

QUARTERLY PHYSICAL REPORT OF OPERATION
As of September 30, 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 09/30/2024	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
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	3101000000000000												
OO : Capacity of MSMEs to implement productivity improvement program enhanced													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	5%	30%	15%	50%	-	17%	34%	-	49%	1%	Accomplishment: 49% or 2,508 of 5,133 MSMEs trained with PIP/action plans implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	6%	8%	14%	-	5%	13%	-	17%	(3%)	2024 Revised Target: 21% Accomplishment: 17% or 288 of 1,683 PBIS installed Variance as of 09/30/2024: 4%
Output Indicators													
1. Number of MSMEs trained/oriented		3,200	4,800	6,400	1,600	16,000	6,654	15,613	5,288	-	27,555	(11,555)	2024 Revised Target: 20,000 Accomplishment: 27,555 (138%) MSMEs trained/oriented Variance as of 09/30/2024: (7,555) (Note: 9,597 of 22,422 or 43% of the total orientation accomplishments were due to the TAV orientation.)
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	99%	100%	-	99%	(1%)	Accomplishment: 99% or 6,874 of 6,875 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	902	403	-	1,683	(403)	2024 Revised Target: 1,520 Accomplishment: 1,683 (111%) MSMEs provided with technical assistance on designing PBIS Variance as of 09/30/2024: (163)
WAGE REGULATORY PROGRAM	3201000000000000												
OO : Fair and reasonable minimum wages in accordance with law ensured													
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold		75% (2021 PT); 100% (2018 PT)	60% (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)	80.4% (2021 PT); 100% (2018 PT)	81.6% (2021 PT); 100% (2018 PT)	-	81.6% (2021 PT); 100% (2018 PT)	(21.6%) (2021 PT); (0) (2018 PT)	2024 Revised Target: 80% (2021 PT) Accomplishment: 81.6% or 40 of 49 wage rates above the 2021 poverty threshold; 100% of the 46 wage rates above the 2018 poverty threshold Variance as of 09/30/2024: (1.6%) for 2021 PT; (0) for 2018 PT

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 09/30/2024	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%	-	-	33%	-	33%	65%	Accomplishment: 1 appeal disposed; 2 appeals are still within the 60-day reglementary period
Output Indicators													
1. Number of clients reached thru advocacy services		70,000	105,000	105,000	70,000	350,000	171,331	143,212	179,652	-	494,195	(144,195)	2024 Revised Target: 400,000 Accomplishment: 494,195 (124%) clients reached thru advocacy services Variance as of 09/30/2024: (94,195) (Updated based on NWPC OO Nos. 18 and 149, Series of 2024)
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	4	2	6	-	12	-	Accomplishment: 7 Wage Orders for private establishments issued, and 5 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%)	Accomplishment: 100% of 7 wage applications disposed (Updated based on the 2024-2025 Wage Determination Cycle)

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QUARTERLY PHYSICAL REPORT OF OPERATIONS
3rd Quarter of 2024

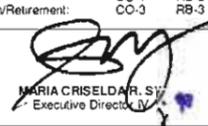
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Department: Department of Labor and Employment
Agency: National Wages and Productivity Commission
Operating Unit: Central Office
Organization Code (UACS): 16 006 0100000

Particulars	UACS CODE	Physical Targets					Total 7 = (3+4+5+6)	Physical Accomplishments			Remarks as of 30 September 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter		
1	2	3	4	5	6	7	8	9	10	11	
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced	301000000										
Enterprise Productivity Improvement Program											
1. Productivity Toolbox: Training and Orientation (to improve workers' capacity and enterprise competitiveness)		4,000	6,000	6,000	4,000	> 20,000 MSMEs oriented/trained	> 6,654 (33%) MSMEs oriented/trained with 9,383 participants	> 15,613 (78%) MSMEs oriented/trained with 34,757 participants	> 5,268 (26%) MSMEs oriented/trained with 7,029 participants	> 27,555 (138%) MSMEs oriented/trained with 34,757 participants	
		3,200	4,800	4,800	3,200	> 16,000 MSMEs oriented	> 5,135 (32%) MSMEs benefited from productivity orientations with 7,708 participants	> 12,810 (80%) MSMEs benefited from productivity orientations with 14,598 participants	> 4,477 (28%) MSMEs benefited from productivity orientations with 5,804 participants	> 22,422 (140%) MSMEs benefited from productivity orientations with 28,110 participants (9,597 or 43% of the total orientation accomplishments were due to the TAV orientation.)	
