

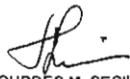
**QUARTERLY PHYSICAL REPORT OF OPERATION**  
As of December 31, 2023

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 12/31/2023	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
<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%	19%	70%	20%	Accomplishment: 3,345 out of 4,782 (70%) MSMEs trained with PIP/ action plans implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	5%	7%	12%	0.3%	1%	10%	5%	14%	2%	2023 Revised Target: 14% Accomplishment: 14% or 207 of 1,470 establishments assisted with PBIS installed Variance as of 12/31/2023: (0)
<b>Output Indicators</b>													
1. Number of MSMEs trained/oriented		2,544	3,816	5,088	1,272	12,720	4,476	7,752	7,353	0	19,581	6,861	2023 Revised Target: 15,000 Accomplishment: 19,581 (131%) MSMEs trained/oriented Variance as of 12/31/2023: 4,581
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	100%	100%	100%	100%	2%	Accomplishment: 7,118 or 100% of the 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	204	1,470	570	2023 Revised Target: 1,200 Accomplishment: 1,470 (123%) MSMEs provided with technical assistance on designing PBIS Variance as of 12/31/2023: 270
<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); 100% (2018 PT); 71.7% (2021 PT)	100% (2015 PT); 100% (2018 PT); 71.7% (2021 PT)	-	2023 Revised Target: 100% (2015 PT); 98% (2018 PT); 50% (2021 PT) Accomplishment: 100% (2015 PT); 100% (2018 PT); 71.7% (2021 PT) Variance as of 12/31/2023: (0) for 2015 PT; 4% for 2018 PT; 21.7% for 2021 PT

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 12/31/2023	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%	100%	100%	2%	Accomplishment: 2 of 2 (100%) appeals resolved
<b>Output Indicators</b>													
1. Number of clients reached thru advocacy services		70,000	105,000	105,000	70,000	350,000	163,979	99,287	87,887	85,946	437,079	87,079	Accomplishment: 437,079 (125%) 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	19	27	(0)	Accomplishment: 15 Wage Orders for <u>private establishments</u> issued, and 12 Wage Orders for <u>domestic workers</u> issued
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		98%	98%	98%	98%	98%	-	100%	35%	82%	82%	(16%)	Still within the 45-day reglementary period

Prepared By:



LOURDES M. SECILLANO

Chief, Planning and Information Division

Date: 05 January 2024

In coordination with:



APRIL JAMAICAH JOIE S. ESTOQUE

OIC-Chief, Financial Management Division

Date: 10 January 2024

Approved By:



