocacy services - 4,337 public information assistance - 34,727 IEC materials - 8,123 wage clinics/seminar/public fora - 40,700 mass media	> 351,133 (100.3%) clients reached advocacy services - 11,417 public information assistance - 79,729 IEC materials - 19,931 wage clinics/seminar/public fora - 240,056 mass media	

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter		
b. Usapang 2Ps 4.0		6	10	10	6	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> 25 (78%) Usapang 2Ps 4.0 conducted benefitting 1,010 firms with 1,387 participants	> 22 (69%) Usapang 2Ps 4.0 conducted benefitting 839 firms with 1,082 participants	> 11 (34%) Usapang 2Ps 4.0 conducted benefitting 614 firms with 820 participants	> 58 (181%) Usapang 2Ps 4.0 conducted benefitting 2,463 firms with 3,289 participants	
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)	> 1.4M clients reached thru digital platforms (Accumulated FB reach)	> 2.6M clients reached thru digital platforms (Accumulated FB reach)	> 6.6M 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 with a response rate of 87% (587 out of 677)	> 100% or 362 respondents rated the frontline services as satisfactory or better with a response rate of 88% (362 out of 411)	> 100% or 481 respondents rated the frontline services as satisfactory or better with a response rate of 88% (481 out of 559)	> 100% or 1,430 respondents rated the frontline services as satisfactory or better with a response rate of 87% (1,430 out of 1,647)	
d. PBIS Advocacy Plan		-	x	-	-	> Advocacy plan on the availment of PBIS developed	> Implementation ongoing as part of the 2023 NWPC Communication Plan	> Implementation ongoing as part of the 2023 NWPC Communication Plan	> Implementation ongoing as part of the 2023 NWPC Communication Plan	> Implementation ongoing as part of the 2023 NWPC Communication Plan	
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 six (6) Learning Sessions 1) General Labor Standards/ Latest DOLE Issuances (April 12 & 27) 2) Engaging Employees in Designing and Implementing Productivity Incentive Schemes (May 10) 3) Basic Lean Tools for SMEs (May 31) 4) Handling Administrative Cases (June 07 & 21)	> Conducted five (5) Learning Sessions 1) Productive Career Choice (July 12) 2) How to Correct Wage Distortion (July 19) (August 09) 3) Post- Employment and Other Related Concerns (August 09) 4) DO 174, Guidelines on Contracting and Sub-Contracting (Sept 06) 5) Emergency Preparedness in the Workplace (Sept 14)	> Conducted fourteen (14) 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 801 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% or 807 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% or 2,786 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											
a. Benchmarking of Singapore's Progressive Wage Model		x	x	x	x	> Final report submitted (WPRD)	> Prepared/submitted concept note > Conducted desk research	> Conducted desk research > Ongoing of drafting of report > Desk research on TESDA's training programs	> Submitted draft concept note and initial report (July 04) > Prepared common features across sectors > Research made on the following: - Number of construction projects as mentioned in the PDP - Number of construction workers deployed > Presented the initial results of the study to the Commission > Prepared request letter to BLR to convene RTPC for the construction industry and presentation of the objectives of the study > Prepared/submitted comparative geographical features between Singapore and Philippines > Drafted FGD Questionnaire	> On "floating status" due to unavailability of data	
b. Updating of the Family Living Wage Framework (Subject to the release of 2021 Full-Year Poverty Threshold from the PSA – with external consultant)		x	x	x	x	> Final report submitted (WPRD)	-	> On "floating status" due to unavailability of data	> On "floating status" due to unavailability of data	> Dependent on the release of 2023 full-year PT	
c. Impact of Minimum Wage on Business Location Choice, Labor and Employment, and Overall Socio-Economic Conditions (Subject to the release of relevant data from the identified government agencies: PSA, DTI, SEC, DILG-LGU, DSWD & BWC – with external consultant)		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	> Attended meeting with DSWD and in continuous coordination on the 'Listahanan' data requirements > Prepared initial draft of DSA with PSA > Attended meeting with DILG (BLGD-LFRDD) to discuss availability of business permit registration data (June 13) > Updated matrix on the status of data collection from government agencies	> Continuously coordinated with other NGAs (BLGD, DTI-BNRD and Competitiveness Bureau, PSA, and BWC) re pending data requests, and data inquiries > Continuous coordination with the third-party researcher about important aspects of the data gathering process > Sent letter request to BLGD for LGU business permit registration data (July 28) > Regular coordination with the third-party researcher about important aspects of the data gathering process > Reviewed the Data Sharing Agreement with PSA and its compliance with the NPC Circular on Data Sharing Agreements involving government agencies > Updated the Commission En Banc on the status of data gathering activities (July 21)	> Of five agencies (PSA, SEC, DTI, DSWD and DILG), only DSWD has provided data; data generation of other agencies are ongoing or for further assessment.	