		800	1,200	1,200	800	> 4,000 MSMEs trained	> 1,519 (38%) MSMEs benefited from productivity trainings with 1,675 participants	> 2,903 (70%) MSMEs benefited from productivity trainings with 3,747 participants	> 811 (20%) MSMEs benefited from productivity trainings with 1,225 participants	> 5,133 (128%) MSMEs benefited from productivity trainings with 6,647 participants	
		-	400	1,000	600	> 50% of MSMEs trained with PIP/Action plans implemented	> Scheduled for implementation by Q2-Q4 2024	> 17% or 748 of 4,322 MSMEs trained with PIP/ action plans implemented	> 34% or 1,760 out of 5,133 of MSMEs trained with PIP/Action plans implemented "Running total of MSMEs trained"	> 49% or 2,508 of 5,133 MSMEs trained with PIP/ action plans implemented	
		-	-	-	160	> 160 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	> Scheduled for implementation by Q4 2024	> Scheduled for implementation by Q4 2024	> Scheduled for implementation by Q4 2024	> 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	> 99% or 3,502 of 3,503 respondents rated the training services as satisfactory or better	> 100% of 1,407 respondents rated the training services as satisfactory or better	> 99% or 6,874 of 6,875 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	> 902 (59%) establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	> 403 (26%) establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	> 1,683 (111%) 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	> 68 of 1,280 (5%) establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes	> 220 of 1,683 (13%) establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes "Running total of establishments assisted"	> 288 of 1,683 (17%) establishments provided with technical assistance have installed/enhanced productivity/performance-based incentive schemes	
		-	-	-	96	> 96 establishments with productivity/performance based incentive schemes documented	> 1 (1%) establishment with productivity/performance based incentive schemes documented	> 34 (35%) establishments with productivity/performance based incentive schemes documented	> 98 (102%) establishments with productivity/performance based incentive schemes documented	> 133 (138%) establishments with productivity/performance based incentive schemes documented	
3. Development of Productivity Modules											
a. Developed three (3) new modules 1) Operations Management 2) Improving Productivity through Effective Cash Flow Management 3) Better Mental Health for Better Productivity		x	x	x	EO Dec	> Three (3) new modules developed	> Ongoing development of three (3) new modules 1) Operations Management 2) Improving Productivity through Effective Cash Flow Management 3) Better Mental Health for Better Productivity	> Ongoing development of three (3) new modules 1) Operations Management 2) Improving Productivity through Effective Cash Flow Management 3) Better Mental Health for Better Productivity	> Developed one (1) new module 1) Improving Productivity through Effective Cash Flow Management	> Developed one (1) new module > Ongoing development of two (2) new modules	
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 eight (8) technical assistance in the conduct of Productivity Training Programs 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) Orientation of DOLE-AMP Guidelines (Mar 07) 6-7) Productivity Improvement Program - BWC/DOLE Regional Offices (March 13 and 20) 8) Design Thinking - Valenzuela City (March 19)	> Provided ten (10) technical assistance in the conduct of Productivity Training Programs 1) Design Thinking - Valenzuela City (April 03) 2) Learning Session on An Approach to a Productive Career Choice (April 03) 3) Inventory Management in RTWPB-NCR (April 17) 4-5) BCRP during the BWSC DILEEP Program (April 04 & 05) 6) Green Productivity in RTWPB-CAR (April 30) 7) 7S of Good Housekeeping - Office of the President (May 02) 8) Service Quality in RTWPB-Caraga (June 14) 9) Orientation of DOLE-AMP Guidelines (June 20) 10) Design Thinking in RTWPB-XI (June 25)	> Provided twelve (12) technical assistance in the conduct of Productivity Training Programs 1) Learning Session on Employee Engagement (July 30) 2) Costing and Pricing in RTWPB-CAR (July 30) 3) Public Service Continuity Planning/BCRP Training in coordination with ILS (July 02) 4) ILS Trabahoang Trending: Work Ethics of a Productive Worker (July 17) 5) Productivity 101 during the DOLE-Strategic Compliance Plan (SCP) - Sardines Industry in the Zamboanga Peninsula Region (July 11-12) 6) Social Media Marketing during the BWSC DILEEP Program (Aug 22) 7) Learning Session on BCRP (Aug 29) 8) Productivity 101 during BLR LEES (Sept 17) 9) Employee Engagement - BWSC DILEEP Program (Sept 18) 10) 7S of Good Housekeeping - BWC Learning Session (Sept 18) 11) Stock Control - NWPC Supply/Procurement Focal Persons (Sept 19) 12) 7S of Good Housekeeping - PFDA (Sept 26)	> Provided thirty (30) technical assistance in the conduct of Productivity Training Programs	