MARIA CRISELDA R. SY

Executive Director IV

Date: 10 January 2024



QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of 31 December 2023

FM-NWPC-PID-06  
Revision 0

Department Department of Labor and Employment

Particulars	Physical Targets	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2023
	Total 7 = (3+4+5+6)	1st Quarter 8	2nd Quarter 9	3rd Quarter 9	4th Quarter 9	
<b>ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced</b>						
<b>Enterprise Productivity Improvement Program</b>						
<b>1. Productivity Toolbox: Training and Orientation (to improve workers' capacity and enterprise competitiveness)</b>	<ul style="list-style-type: none"> <li>&gt; 15,000 MSMEs oriented/trained</li> <li>&gt; 11,800 MSMEs oriented</li> <li>&gt; 3,200 MSMEs trained</li> <li>&gt; 1,800 or 50% of MSMEs trained with PIP/Action plans implemented</li> <li>&gt; 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)</li> <li>&gt; 98% of the respondents rated the training services as satisfactory or better</li> <li>&gt; 64 demonstration projects                             <ul style="list-style-type: none"> <li>- 32 Tourism SOIP Projects</li> <li>- 32 other priority sectors                                     <ul style="list-style-type: none"> <li>a. Agriculture/Agribusiness</li> <li>b. Retail/Service</li> <li>c. Industry</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; 4,476 (30%) MSMEs oriented/trained with 6,239 participants</li> <li>&gt; 2,999 (25%) MSMEs benefited from productivity orientations with 3,825 participants</li> <li>&gt; 1,477 (46%) MSMEs benefited from productivity trainings with 2,414 participants</li> <li>&gt; 42 out of 1,477 or 3% of MSMEs trained with PIP/Action plans implemented</li> <li>&gt; 100% of 2,405 respondents rated the training services as satisfactory or better</li> <li>&gt; 2 (3%) demonstration projects conducted</li> <li>&gt; 324 (27%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 1 of 324 (0.30%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes</li> <li>&gt; 96 establishments with productivity/performance based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 7,752 (52%) MSMEs oriented/trained with 9,251 participants</li> <li>&gt; 5,815 (49%) MSMEs benefited from productivity orientations with 8,611 participants</li> <li>&gt; 1,937 (61%) MSMEs benefited from productivity trainings with 2,640 participants</li> <li>&gt; 782 out of 3,414* or 22% of MSMEs trained with PIP/Action plans implemented <i>*Running total of MSMEs trained</i></li> <li>&gt; 100% of 2,631 respondents rated the training services as satisfactory or better</li> <li>&gt; 6 (13%) demonstration projects conducted</li> <li>&gt; 441 (37%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 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></li> <li>&gt; 9 (9%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 6,951 (46%) MSMEs oriented/trained with 13,207 participants</li> <li>&gt; 5,985 (51%) MSMEs benefited from productivity orientations with 6,118 participants</li> <li>&gt; 986 (30%) MSMEs benefited from productivity trainings with 1,433 participants</li> <li>&gt; 1,817 out of 4,380* or 37% of MSMEs trained with PIP/Action plans implemented <i>*Running total of MSMEs trained</i></li> <li>&gt; Ongoing review of terminal report submissions</li> <li>&gt; 100% of 1,433 respondents rated the training services as satisfactory or better</li> <li>&gt; This was deferred per agreement during the 2023 ROGAC MYPA</li> <li>&gt; 501 (42%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 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></li> <li>&gt; 66 (69%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 402 (3%) MSMEs benefited from productivity trainings with 649 participants</li> <li>&gt; Done adjustments due to system glitch</li> <li>&gt; 402 (13%) MSMEs benefited from productivity trainings with 649 participants</li> <li>&gt; 924 out of 4,782* or 19% of MSMEs trained with PIP/Action plans implemented <i>*Running total of MSMEs trained</i></li> <li>&gt; 243 (152%) MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)</li> <li>&gt; 100% of 649 respondents rated the training services as satisfactory or better</li> <li>&gt; This was deferred per agreement during the 2023 ROGAC MYPA</li> <li>&gt; 204 (17%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 75 of 1,470* (5%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes <i>*Running total of establishments assisted</i></li> <li>&gt; 77 (60%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 19,581 (131%) MSMEs oriented/trained with 29,346 participants</li> <li>&gt; 14,799 (125%) MSMEs benefited from productivity orientations with 22,210 participants</li> <li>&gt; 4,782 (149%) MSMEs benefited from productivity trainings with 7,135 participants</li> <li>&gt; 3,345 out of 4,782 or 70% of MSMEs trained with PIP/Action plans implemented</li> <li>&gt; 243 (152%) MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)</li> <li>&gt; 100% of 7,118 respondents rated the training services as satisfactory or better</li> <li>&gt; This was deferred per agreement during the 2023 ROGAC MYPA</li> <li>&gt; 1,470 (123%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 207 of 1,470 (14%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes</li> <li>&gt; 152 (158%) establishments with productivity/performance-based incentive schemes documented</li> </ul>
<b>2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)</b>	<ul style="list-style-type: none"> <li>&gt; 1,200 establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 160 or at least 14% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes</li> <li>&gt; 96 establishments with productivity/performance based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 324 (27%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 1 of 324 (0.30%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes</li> <li>&gt; 96 establishments with productivity/performance based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 441 (37%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 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></li> <li>&gt; 9 (9%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 501 (42%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 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></li> <li>&gt; 66 (69%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 204 (17%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 75 of 1,470* (5%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes <i>*Running total of establishments assisted</i></li> <li>&gt; 77 (60%) establishments with productivity/performance-based incentive schemes documented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 1,470 (123%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes</li> <li>&gt; 207 of 1,470 (14%) establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes</li> <li>&gt; 152 (158%) establishments with productivity/performance-based incentive schemes documented</li> </ul>
<b>3. Development of Productivity Modules</b>	<ul style="list-style-type: none"> <li>&gt; Five (5) new modules developed                             <ul style="list-style-type: none"> <li>1) Service Quality Improvement Program for Workers in Tourism Sector</li> <li>2) Improving Productivity through Inventory Management</li> <li>3) Improving Productivity through Design Thinking</li> <li>4) Management Principles on Improving Productivity</li> <li>5) Compensation and Benefits for MSMEs (one of the Secretary's Directives)</li> </ul> </li> <li>&gt; Updated Productivity 101 and PBIS modules enrolled in DOLE-LEES (one of the Secretary's Directives)</li> <li>&gt; Upgraded four (4) existing modules                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> </ul> </li> <li>&gt; DOLE-LEES e-Learning Portal                             <ul style="list-style-type: none"> <li>&gt; At least one (1) NWPC e-learning module embedded in the proposed e-Campus Academy within the year (one of the Secretary's Directives)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; One (1) new module developed                             <ul style="list-style-type: none"> <li>1) Service Quality Improvement Program for DOLE-DILP Beneficiaries in the Tourism