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 (Subject to the release of the official integrated ISLE from PSA)		x	x	x	x	> Final report submitted (PPRD)	> Payment delivered and received by PSA (Mar 16)	> On-going survey headed by PSA > Regularly coordinated with PSA for status updates	> On-going survey headed by PSA > Regularly coordinated with PSA for status updates	> On-going survey headed by PSA	
e. Amendment (Repeal) of RA 6971 Productivity Incentives Act (one of the Secretary's Directives)		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) > Consolidated and summarized position papers from the Interagency TWG on Enterprise Bill > Submitted Substitute Bill and comments to OSJE and SOCLE	> Senate - Prepared and submitted research on the authority of NWPC to Accredited Experts (Apr 13) - Attended and provided technical assistance during the meeting with the OSJE and SOCLEHRD (May 02) > Conducted desk research, prepared report and submitted the following to PRS Directorate for endorsement to the Office of Senator Estrada: - Proposed definition of Productivity Expert (May 02) - Accreditation of OSH Practitioners and Voluntary Arbitrators (May 08) - Proposed budget and Action Plan for the IRR of the Business Enterprise Productivity Bill (May 30) - Management-initiated PIPs for 2013, 2017-2019 using data from ISLE (May 8) - Definition of certification, accreditation and recognition	> Coordinated with the Legislative Budget Research and Monitoring Office on the appropriation provision > Coordinated with DLLO to meet with relevant agencies for the appropriation provision of the amendatory law > Conducted meeting with DBM, NEDA, DLLO, and OSJE on the funding/ appropriations provision > Submitted updated matrix to PRS Directorate for clearance	> 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	
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	> Ongoing final review	> Ongoing final review		
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 final review	> Ongoing final review		
<b>FINANCIAL MANAGEMENT</b>											
1. Workshop on Financial Management		x	-	-	-	> Workshop conducted	> Workshop on financial management conducted at the Sequoia Hotel Manila Bay (Jan 17-19)	-	> 2023 Mid-Year Financial Workshop conducted via Zoom (Sept 05-06)		
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)	> 47.26% allotment utilized as of June 2023 - PS: 45.81% - MOOE: 50.08% - CO: 00% (No allotment for Capital Outlay)	> 71.51% allotment utilized as of September 2023 - PS: 67.93% - MOOE: 78.67% - CO: 00% (No allotment for Capital Outlay)		
3. Cash Utilization		100%	100%	100%	100%	> 100% cash utilization	> 100% cash utilization	> 98% cash utilization	> 99% 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	

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments			Remarks as of 30 September 2023	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter	2nd Quarter	3rd Quarter		
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	> Q1-2023 BFAR submitted on 25 April 2023 > For finalization of Q2-2023 BFAR	> Q2-2023 BFAR submitted on July 27, 2023 > For finalization of Q3-2023 BFAR		
<b>INSTITUTIONAL SUPPORT</b>											
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	> Conducted Annual Teambuilding Exercise cum GAD: Safe Spaces Act Seminar (April 18-20) > Submitted the 2023 NWPC GAD Plan and Budget to PCW (June 29) > Provided HPV vaccines for NWPC women employees > Ongoing development of the NWPC Strategic GAD Agenda 2024-2029	> Participated in BWSC's Gender and Development on the Move in DOLE (Sept 05-08) > Conducted NWPC Family Day Celebration (Sept 27) > Ongoing development of the NWPC Strategic GAD Agenda 2024-2029		
<b>NON-CORE INDICATORS</b>											
<b>Support to Operations</b>											
