

### QUARTERLY PHYSICAL REPORT OF OPERATION

As of March 31, 2024

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

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 03/31/2024	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>310100000000000</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%	-	-	-	-	-	-	Scheduled for implementation by Q2-Q4 2024
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	8%	8%	14%	-	-	-	-	-	-	Scheduled for implementation by Q2-Q4 2024
<b>Output Indicators</b>													
1. Number of MSMEs trained/oriented		3,200	4,800	6,400	1,600	16,000	6,654	-	-	-	6,654	(9,346)	2024 Revised Target: 20,000 Accomplishment: 6,654 (33%) MSMEs trained/oriented Variance as of 03/31/2024: (13,346)
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	99%	98%	98%	100%	-	-	-	100%	2%	Accomplishment: 100% of 1,555 respondents rated training/technical services as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	140	420	720	1,280	378	-	-	-	378	(902)	2024 Revised Target: 1,520 Accomplishment: 378 (25%) MSMEs provided with technical assistance on designing PBIS Variance as of 03/31/2024: (1,142)
<b>WAGE REGULATORY PROGRAM</b>	<b>320100000000000</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		75% (2021 PT): 100% (2018 PT)	80% (2021 PT): 100% (2018 PT)	60% (2021 PT): 100% (2018 PT)	60% (2021 PT): 100% (2018 PT)	60% (2021 PT): 100% (2018 PT)	78.3% (2021 PT): 100% (2018 PT)	-	-	-	78.3% (2021 PT): 100% (2018 PT)	3.3% (2021 PT): (5) (2018 PT)	78.3% or 36 of 46 wage rates above the 2021 poverty threshold; 100% of the 46 wage rates above the 2018 poverty threshold

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 03/31/2024	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%	-	-	-	-	-	-	No appeals
Output Indicators													
1. Number of clients reached thru advocacy services		70,000	105,000	105,000	70,000	350,000	237,869	-	-	-	237,869	(112,131)	2024 Revised Target: 400,000 Accomplishment: 237,869 (59%) clients reached thru advocacy services Variance as of 03/31/2024: (162,131)
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	4	-	-	-	4	-	Accomplishment: 1 Wage Order for private establishments issued, and 3 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%	-	-	-	100%	2%	8 wage applications resolved