Sector</li> </ul> </li> <li>&gt; Ongoing development of three (3) new modules                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Inventory Management</li> <li>2) Improving Productivity through Design Thinking</li> <li>3) Management Principles on Improving Productivity</li> </ul> </li> <li>&gt; Two (2) modules enrolled in DOLE-LEES</li> <li>&gt; Four (4) existing modules upgraded                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> </ul> </li> <li>&gt; Attended initial meeting with concerned DOLE agencies</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Two (2) new modules developed                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Design Thinking</li> <li>2) Management Principles on Improving Productivity</li> </ul> </li> <li>&gt; Ongoing development of four (4) new modules                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Inventory Management</li> <li>2) Improving Productivity through Design Thinking</li> <li>3) Management Principles on Improving Productivity</li> <li>4) Compensation and Benefits (integrating PBIS component) for MSMEs - <i>Consulted resource person to gather requirements for the module</i></li> </ul> </li> <li>&gt; Updated Productivity 101 (April 2023)</li> <li>&gt; Ongoing upgrade of four (4) existing modules                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> </ul> </li> <li>&gt; Provided sixteen (16) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>1) Lean-er Management for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21)</li> <li>2) Service Quality for Tourism Supply Chain for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21)</li> <li>3) Business Continuity and Resiliency Planning (BCRP) at the following municipalities of Ilocos Norte (April 25-27): (3) Pidqid, (4) Solsona, (5) Dingras, (6) Vintar, (7) Banna and (8) Marcos</li> <li>9) 7S of Good Housekeeping training to officers and staff of the Office of the President via Zoom (May 18)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Two (2) new modules developed                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Design Thinking</li> <li>2) Management Principles on Improving Productivity</li> </ul> </li> <li>&gt; Ongoing development of two (2) new modules                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Inventory Management</li> <li>2) Compensation and Benefits (integrating PBIS component) for MSMEs</li> </ul> </li> <li>&gt; Updated Productivity 101 (April 2023)</li> <li>&gt; Upgraded one (1) existing module                             <ul style="list-style-type: none"> <li>1) Green Productivity</li> </ul> </li> <li>&gt; Ongoing upgrade of four (4) existing modules                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> </ul> </li> <li>&gt; Provided thirteen (13) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>#) SCIP Training for DOLE Security and Housekeeping Personnel on (1) July 01, (2) July 08, (3) July 15, and (4) July 22</li> <li>#) SCIP Training for all NWPC personnel on (5) July 11 and (6) July 18</li> <li>7) Learning Session of Productive Career Choice (July 12)</li> <li>8) Assisted local/auditors of the Presidential Management Staff during the conduct of 7S of Good Housekeeping baseline audit (July 31)</li> <li>9) SCIP Training and Process Improvement Training for NWPC-MSS Staff (Aug 01)</li> <li>10) Productivity orientation as part of WODP in Rio Tuba, Bataraza, Palawan (Aug 23)</li> <li>11) Green My Enterprise for MSMEs for manufacturing industry clusters in six (6) CAR provinces -</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Two (2) new modules developed                             <ul style="list-style-type: none"> <li>1) Improving Productivity through Inventory Management</li> <li>2) Compensation and Benefits (integrating PBIS component) for MSMEs</li> </ul> </li> <li>&gt; Updated PBIS module (Dec 2023)</li> <li>&gt; Upgraded four (4) existing modules                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> </ul> </li> <li>&gt; Provided two (2) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>1) Basic Course for Labor Inspectors (Nov 08)</li> <li>2) Learning Session on Social Media Marketing: How to Grow Your Own Business (Nov 22)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Five (5) new modules developed                             <ul style="list-style-type: none"> <li>1) Service Quality Improvement Program for DOLE-DILP Beneficiaries in the Tourism Sector</li> <li>2) Improving Productivity through Design Thinking</li> <li>3) Management Principles on Improving Productivity</li> <li>4) Improving Productivity through Inventory Management</li> <li>5) Compensation and Benefits (integrating PBIS component) for MSMEs</li> </ul> </li> <li>&gt; Updated Productivity 101 (April 2023) and PBIS (1st week of Dec 2023) modules enrolled in DOLE-LEES</li> <li>&gt; Upgraded five (5) existing modules                             <ul style="list-style-type: none"> <li>1) Social Media Marketing</li> <li>2) 7S of Good Housekeeping</li> <li>3) Service Quality</li> <li>4) Productivity Enhancement Program for DOLE Livelihood Beneficiaries</li> <li>5) Green Productivity</li> </ul> </li> <li>&gt; Provided thirty-seven (37) technical assistance to RTWPs and stakeholders on Productivity Toolbox</li> </ul>
<b>4. Provided technical assistance in the conduct of Productivity Training Programs, as requested by RBs and/or other partner agencies</b>	<ul style="list-style-type: none"> <li>&gt; Demand Driven</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Provided six (6) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>1) Plant-level assistance on Lean Management training for Nutridense Food Manufacturing Corp in Sta. Barbara, Pangasinan (Jan 27)</li> <li>2) Learning Session on Green Productivity "Sustainability Practices in Waste Management" via Zoom Webinar (Feb 22)</li> <li>3) Productivity and Worker Engagement in Gig Economy and Programs of NWPC in DOLE Region 3 (March 23)</li> <li>4) Improving Productivity Through Employee Engagement in Valenzuela City Auditorium (March 29)</li> <li>5) Improving Productivity Through Employee Engagement at the NWPC Conference Room (March 30)</li> <li>6) Productivity 101 to DPAM (March 25)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Provided sixteen (16) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>1) Lean-er Management for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21)</li> <li>2) Service Quality for Tourism Supply Chain for the members of Calamianes Association of Tourism Establishments (CATE) in Coron, Palawan (April 20-21)</li> <li>3) Business Continuity and Resiliency Planning (BCRP) at the following municipalities of Ilocos Norte (April 25-27): (3) Pidqid, (4) Solsona, (5) Dingras, (6) Vintar, (7) Banna and (8) Marcos</li> <li>9) 7S of Good Housekeeping training to officers and staff of the Office of the President via Zoom (May 18)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Provided thirteen (13) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>#) SCIP Training for DOLE Security and Housekeeping Personnel on (1) July 01, (2) July 08, (3) July 15, and (4) July 22</li> <li>#) SCIP Training for all NWPC personnel on (5) July 11 and (6) July 18</li> <li>7) Learning Session of Productive Career Choice (July 12)</li> <li>8) Assisted local/auditors of the Presidential Management Staff during the conduct of 7S of Good Housekeeping baseline audit (July 31)</li> <li>9) SCIP Training and Process Improvement Training for NWPC-MSS Staff (Aug 01)</li> <li>10) Productivity orientation as part of WODP in Rio Tuba, Bataraza, Palawan (Aug 23)</li> <li>11) Green My Enterprise for MSMEs for manufacturing industry clusters in six (6) CAR provinces -</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Provided two (2) technical assistance to RTWPs and stakeholders on Productivity Toolbox                             <ul style="list-style-type: none"> <li>1) Basic Course for Labor Inspectors (Nov 08)</li> <li>2) Learning Session on Social Media Marketing: How to Grow Your Own Business (Nov 22)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Provided thirty-seven (37) technical assistance to RTWPs and stakeholders on Productivity Toolbox</li> </ul>