5. 2024 National Productivity Conference (NPC)		x	x	x	EO Dec	> One (1) event conducted	> Ongoing conduct of pre-NPC activities: - Prepared and submitted concept note & brief on Artificial Intelligence and Digitalization - Prepared proposals on NPC theme topic, resource speakers, topics, and venue > Presented initial presentation to the PPS Directorate the draft concept note on the 2024 NPC (14 Feb 2024)	> Ongoing conduct of pre-NPC activities: - Signed concept note on 25 June 2024 - Conducted initial meetings with speakers for NPC (May 06, 10, June 05, 11, and 13)	> Ongoing conduct of pre-NPC activities	> Ongoing conduct of pre-NPC activities: - Finalized of the list of speakers for the conference - Conducted weekly meetings on the status/updates of each committees - Finalized invitation and list of invitees	
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) > Prepared and provided RTWPBs from Mindanao a copy of the macroeconomic indicators for their region, as reference in crafting their portfolio (February 14) > Submitted report on Final Project Portfolio on Productivity Initiatives for Workers and Enterprises (Feb 22) > Conducted workshop and assessed submissions on Final Mindanao Productivity Project Portfolio (March 05) > Submitted enhanced productivity project portfolio (March 20)	> RTWPBs IX, X, XI, XII, and XIII discussed with partner agencies and organizations concerned the identification of potential beneficiaries and development of specialized modules for the identified industries. > RTWPBs IX, X and XI executed a Memorandum of Understanding with partner agencies. > Developed the monitoring form.	> Activities under the productivity portfolio are on schedule. > Developed metrics and accomplishment indicator > Consolidated and reviewed the project portfolio presentation update > Developed terminal report form		
		x	EO March	-	-	> Assessment for Productivity Project Portfolio in Luzon and Visayas conducted	> Submitted report on Productivity Portfolio Assessment and Project Teams (Feb 22) > Conducted workshop and assessed submissions on Productivity Portfolio Assessment (Luzon and Visayas Cluster) (March 05) > Submitted enhanced productivity project portfolio (March 20) > Prepared and provided RTWPBs from Luzon and Visayas a copy of the macroeconomic indicators for their region, as reference in crafting their portfolio (January 19)	> Developed the monitoring form.	> Activities under the productivity portfolio are on schedule > Consolidated and reviewed the project portfolio presentation update		
7. Collaboration with BWC		x	x	x	x	> Attended meetings or provided comments/inputs on TAV-FE related documents, as necessary	> Conducted an interview with Supervising LEO Engr. Roben Chavez of PAPANAMARISAN DOLE Field Office in coordination with RTWPB NCR during the conduct of TAV (Feb 29)			> NWPC had a face-to-face meeting with Director Atty. Alvin Curada and the BWC team in January 2024. During the meeting, an agreement was reached that the DOLE ROCs would kick-off	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments			Remarks as of 30 September 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with law ensured										
Wage Regulatory Program										
1. Minimum Wage Setting										
a. Tier I										
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	> 1 wage order issued WO No. RXI-22 issued on 13 February 2024	> 1 wage order issued WO No. NCR-25 issued on 27 June 2024	> 5 wage order issued WO No. ROVII-25 issued on 06 September 2024 WO No. IVA-21 issued on 10 September 2024 WO No. RTWPB 2-23 issued on 11 September 2024 WO No. RBIII-25 issued on 19 September 2024 WO No. RBXII-24 issued on 19 September 2024	> 7 wage orders issued (8 Wage Orders are based on the 2024-2025 Wage Determination Cycle)
> 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	> 0 wage consultation 1 public hearing conducted	> 3 wage consultations conducted 1 public hearing conducted	> 28 wage consultations conducted 11 public hearings conducted	> 01 data was for the 2023-2024 Wage Determination Cycle > 02-03 data were for the 2024-2025 Wage Determination Cycle
