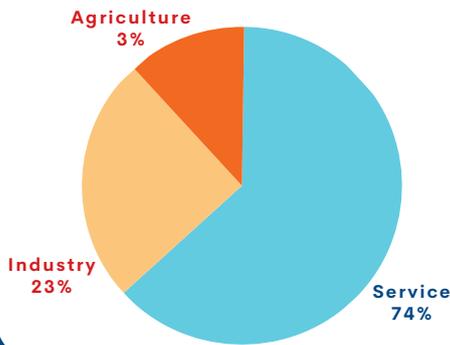


2021/2022 ISLE RIDER SURVEY

PRODUCTIVITY IMPROVEMENT PROGRAM (PIP) and GAINSHARING (GS) PRACTICES

41%

of 36,342 establishments with 20 or more workers implemented various PIPs



Top 3 Industries with the Highest Proportion of Establishments Implementing PIPs

52%



Human Health and Social Work Activities except Public Health Activities

51%



Electricity, Gas, Steam and Air Condition Supply

51%



Accommodation and Food Service Activities

Top 3 Productivity Programs Implemented



64%

7S of Good Housekeeping



55%

Continuous Process Improvement

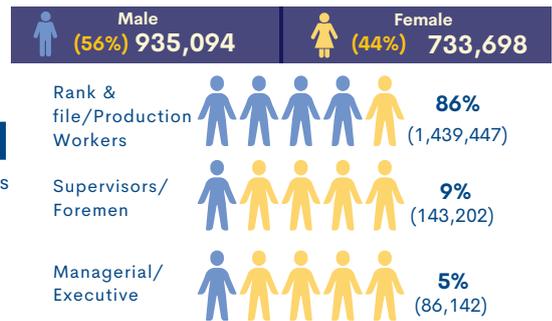


52%

Client Satisfaction Measurement

1.67 MILLION

workers covered by PIPs from the 14,774 establishments



37%

or 5,438 (out of 14,774) of establishments with PIPs have gainsharing schemes/practices

Cash

Non-Cash

66%



34%

11%



6%

13%



5%



Grocery items, gift certificates, subsidized travel were the usual forms of non-cash incentives

Top 5 Establishments with Gainsharing Schemes by Major Industry

26% Wholesale & Retail



20% Manufacturing



20% Financial & Insurance Activities



10% Accommodation & Food Services



6% Education



39%

or 656,493 out of 1.67 million workers benefited from Productivity Incentives



87%

Rank & file/Production Workers



9%

Supervisors/Foremen



4%

Managerial/Executive

Top 3 Government Agencies that Provided Assistance to MSMEs in the Implementation of PIPs

73% (921)

24% (298)

13% (159)

1,260 establishments were assisted by various government agencies in the development and implementation of PIPs, 73% of these were assisted by DOLE/RTWPBs



4%

Republic Act 6971



1%

Republic Act 10771



0.4%

Others

4% or 512 establishments availed tax incentives through RA 6971

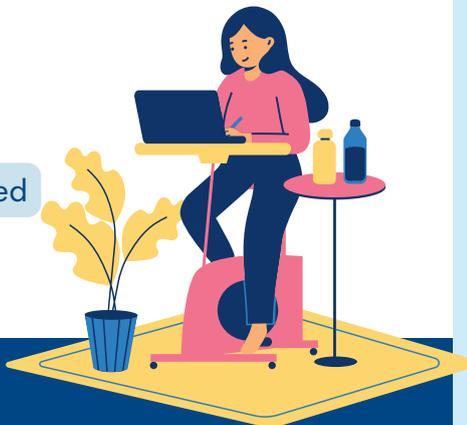
2021/2022 ISLE RIDER SURVEY PRODUCTIVITY OF WORK-FROM-HOME ARRANGEMENT

DURING THE COVID-19 PANDEMIC

June 2021 – June 2022

27%

of 36,342 establishments adopted Work-From-Home (WFH) arrangement



Area of Company's Operation that adopted WFH Arrangement



Admin & Finance
7,239



Human Resource
5,533



Sales & Marketing
3,563



IT/Information
3,177

Highest Proportion of Industries Adopting WFH Arrangement

Education

63%

58%

Information & Communication

Electricity, Gas, Steam and Air Conditioning Supply

50%



23% of 9,822 observed improvement in their employees' performance

Challenges from Adopting Work-from-Home Arrangement

60%



No or Intermittent Internet Connection

40%



Difficulty in Monitoring Employee Performance

29%



Difficulty in Communicating with Employees

Majority of the establishments that implemented WFH said that the arrangement reduced expenses on utilities and maintenance, among others. A portion, however, indicated that such arrangement resulted in longer hours of work.



81%
(7,977)

Less Expenses on Utilities, Maintenance and Other Operating Expenses

Longer Hours of Operation/Work

20%
(2,002)

9%
(848)

Less Rental Expense