Particulars	Physical Targets	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2023
	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
5. Productivity Olympics						
a. Conducted 2023 Productivity Olympics b. Awarded winners at the national level	> One (1) event conducted > National winners awarded	> Approved criteria at the level of Commissioners (Feb 16) > 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)	> Conducted online briefing/workshop for Regional focal persons for 2023 PO (Apr 13) > 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 desk review of documents from the regions (July 06-21) > 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)	> Conducted the 2023 Productivity Olympics Awarding Ceremonies on 19 October 2023 at the Crowne Plaza Hotel, Ortigas > Nine (9) winners were awarded at the national level and 5 special citation awards on Gawad Inklusibo and Gawad Luntian > 98.8% of 162 respondents rated the awarding ceremony as satisfactory or better > Conducted four (4) de-briefing meetings with Committees, and regional focals on 06 November 2023, and 11 (AM & PM) and 12 December 2023 > Documented the comments, observations and suggestions from the attendees of the de-briefing sessions > Prepared and submitted post report to the directorate	
6. DOLE-DTI MOA: Finalized Joint Guidelines of the DOLE-DTI MOA on Enterprise Development and Livelihood Assistance (one of the Secretary's Directives)	> Joint guidelines finalized	> Drafted the DOLE-DTI Memorandum of Agreement	> Finalized the DOLE-DTI Memorandum of Agreement (Signed on April 30, 2023)	> Drafted Joint Guidelines of the DOLE-DTI MOA on Enterprise Development and Livelihood Assistance (August 2023)		
7. Innovation/ Digitalization: Embedded Basic Labor Standards in the NWPC Chatbot by the end of December 2023 (one of the Secretary's Directives)	> Basic Labor Standards embedded			> Coordinated with BWC in the reintegration of Basic Labor Standards in the NWPC Chatbot	> Embedded Basic Labor Standard questions in the NWPC Chatbot (November 2023)	
<b>ORGANIZATIONAL OUTCOME 2:</b> <i>Fair and reasonable minimum wages in accordance with law ensured</i>						
<b>Wage Regulatory Program</b>						
1. Minimum Wage Setting						
a. Tier 1						
1) Monthly TTWS regional monitoring report	> Twelve (12) reports prepared	> 3 reports prepared	> 3 reports prepared	> 3 reports prepared	> 3 reports prepared	> 12 reports prepared (100%)
2) Quarterly socio-economic narrative report	> Four (4) reports prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared (100%)
3) Issuance of Wage Orders	> 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. RCVII-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	> Nine (9) Wage Orders for private establishments issued 1) WO No. RB 1-22 issued on 10 Oct 2023 2) WO No. RBVI-27 issued on 16 Oct 2023 3) WO No. RIX-22 issued on 16 Oct 2023 4) WO No. RBV-21 issued on 23 Oct 2023 5) WO No. RB-MIMAROPA-11 issued on 24 Oct 2023 6) WO No. CAR-22 issued on 06 Nov 2023 7) WO No. RB VIII-23 issued on 06 Nov 2023 8) WO No. RXIII-15 issued on 05 Dec 2023 9) WO No. RX-22 issued on 21 Dec 2023	> Fifteen (15) Wage Orders for private establishments issued
> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary	> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary	> No public hearing/wage consultation conducted	> 1 public hearing conducted > 2 wage consultations conducted	> 21 public hearings conducted > 34 wage consultations conducted	> 14 public hearings conducted > 4 wage consultations conducted	> 36 public hearings conducted > 40 wage consultations conducted
4) Percentage of number of minimum wage rates (MWRs) above poverty threshold (PT): > 96% of MWRs above the 2018 PT > 50% of MWRs above the 2021 PT	> 96% of MWRs above the 2018 PT > 50% of MWRs above the 2021 PT	> 93.8% or 44 of 47 MWRs above the 2018 PT > 46.6% or 22 of 47 MWRs above the 2021 PT	> 93.5% or 43 of 46 MWRs above the 2018 PT > 43.5% or 20 of 46 MWRs above the 2021 PT	> 95.7% or 44 of 46 MWRs above the 2018 PT > 50% or 23 of 46 MWRs above the 2021 PT	> 100% or 46 of 46 MWRs above the 2018 PT > 72% or 33 of 46 MWRs above the 2021 PT	> 100% or 46 of 46 MWRs above the 2018 PT > 72% or 33 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)	> 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 > 11 RTWPBs submitted indicative action plans to progressively close MW-PT gap	> Continuous review of the socio-economic indicators in all regions	> Continuous review of the socio-economic indicators in all regions	> Continuous review of the socio-economic indicators in all regions	> Continuous review of the socio-economic indicators in all regions
6) Issuance of Wage Orders for Domestic Workers	> 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	> Ten (10) Wage Orders for domestic workers issued 1) WO No. RB 1-DW-04 issued on 10 Oct 2023 2) WO No. RBVI-DW-05 issued on 16 Oct 2023 3) WO No. RIX-DW-04 issued on 16 Oct 2023 4) WO No. RBV-DW-03 issued on 23 Oct 2023 5) WO No. RB-MIMAROPA-DW-04 issued on 24 Oct 2023 6) WO No. CAR-DW-05 issued on 06 Nov 2023 7) WO No. RBVIII-DW-04 issued on 06 Nov 2023 8) WO No. RXIII-DW-04 issued on 05 Dec 2023 9) WO No. NCR-DW-04 issued on 12 Dec 2023 10) WO No. RBX-DW-04 issued on 21 Dec 2023	> Twelve (12) Wage Orders for domestic workers issued
> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary	> 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 > 13 wage consultations conducted	> 13 public hearings conducted > 4 wage consultations conducted	> 19 public hearings conducted > 17 wage consultations conducted
7) Issuance of Wage Advisory	> Wage advisory issued, as necessary	> No wage advisory issued	> 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)	> 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)	> Basic Course on Labor Economics conducted - Visayas Cluster: VI, VII, VIII, and Selected DOLE Bureau Directors in Cebu City (April 12-14)			> Basic Course on Labor Economics conducted - Mindanao Cluster (March 20-23) - Visayas Cluster (April 12-14) - Luzon Cluster (April 24-26)