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	> 100% or 46 of 46 MWRs above the 2018 PT	> 100% or 46 of 46 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	> 80.4% or 37 of 46 MWRs above the 2021 PT	> 81.6% or 40 of 49 MWRs above the 2021 PT	> 81.6% or 40 of 49 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-OW-04 issued on 22 January 2024 WO No. RXI-DW-03 issued on 13 February 2024 WO No. RBIII-DW-04 issued on 04 March 2024	> 1 wage order for domestic workers issued WO No. ROVII-OW 04 issued on 18 April 2024	> 1 wage order for domestic workers issued WO No. 02-DW-06 issued on 11 September 2024	> 5 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	> 1 wage consultation conducted 3 public hearings conducted	> 0 wage consultation 2 public hearings conducted	> 19 wage consultations conducted 2 public hearings conducted	> 01-02 data were for the 2023-2024 Wage Determination Cycle > 03 data were for the 2024-2025 Wage Determination Cycle
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
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%) FE Orders issued - 6 pending applications still within the 35-day PCT	> 100% of 14 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 20 (100%) FE Orders issued (including 5 pending applications from the previous quarter)	> 100% of 17 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 11 (65%) FE Orders issued - 6 pending applications still within the 35-day PCT	> 100% of 50 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon - 44 (88%) 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 11 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 7 (78%) orders issued - 2 pending applications still within the 35-day PCT - 2 were withdrawn	> 100% of 3 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 2 (67%) orders issued (2 pending from previous) - 1 pending application still within the 35-day PCT - 2 were withdrawn	> 100% of 11 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 8 (80%) orders issued (including 1 from previous) - 2 pending applications still within the 35-day PCT - 2 were withdrawn	> 100% of 25 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon - 17 (89%) orders issued - 2 pending applications still within the 35-day PCT - 6 were 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 53 applications/requests received for the quarter with complete documents acted upon - 49 Orders issued - 1 returned due to non-compliance - 3 awaiting RD's approval/order issuance	> 100% of 83 applications/requests received for the quarter with complete documents acted upon - 84 Orders issued (including 3 pending from previous) - 1 returned due to non-compliance - 1 awaiting RD's approval/order issuance	> 100% of 176 applications/requests received for the quarter with complete documents acted upon - 38 Orders issued (including 1 pending from previous) - 1 returned due to non-compliance - 2 awaiting RD's approval/order issuance	> 100% of 176 applications/requests with complete documents acted upon - 171 Orders issued - 3 returned due to non-compliance - 2 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 regulatory period	> No applications received for this quarter based on the 2024-2025 Wage Determination	> No applications received for this quarter based on the 2024-2025 Wage Determination	> 100% of 7 wage applications disposed	> Updated based on the 2024-2025 Wage Determination Cycle
b. Report on Status of Wage Exemption Applications submitted to NCMB		3	3	3	3	> 12 reports every year, submitted every end of the month	> 3 reports submitted to NCMB Q1: Jan 30, Feb 27, and Mar 26	> 3 reports submitted to NCMB Q2: Apr 29, May 29, and June 25	> 3 reports submitted to NCMB Q3: July 29, August 30, and October 01	> 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 wage appeals received for this quarter	> No wage appeals received for this quarter	> 33% disposition rate (1 of 3 appeals on wage order was disposed)	> Two (2) appeals are still within the 60-day regulatory period
4. Advocacy and Information Services										
a. Tamaang Kaalaman sa Kita at Kakayanan		80,000	120,000	120,000	80,000	> 400,000 clients reached thru advocacy services - 3,546 public information assistance - 36,240 IEC materials - 9,651 wage clinics/seminar/public fora - 121,794 mass media Note: Updated based on NWPC Office Order No. 18, Series of 2024 - Clarificatory Advisory on the Submission of T3K Report dated 04 July 2024	> 171,231 (43%) clients reached thru advocacy services - 3,546 public information assistance - 39,716 IEC materials - 10,248 wage clinics/seminar/public fora - 90,079 mass media Note: Updated based on NWPC Office Order No. 18, Series of 2024 - Clarificatory Advisory on the Submission of T3K Report dated 04 July 2024	> 143,212 (36%) clients reached thru advocacy services - 3,169 public information assistance - 39,716 IEC materials - 