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Date: 16 April 2024

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Date: 16 April 2024

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Executive Director IV

Date: 16 April 2024

QUARTERLY PHYSICAL REPORT OF OPERATIONS  
1st Quarter of 2024

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Revision 0  
17 August 2015

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

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
1	2	3	4	5	6	7 = (3+4+5+6)	8	9
<b>ORGANIZATIONAL OUTCOME 1:</b> <i>Capacity of MSMEs to implement productivity improvement program enhanced</i>	301000000							
<b>Enterprise Productivity Improvement Program</b>								
1. Productivity Toolbox: Training and Orientation (to improve workers' capacity and enterprise competitiveness)		4,000	6,000	6,000	4,000	> 20,000 MSMEs oriented/trained	> 6,654 (33%) MSMEs oriented/trained with 9,383 participants	
		3,200	4,600	4,800	3,200	> 16,000 MSMEs oriented	> 5,135 (32%) MSMEs benefited from productivity orientations with 7,708 participants	
		800	1,200	1,200	800	> 4,000 MSMEs trained	> 1,519 (38%) MSMEs benefited from productivity trainings with 1,675 participants	
		-	400	1,000	600	> 50% of MSMEs trained with PIP/Action plans implemented	-	> Scheduled for implementation by Q2-Q4 2024
		-	-	-	160	> 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	-	> Scheduled for implementation by Q4 2024
		98%	98%	98%	98%	> 98% of the respondents rated the training services as satisfactory or better	> 100% of 1,965 respondents rated the training services as satisfactory or better	
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		160	600	600	160	> 1,520 establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	> 378 (25%) establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	
		-	-	200	120	> 320 or at least 21% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	-	> Scheduled for implementation by Q3-Q4 2024
		-	-	-	96	> 96 establishments with productivity/performance based incentive schemes documented	> 1 establishment with productivity/performance based incentive schemes documented	
3. Development of Productivity Modules								
a. Developed three (3) new modules		x	x	x	EO Dec	> Three (3) new modules developed	> Ongoing development of <b>three (3)</b> new modules	
1) Operations Management							1) Operations Management	
2) Improving Productivity through Effective Cash Flow Management							2) Improving Productivity through Effective Cash Flow Management	
3) Better Mental Health for Better Productivity							3) Better Mental Health for Better Productivity	
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>seven (7)</b> technical assistance to RTWPBs and stakeholders on Productivity Toolbox	
							1) 7S of Good Housekeeping-Records Management at the NLRC Central Office (Jan 30)	
							2) Learning Session on Social Media Marketing (Jan 31)	
							3) 7S of Good Housekeeping at BWC (Feb. 20)	
							4) Quezon Province Coconut Industry Tripartite Council and Strategic Compliance Plan (Feb 27-28)	
							5-6) Productivity Improvement Program - BWC/DOLE Regional Offices (March 12 and 20)	
							7) Design Thinking - Valenzuela City (March 19)	
5. 2024 National Productivity Conference (NPC)		x	x	x	EO Dec	> One (1) event conducted	> Conducted pre-NPC activities:	
							- Prepared and submitted concept note & briefer on Artificial Intelligence and Digitalization	
							- Prepared proposals on NPC theme loop, resource speakers, topics, and venue	
							> Presented initial presentation to the PRR Directorate the draft concept note on the 2024 NPC (14 Feb 2024)	
6. Workers and Enterprise Productivity Improvement		x	EO March	-	-	> Mindanao Productivity Project Portfolio developed	> Chaired the meeting on the Project Portfolio on Productivity Initiatives for Workers and Enterprises in the Mindanao Cluster at the Occupational Safety and Health Center (Jan 29)	
							> Submitted report on Final Project Portfolio on Productivity Initiatives for Workers and Enterprises (Feb 22)	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
7. Collaboration with BWC		x	EO March	-	-	> Assessment for Productivity Project Portfolio in Luzon and Visayas conducted	<ul style="list-style-type: none"> <li>&gt; Conducted workshop and assessed submissions on Final Mindanao Productivity Project Portfolio (March 05)</li> <li>&gt; Submitted enhanced productivity project portfolio (March 20)</li> <li>&gt; Prepared and provided RTWPs from Mindanao a copy of the macroeconomic indicators for their region, as reference in crafting their portfolio (February 14)</li> <li>&gt; Submitted report on Productivity Portfolio Assessment and Project Teams (Feb 22)</li> <li>&gt; Conducted workshop and assessed submissions on Productivity Portfolio Assessment (Luzon and Visayas Cluster) (March 05)</li> <li>&gt; Submitted enhanced productivity project portfolio (March 20)</li> <li>&gt; Prepared and provided RTWPs from Luzon and Visayas a copy of the macroeconomic indicators for their region, as reference in crafting their portfolio (January 19)</li> </ul>	
ORGANIZATIONAL OUTCOME 2: <i>Fair and reasonable minimum wages in accordance with law ensured</i>								
Wage Regulatory Program								
1. Minimum Wage Setting								
a. Tier 1								
1) Monthly TTWS regional monitoring report		3	3	3	3	> Twelve (12) reports prepared	> 3 reports prepared	
2) Quarterly socio-economic narrative report		1	1	1	1	> Four (4) reports prepared	> 1 report prepared	
3) Issuance of Wage Orders		As necessary	As necessary	As necessary	As necessary	> Wage order issued, as necessary	> 1 wage order issued WO No. RXI-22 issued on 13 Feb 2024	
> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary		x	x	x	x	> At least one (1) public hearing conducted if the Board issues a Wage Order; Wage Consultations, as necessary	> 7 wage consultations conducted 1 public hearing conducted	
4) Percentage of number of minimum wage rates (MWRs) above poverty threshold (PT):								
> 100% of MWRs above the 2018 PT		x	x	x	100%	> 100% of MWRs above the 2018 PT	> 100% or 46 of 46 MWRs above the 2018 PT	
> 75% of MWRs above the 2021 PT		x	x	x	75%	> 75% of MWRs above the 2021 PT	> 78.2% or 36 of 46 MWRs above the 2021 PT	