Particulars	Physical Targets	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2023
	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
b. Facility Evaluation (FE)	> 100% of requests with complete supporting documents acted upon within the prescribed 35-day process cycle time	> 100% of 16 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 27 (89%) 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 20 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 18 out of 22 (82%) FE Orders issued	> 100% of 73 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 68 FE Orders issued - 1 application withdrawn - 4 pending applications still within the 35-day PCT
c. Time and Motion Studies (TMS)	> 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 3 (100%) 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 16 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 16 out of 17 (94%) TMS Orders issued	> 100% of 29 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 26 orders issued - 2 applications withdrawn - 1 pending application still within the 35-day PCT
d. D.O. 118-12 (Bus)	> 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 non-compliance	> 100% of 25 applications/ requests with complete documents acted upon - 26 Orders issued - 1 returned due to non-compliance	> 100% of 18 applications/ requests with complete documents acted upon - 14 Orders issued - 2 returned due to non-compliance	> 100% of 15 applications/ requests with complete documents acted upon - 17 Orders issued - 0 returned due to non-compliance	> 100% of 70 applications/ requests with complete documents acted upon - 66 Orders issued - 4 returned due to non-compliance
2. Wage Exemption Application						
a. Resolution on Wage Exemption Applications	> 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 25 (32%) applications for exemption resolved; Remaining 17 applications still within the 45-day reglementary period	> 9 of 25 (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	> 12 reports submitted every end of the month	> 3 reports submitted to NCMB 01: Jan 30, Feb 21, and Mar 28	> 3 reports submitted to NCMB 02: Apr 19, May 30, and June 29	> 3 reports submitted to NCMB 03: July 27, Aug 30, and Sept 26	> 3 reports submitted to NCMB 04: Oct 26, Nov 30, and Dec 28	> 12 reports submitted to NCMB
3. Appeals on Wage Orders and Wage Exemption Applications	> Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period	> No applications received	> 1 (100%) of appeals resolved	> Ongoing process of one (1) wage appeal	> 100% disposition rate (2 of 2 appeals resolved within the 60-day reglementary period)	> 100% disposition rate (2 of 2 appeals resolved within the 60-day reglementary period)
4. Advocacy and Information Services						
a. Tamang Kaalaman sa Kita at Kakayanan	> 350,000 clients reached thru advocacy services	> 163,979 (47%) clients reached advocacy services - 2,738 public information assistance - 23,390 IEC materials - 8,580 wage clinics/seminar/public fora - 131,271 mass media	> 99,267 (28%) clients reached advocacy services - 4,342 public information assistance - 21,612 IEC materials - 8,123 wage clinics/seminar/public fora - 66,085 mass media	> 87,897 (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	> 85,946 (25%) clients reached advocacy services - 3,136 public information assistance - 27,511 IEC materials - 2,649 wage clinics/seminar/public fora - 52,650 mass media	> 437,079 (125%) clients reached advocacy services - 14,553 public information assistance - 107,240 IEC materials - 22,580 wage clinics/seminar/public fora - 292,706 mass media
b. Usapang 2Ps 4.0	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> 25 (78%) Usapang 2Ps 4.0 conducted benefiting 1,010 firms with 1,387 participants	> 22 (69%) Usapang 2Ps 4.0 conducted benefiting 839 firms with 1,082 participants	> 11 (34%) Usapang 2Ps 4.0 conducted benefiting 614 firms with 820 participants	> 24 (75%) Usapang 2Ps 4.0 conducted benefiting 1,179 firms with 1,825 participants	> 82 (256%) Usapang 2Ps 4.0 conducted benefiting 3,542 firms with 5,114 participants
c. Digital Platforms	> 1.6M clients reached thru digital platforms (Accumulated FB reach)  > 98% of respondents rated the frontline services as satisfactory or better	> 2.6M clients reached thru digital platforms (Accumulated FB reach)  > 100% or 587 respondents rated the frontline services as satisfactory or better with a response rate of 87% (587 out of 677)	> 1.4M clients reached thru digital platforms (Accumulated FB reach)  > 100% or 382 respondents rated the frontline services as satisfactory or better with a response rate of 88% (382 out of 411)	> 2.6M clients reached thru digital platforms (Accumulated FB reach)  > 100% or 481 respondents rated the frontline services as satisfactory or better with a response rate of 86% (481 out of 559)	> 2.1M clients reached thru digital platforms (Accumulated FB reach)  > 100% or 562 respondents rated the frontline services as satisfactory or better with a response rate of 85% (562 out of 659)	> 8.7M clients reached thru digital platforms (Accumulated FB reach)  > 100% or 1,992 respondents rated the frontline services as satisfactory or better with a response rate of 86% (1,992 out of 2,306)
d. PBIS Advocacy Plan	> Advocacy plan on the availment of PBIS developed	> Advocacy plan to increase the number of MSMEs availing technical assistance on 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	> 12 Learning Sessions on wages, productivity, and labor market-related topics/concerns conducted  > 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	> 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)  > 100% or 1,178 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 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)  > 100% or 601 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> Conducted five (5) Learning Sessions 1) Productive Career Choice (July 12) 2) How to Correct Wage Distortion (July 19) 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)  > 100% or 807 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> Conducted two (2) Learning Sessions 1) Green My Enterprise (Oct 09) 2) Handling Administrative Cases (Nov 20) 3) General Labor Standards (December 13)  > 100% or 787 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> Conducted sixteen (17) Learning Sessions (142%)  > 100% or 3,573 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. A Study on the Prevailing Wage and Productivity Practices of Barangay Micro Business Enterprises	> Final report presented to the Commission en Banc (WPRD)	> Finalized the study (January 2023) > Presented the findings to the Commission en Banc (February 2023)			> Submitted the final report following its presentation/ review by the Commission en Banc (October 2023)	
b. Updating of the Family Living Wage Framework (Subject to the release of 2021 Full-Year Poverty Threshold from the PSA – with external consultant)	> Final report submitted (WPRD)		> On "floating status" due to unavailability of data	> On "floating status" due to unavailability of data	> For final confirmation of proposed engagement > Concept note presented to Commission en Banc in November 2023 > Presented the concept note to third-party expert in November 2023	> Waiting for final confirmation of the expert
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)	> 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 26) > 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)	> Ongoing coordination with PSA DTI-BNRD and CB, DILG-BLGD, and research consultant concerning data requests and gathering process	> In constant coordination with PSA for the LFS-PUF disaggregated data needed
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)	> 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	> Prepared and submitted results and analysis of the 2021/2022 PSA ISLE Rider survey on the module of Enterprise and Workers Productivity (PIPGS and WFH) in October 2023 > Regularly coordinated with PSA for status updates	> The PIPGS results were presented to the Commission, but the data is still under embargo pending approval by the PSA Executive Board before dissemination to RTWPBs.
e. Amendment (Repeal) of RA 6971 Productivity Incentives Act (one of the Secretary's Directives)	> 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)	> 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)	> 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	> Regularly coordinated with the Office of Senator Jinggoy Estrada (Sponsor of the bill), Senate Committee on Labor, Employment and Human Development Resources, House of Representative Committee on Labor and Employment, and DOLE - DLLO	> The House of Representatives passed House Bill No. 5683, also known as the Enterprise Productivity Act, which repeals Republic Act No. 6971. Senate Jinggoy E. Estrada introduced a similar bill to the Senate called "An Act Promoting Inclusive and Sustainable Productivity Growth, Repealing for the