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	> For finalization of the 1st Quarter QMS Progress Report > 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) > Conducted 2023 IQA Follow-Up Audit (June 26-30)	> Submitted the 2nd Quarter QMS Progress Report to DOLE-FMS (July 25, 2023)		
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 06) > Conducted hybrid 2023 NWPC-RTWPB Planning Exercise (Feb 23)		> Conducted hybrid 2023 NWPC-RTWPB Mid-Year Performance Assessment (Sept 07)		
		3	3	3	3	> Monthly monitoring reports submitted	> Submitted monthly Statistical Performance Monitoring Report to DOLE-PS Q1: Jan 11, Feb 10, Mar 06	> Submitted monthly Statistical Performance Monitoring Report to DOLE-PS Q2: Apr 12, May 10, June 07	> Submitted monthly Statistical Performance Monitoring Report to DOLE-PS Q3: July 10, Aug 14, Sept 13	> Submitted nine (9) monthly Statistical Performance Monitoring Report to DOLE-PS	
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)	> Renewed one (1) license (SDWAN)	> Renewed the following subscriptions: 1) Canva 2) Ervalo 3) Mentimeter		
c. Development of 2024-2026 ISSP						> With ongoing draft of 2024-2026 ISSP		> For finalization of the 2024-2026 ISSP	> For finalization and presentation of the NWPC 2024-2026 ISSP		
3. Administrative Services											
a. Staff Development Program											
1) In-house capacity-building events:											
- Organized at the CO-level		x	x	x	x		> Three (3) internal L&Ds organized 1) 2022 Financial Reports (Jan 16-19) 2) Procurement for Focal Persons (Feb 7) 3) Learning Session on GESI (Mar 22)	> Three (3) internal L&Ds organized 1) GAD: Safe Spaces Seminar (May 23) 2) Learning Session on Handling Administrative Cases (June 7) 3) Learning Session on Handling Administrative Cases (June 11)	> Five (5) internal L&Ds organized 1) SQIP for PRS (July 11) 2) SQIP for PID, OED, Security and Utility (July 18) 3) SQIP for MSS (Aug 01) 4) Learning Session on Post Employment and Other Related Concerns (Aug 09) 5) Learning Session on Emergency Preparedness in the Workplace (Sept 14)	> Eleven (11) internal learning and development organized	
- Conducted at the RB-level		x	x	x	x		> Two (2) internal L&Ds conducted 1) 2022 Financial Reports (Jan 16-19) 2) Learning Session on GESI (Mar 22)	> One (1) internal L&D conducted 1) Smart A2P Onboarding/Training (June 26)	> Eight (8) internal L&Ds conducted 1) Learning Session on Updates on Labor Laws and Labor Relations (July 6) 2) Learning Session on Updates on Gender and Development-Related Laws (July 7) 3) Run through of the Enhanced Module on Work-Life Balance (July 6) 4) Pilot-run of Design Thinking Module (July 12) 5) Improving Productivity Through Financial Analysis (Aug 10) 6) Productive Entrepreneurship and Basic Business Planning (Aug 17) 7) CY 2023 Mid-Year Financial Assessment Workshop (Sept 06) 8) Orientation on HR Matters (Sept 07)	> Eleven (11) internal learning and development conducted	
2) External capacity-building events:											
- Technical trainings processed by the Personnel Development Committee (PDC)		x	x	x	x		> Three (3) external L&Ds processed 1) Essentials of Technical Writing and Web Content Development (Jan 25-27) 2) Supervisory Development Course Track 1 (Feb 14-17) 3) Data Analysis using Spreadsheet In-Depth Training Workshop (March 15-17)		> Four (4) external L&Ds processed 1) Mandatory Continuing Legal Education (MCLE) 7th Compliance - ACCESS Online Felixsynchron Lecture Series 22 (Sept 15, 16, 22 & 23) 2) Well-Being Centric Leadership Training (Oct 4-6) 3) Policies and Guidelines on COA Circular No. 2020-006 and Refresher Course on Taxation (Oct 06) 4) Financial Education (Oct 25-26)	> Seven (7) external learning and development processed	
- Highly specialized trainings		x	x	x	x		> Fifteen (15) external highly specialized trainings availed	> Fifteen (15) external highly specialized trainings availed		> Thirty (30) external highly specialized trainings availed	
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					24 October 2023