6) Issuance of Wage Orders for Domestic Workers		As necessary	As necessary	As necessary	As necessary	> Wage order for domestic workers issued, as necessary	> 3 wage orders for domestic workers issued WO No. RB-IVA-DW-04 issued on 22 Jan 2024 WO No. RXI-DW-03 issued on 13 Feb 2024 WO No. RBII-DW-04 issued on 04 Mar 2024	
> 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	> 8 wage consultations conducted 3 public hearings conducted	
7) Issuance of Wage Advisory		As necessary	As necessary	As necessary	As necessary	> Wage advisory issued, as necessary	> No wage advisory issued	
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 19 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 13 (68.4%) FE Orders issued - 6 pending applications still within the 35-day PCT	
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 9 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 7 (77.8%) orders issued - 2 pending applications still within the 35-day PCT	
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 53 applications/ requests with complete documents acted upon - 49 Orders issued - 1 returned due to non-compliance - 3 awaiting RD's approval/order issuance	
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	> 100% of 13 applications for wage exemption received and resolved within the 1st Quarter - 1 application was filed before the RTWPB-IVA	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2024
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b. Report on Status of Wage Exemption Applications submitted to NCMB		3	3	3	3	> 12 reports submitted every end of the month	on 22 November 2023, with a prescribed 45-days for a Resolution, dated until 06 January 2024. The application was resolved on 22 February 2024, 47 days after the replematary period. > 3 reports submitted to NCMB Q1: Jan 30, Feb 27, and Mar 26	
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	
4. Advocacy and Information Services								
a. Tamang Kaalaman sa Kita at Kakayanan		80,000	120,000	120,000	80,000	> 400,000 clients reached thru advocacy services	> 237,869 (59%) clients reached advocacy services - 3,646 public information assistance - 36,240 IEC materials - 9,533 wage clinics/seminar/public fora - 188,450 mass media	
b. Usapang 2Ps 4.0		6	10	10	6	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> 37 (116%) Usapang 2Ps 4.0 conducted benefiting 2,199 firms with 2,595 participants	
c. Digital Platforms		x	x	x	x	> 1.6M clients reached thru digital platforms (Accumulated FB reach)	> 1.8M 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 731 respondents rated the frontline services as satisfactory or better with a response rate of 96% (731 out of 763)	
5. Learning Sessions		3	3	3	3	> 12 Learning Sessions on wages, productivity, and labor market-related topics/concerns conducted	> Conducted four (4) Learning Sessions 1) Social Media Marketing (Jan 31) 2) General Labor Standards (Feb 15) 3) Correcting Wage Distortion (Feb 28) 4) Promoting Gender Equality and Safe Spaces in the Workplace (March 14)	
		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 1,654 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. Review and Analysis of Regional Minimum Wage Structures		x	x	x	x	> Report submitted (WPRD)	> Prepared concept note and budget requirements > Initial draft prepared	
b. Updating of the Family Living Wage Framework Note: To be conducted by a third-part expert		x	x	x	x	> Report submitted (WPRD)	> Attended meeting with consultant, Dr. Michael Abrigo (March 22) > Prepared and submitted the following: - Initial FIES data supplied to the consultant - Ongoing preparation of the contract for consultancy services	
c. Benchmarking of Singapore's Progressive Wage Model		x	x	x	x	> Report submitted (WPRD)	> Drafted list of possible respondents on the conduct of focal group discussion > Developed FGD questions > Continuously coordinated with BLR for the updated directory of construction industry RTIPC > Attended NWPC-TESDA Exploratory Meeting and prepared action points > Evaluated TESDA's Payscale Study in TVET related Qualifications > Prepared matrix of occupations with corresponding TR & Skills in the construction industry	
d. Amendment of RA 6971 or the Productivity Incentives Act Note: The amendment of RA 6971 relies on the decision/s from the legislatures.		x	x	x	x	> Position papers submitted upon request (PPRD)	> Prepared and submitted the following: - latest draft on RA 6971 amendments (SBN 1333) - technical note on appropriation provision options, including the source of initial funds through DOLE LEES and AMP - technical note on feasible budget sources for the implementation of SBN 1333	
e. Review of the criteria and mechanics of the Productivity Olympics (PO)		x	x	x	EO Dec	> Manual submitted (PPRD)	> Ongoing conduct of review and research > Prepared and submitted the following: - Concept note on the review of CMG - Memo: Response to Board Resolution No. 002-2023 of RB-VIII, Regions on the evaluation results of the 2023 PO entries, Response to RB-IVB - Office Order on TWG for the Review of Criteria, Mechanics and Guidelines - Guidebook and Comparative Matrix of CMG	
7. Commission Meeting		x	-	-	-	> Calendared agenda items (RALD)	> Held three (3) Commission Meetings with the following agenda items:	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Remarks as of 31 March 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total		
<b>FINANCIAL MANAGEMENT</b> 1. Workshop on Financial Management 2. Allotment Utilization 3. Cash Utilization 5. BFAR								
<b>INSTITUTIONAL SUPPORT</b> 1. Gender and Development (GAD) Plan								
<b>NON-CORE INDICATORS</b> <b>Support to Operations</b> 1. Quality Management Systems (QMS) Implementation and QMS Audit 2. Planning and Management Information System a. CorPlan/MYPA/YEPA b. Implementation of the 2023 NWPC ISSP c. Development of 2024-2026 ISSP 3. Administrative Services a. Staff Development Program 1) In-house capacity-building events: - Organized at the CO-level - Conducted at the RB-level								
Prepared by:		In coordination with:			Approved by:			
 <b>JOHN CHRISTOPHER P. LAPIZ</b> OIC, Planning and Information Division		 <b>APRIL JAMAICAH JOIE S. ESTOQUE</b> OIC, Financial Management Division			 <b>MARIA CRISELDA R. SY</b> Executive Director IV			23 April 2024