Particulars	Physical Targets	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2023
	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
a. Draft Policy Guidelines on Sectoral Nominations	> Guidelines submitted (RALD)	<ul style="list-style-type: none"> <li>- Submitted sponsorship speech of Senator Estrada to PRS Director (Mar 10)</li> <li>&gt; House of Representatives <ul style="list-style-type: none"> <li>- Conducted desk research, prepared, and submitted comments/responses on HB 6683</li> </ul> </li> <li>&gt; Huddles <ul style="list-style-type: none"> <li>- Repeal of 6971 (Feb 01, 10, 13, 21-23)</li> <li>- Senate Bill 1333 (Feb 14)</li> <li>- Office of Senator J. Estrada (Feb 20, Mar 13)</li> <li>- NWPC Directorate (Mar 01, 07, 14)</li> </ul> </li> <li>&gt; Consolidated and summarized position papers from the Interagency TWG on Enterprise Bill</li> <li>&gt; Submitted Substitute Bill and comments to OSJE and SOCLE</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted desk research, prepared report and submitted the following to PRS Directorate for endorsement to the Office of Senator Estrada: <ul style="list-style-type: none"> <li>- Proposed definition of Productivity Expen (May 02)</li> <li>- Accreditation of OSH Practitioners and Voluntary Arbitrators (May 08)</li> <li>- Proposed budget and Action Plan for the IRR of the Business Enterprise Productivity Bill (May 30)</li> </ul> </li> <li>- Management-initiated PIPs for 2013, 2017-2019 using data from ISLE (May 8)</li> <li>- Definition of certification, accreditation and recognition</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted meeting with DBM, NEDA, DLLO, and OSJE on the funding/ appropriations provision</li> <li>&gt; Submitted updated matrix to PRS Directorate for clearance</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Revised/Updated technical notes on the Definition of productivity experts, accreditation, certification and registration, and Budget and Appropriations</li> <li>&gt; Presented the appropriation provision to the PRS directorate</li> </ul>	<p>Purpose Republic Act No. 6971. The bill is part of a continuing program that requires close collaboration with legislative and concerned government players for bill discussion. Currently, a substitute bill is being drafted based on the position papers submitted by the members of TWG for the Enterprise Productivity Bill.</p>
b. Review of legal and/or policy issuances by the Commission or its Secretariat to improve the communication branding submitted	> Guidelines submitted (RALD)	<ul style="list-style-type: none"> <li>&gt; With draft, undergone first round of team review</li> <li>&gt; Collating and crafting provisions to address encountered issues</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Ongoing final review</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Ongoing final review</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Draft Policy Guidelines on Sectoral Nominations submitted (1st week of December 2023)</li> </ul>	
<b>FINANCIAL MANAGEMENT</b>						
1. Workshop on Financial Management	> 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	> 100% fund utilization	<ul style="list-style-type: none"> <li>&gt; 24% allotment utilized as of March 2023</li> <li>- PS: 23%</li> <li>- MOOE: 26%</li> <li>- CO: 00% (No allotment for Capital Outlay)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 47.26% allotment utilized as of June 2023</li> <li>- PS: 45.81%</li> <li>- MOOE: 50.08%</li> <li>- CO: 00% (No allotment for Capital Outlay)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 71.51% allotment utilized as of September 2023</li> <li>- PS: 87.93%</li> <li>- MOOE: 78.67%</li> <li>- CO: 00% (No allotment for Capital Outlay)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 98.87% allotment utilized as of 31 December 2023</li> <li>- PS: 98.69%</li> <li>- MOOE: 99.26%</li> <li>- CO: 00% (No allotment for Capital Outlay)</li> </ul>	
3. Cash Utilization	> 100% cash utilization	> 100% cash utilization	> 98% cash utilization	> 99% cash utilization	> 99.45% cash utilization	
4. Flash Performance Report	> 12 monthly Flash Performance Report submitted to OOLE-FMS	<ul style="list-style-type: none"> <li>&gt; 3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates: <ul style="list-style-type: none"> <li>- Dec 2022: 10 Jan 2023</li> <li>- January: 09 Feb 2023</li> <li>- February: 10 Mar 2023</li> </ul> </li> </ul>				<ul style="list-style-type: none"> <li>&gt; Per DBM Circular No. 2023-5 dated 08 March 2023, submission of the report shall be discontinued effective immediately</li> </ul>
5. BFAR	> 4 quarterly reports submitted to DBM	<ul style="list-style-type: none"> <li>&gt; Q4-2022 BFAR submitted on 02 Feb 2023</li> <li>&gt; For finalization of Q1-2023 BFAR</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Q1-2023 BFAR submitted on 25 April 2023</li> <li>&gt; For finalization of Q2-2023 BFAR</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Q2-2023 BFAR submitted on July 27, 2023</li> <li>&gt; For finalization of Q3-2023 BFAR</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Q3-2023 BFAR submitted on October 26, 2023</li> <li>&gt; For finalization of Q4-2023 BFAR</li> </ul>	
<b>INSTITUTIONAL SUPPORT</b>						
1. Gender and Development (GAD) Plan	> GAD programs and projects implemented/ conducted	<ul style="list-style-type: none"> <li>&gt; Conducted hybrid GAD forum entitled <i>Kapit Juana, Kapit Juan</i> (March 28)</li> <li>&gt; Disseminated Memorandum No. 051-2023 dated 13 March 2023 on the Availment of GAD Webinars from PCW</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted Annual Teambuilding Exercise cum GAD: Safe Spaces Act Seminar (April 18-20)</li> <li>&gt; Submitted the 2023 NWPC GAD Plan and Budget to PCW (June 29)</li> <li>&gt; Provided HPV vaccines for NWPC women employees</li> <li>&gt; Ongoing development of the NWPC Strategic GAD Agenda 2024-2029</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Participated in BWSC's Gender and Development on the Move in DOLE (Sept 05-06)</li> <li>&gt; Conducted NWPC Family Day Celebration (Sept 27)</li> <li>&gt; Ongoing development of the NWPC Strategic GAD Agenda 2024-2029</li> </ul>	<ul style="list-style-type: none"> <li>&gt; NWPC Strategic GAD Agenda 2024-2029 finalized for approval of the GFPS</li> <li>&gt; GAD Plan and Budget 2024 submitted to PCW thru GMMS</li> </ul>	
<b>NON-CORE INDICATORS Support to Operations</b>						
1. Quality Management Systems (OMS) Implementation and OMS Audit	> OMS Quarterly Reports on the continual improvements activities and initiatives submitted on or before the 15th day of the month following the reference quarter	<ul style="list-style-type: none"> <li>&gt; For finalization of the 1st Quarter OMS Progress Report</li> <li>&gt; Passed and revalidated ISO certification from the 1st surveillance audit conducted by TÜV Rheinland (Mar 29 &amp; 31)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Submitted the 1st Quarter QMS Progress Report to DOLE-FMS (Apr 24)</li> <li>&gt; Conducted 2023 IQA Follow-Up Audit (June 26-30)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Submitted the 2nd Quarter OMS Progress Report to DOLE-FMS (July 25, 2023)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Submitted the 3rd Quarter OMS Progress Report to DOLE-FMS (October 17, 2023)</li> <li>&gt; Submitted the 4th quarter OMS Progress Report to DOLE-FMS (January 18, 2024)</li> </ul>	
2. Planning and Management Information System						
a. CorPlan/MYPA/YEPA	> CorPlan/MYPA/YEPA conducted	<ul style="list-style-type: none"> <li>&gt; Conducted 2022 NWPC Year-End Performance Assessment at the Seda Vertis North (Jan 06)</li> <li>&gt; Conducted hybrid 2023 NWPC-RTWPB Planning Exercise (Feb 23)</li> </ul>		<ul style="list-style-type: none"> <li>&gt; Conducted hybrid 2023 NWPC-RTWPB Mid-Year Performance Assessment (Sept 07)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Necessary documents, reports and presentation preparation ongoing for the 2023 NWPC YEPA</li> </ul>	
	> Monthly monitoring reports submitted	<ul style="list-style-type: none"> <li>&gt; Submitted monthly Statistical Performance Monitoring Report to OOLE-PS</li> <li>Q1: Jan 11, Feb 10, Mar 06</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Submitted monthly Statistical Performance Monitoring Report to DOLE-PS</li> <li>Q2: Apr 12, May 10, June 07</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Submitted monthly Statistical Performance Monitoring Report to DOLE-PS</li> <li>Q3: July 10, Aug 14, Sept 13</li> </ul>		
b. Implementation of the 2023 NWPC ISSP	> Procurement recommendation and bidding docs prepared	<ul style="list-style-type: none"> <li>&gt; Purchased Microsoft O365 application</li> <li>&gt; Renewed two (2) software applications (Gnomio and ManyChats)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Renewed one (1) license (SDWAN)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Renewed the following subscriptions: <ol style="list-style-type: none"> <li>1) Canva</li> <li>2) Envato</li> <li>3) Mentimeter</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Renewed the following subscriptions: <ol style="list-style-type: none"> <li>1) Office 365 licenses</li> <li>2) Kahoot</li> <li>3) Gnomio</li> <li>4) ManyChats</li> </ol> </li> </ul>	
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	> 2024-2026 NWPC ISSP evaluated and approved by DICT	> 100% budget utilization on online application subscriptions
<b>3. Administrative Services</b>						
a. Staff Development Program						
1) In-house capacity-building events:						
- Organized at the CO-level		<ul style="list-style-type: none"> <li>&gt; Three (3) internal L&amp;Ds organized <ol style="list-style-type: none"> <li>1) 2022 Financial Reports (Jan 16-19)</li> <li>2) Procurement for Focal Parsons (Feb 7)</li> <li>3) Learning Session on GESI (Mar 22)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Three (3) internal L&amp;Ds organized <ol style="list-style-type: none"> <li>1) GAD: Safe Spaces Seminar (May 23)</li> <li>2) Learning Session on Handling Administrative Cases (June 7)</li> <li>3) Learning Session on Handling Administrative Cases (June 11)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Five (5) internal L&amp;Ds organized <ol style="list-style-type: none"> <li>1) SOIP for PRS (July 11)</li> <li>2) SOIP for PID, OED, Security and Utility (July 18)</li> <li>3) SOIP for MSS (Aug 01)</li> <li>4) Learning Session on Post Employment and Other Related Concerns (Aug 09)</li> <li>5) Learning Session on Emergency Preparedness in the Workplace (Sept 14)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; One (1) internal L&amp;D organized <ol style="list-style-type: none"> <li>1) Learning Session on The Role of Mental Health in Productivity and Worker's Engagement (October 25)</li> </ol> </li> </ul>	
- Conducted at the RB-level		<ul style="list-style-type: none"> <li>&gt; Two (2) internal L&amp;Ds conducted <ol style="list-style-type: none"> <li>1) 2022 Financial Reports (Jan 16-19)</li> <li>2) Learning Session on GESI (Mar 22)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; One (1) internal L&amp;D conducted <ol style="list-style-type: none"> <li>1) Smart A2P Onboarding/Training (June 26)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Eight (8) internal L&amp;Ds conducted <ol style="list-style-type: none"> <li>1) Learning Session on Updates on Labor Laws and Labor Relations (July 6)</li> <li>2) Learning Session on Updates on Gender and Development-Related Laws (July 7)</li> <li>3) Run-through of the Enhanced Module on Work-Life Balance (July 6)</li> <li>4) Pilot-run of Design Thinking Module (July 12)</li> <li>5) Improving Productivity Through Financial Analysis (Aug 10)</li> <li>6) Productive Entrepreneurship and Basic Business Planning (Aug 17)</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>&gt; Two (2) internal L&amp;Ds organized <ol style="list-style-type: none"> <li>1) Consultative Discussion on the Salient Features of the 2017 ORA-CHFA (October 25-26)</li> <li>2) Run-through of Module on Design Thinking and Enhanced DOLE Integrated Livelihood Beneficiaries (December 16)</li> </ol> </li> </ul>	

Particulars	Physical Targets	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2023
	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	
2) External capacity-building events: - Technical trainings processed by the Personnel Development Committee (PDC)  - Highly specialized trainings		> 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)	> Fifteen (15) external highly specialized trainings availed	7) CY 2023 Mid-Year Financial Assessment Workshop (Sept 06) 8) Orientation on HR Matters (Sept 07)  > Three (3) external L&Ds processed 1) Comprehensive Course on Arbitration (Aug 14-18) 2) Mandatory Continuing Legal Education (MCLE) 7th Compliance - ACCESS Online Felisynch Lecture Series 22 (Sept 15, 16, 22 & 23) 3) 2023 Public Sector HR Symposium (Sept 26-27)	> Six (6) external L&Ds processed 1) Well-Being Centric Leadership Training (Oct 4-6) 2) Policies and Guidelines on COA Circular No. 2020-006 and Refresher Course on Taxation (Oct 6) 3) Public Service Values Program (Oct 12) 4) Financial Education (Oct 25-26) 5) Competency-Based Human Resource System (Nov 8, 10 & 14) 6) Basic Occupational Safety and Health (BOSH) Training for Safety Officer I (Nov 9-10)	
Prepared by:  LOURDES M. SECILLANO Chief, Planning and Information Division	In coordination with:  APRIL JAMAICAH-JOIE S. ESTOQUE OIC-Chief, Financial Management Division		Approved by:  MARIA CRISELDA R. SISON Executive Director		12 February 2024	