10,248 wage clinics/seminar/public fora - 90,079 mass media Note: Updated based on NWPC Office Order No. 18, Series of 2024 - Clarificatory Advisory on the Submission of T3K Report dated 04 July 2024	> 179,652 (45%) clients reached thru advocacy services - 6,761 public information assistance - 54,090 IEC materials - 7,009 wage clinics/seminar/public fora - 111,792 mass media Note: Updated based on NWPC Office Order No. 18, Series of 2024 - Clarificatory Advisory on the Submission of T3K Report dated 04 July 2024	> 494,195 (124%) clients reached thru advocacy services - 13,576 public information assistance - 130,046 IEC materials - 28,908 wage clinics/seminar/public fora - 323,665 mass media Note: Updated based on NWPC Office Order No. 18, Series of 2024 - Clarificatory Advisory on the Submission of T3K Report dated 04 July 2024
b. Usapang 2Ps 4.0		6	10	10	6	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> 36 Usapang 2Ps 4.0 conducted benefitting 1,368 firms with 2,510 participants	> 41 Usapang 2Ps 4.0 conducted benefitting 1,299 firms with 2,005 participants	> 18 Usapang 2Ps 4.0 conducted benefitting 1,299 firms with 2,034 participants	> 96 Usapang 2Ps 4.0 conducted benefitting 5,372 firms with 6,549 participants
c. Digital Platforms		x	x	x	x	> 1.6M clients reached thru digital platforms (Accumulated FB reach)	> 1.6M clients reached thru digital platforms (Accumulated FB reach)	> 1.1M clients reached thru digital platforms (Accumulated FB reach)	> 1.1M clients reached thru digital platforms (Accumulated FB reach)	> 4M 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)	> 100% or 514 respondents rated the frontline services as satisfactory or better with a response rate of 96% (514 out of 519)	> 100% or 603 respondents rated the frontline services as satisfactory or better with a response rate of 95% (603 out of 633)	> 100% or 1,848 respondents rated the frontline services as satisfactory or better with a response rate of 97% (1,848 out of 1,915)
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)	> Conducted six (6) Learning Sessions 1) Productive Career Choice (Apr 03) 2) Handling Administrative Cases (Apr 25) 3) Post-Employment and other related concerns (Mar 21) 4) Productive Senior Citizen: Priority Rights and Privileges (Mar 29) 5) The Role of Mental Health in Productivity and Worker's Engagement (June 19) 6) General Labor Standards/DOLE Related Issuances (June 25)	> Conducted five (5) Learning Sessions 1) Correcting Wage Distortions (July 23) 2) Promoting Productivity with Employee Engagement (July 30) 3) Correcting Wage Distortions (Aug 15) 4) Business Resiliency and Continuity Planning (Aug 29) 5) Emergency Preparedness in the Workplace (Sept 18)	> Conducted fifteen (15) 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% of 1,654 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of 464 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of 935 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of 3,053 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	> Reviewed, presented, revised, and submitted the paper with enhancements to the recommendations of the study. Instructions from the Commission have also been integrated into the document. > Prepared presentation materials per region on the results of the study	> Presented the results and recommendation of the study to RTWPBs III, VII, X, and IV-A	> Recommendations of the study completed as of Aug 2024
b. Updating of the Family Living Wage Framework Note: To be conducted by a third-party 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	> Prepared the documents for the engagement of the consultant (Job Request, Terms of Reference, and Justification Letter)	> Prepared/ Updated the Terms of Reference and contract of services	> Continuing initiative - in constant contact with the consultant for confirmation of engagement

Particulars	UACS CODE	Physical Targets					Total	Physical Accomplishments			Remarks as of 30 September 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter		
c. Benchmarking of Singapore's Progressive Wage Model		x	x	x	x	> Report submitted (WPRD)	> Ongoing preparation of the contract for consultancy services > Drafted list of possible respondents on the conduct of local group discussion > Developed FGD questions > Continuously coordinated with BLR for the updated directory of construction industry RTIFC > 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	> Drafted letter for stakeholders requesting for inputs/data for the proposed career progression in the construction industry > Checked/reviewed members of CITC > Coordinated with TESDA on Training Regulations > Presented the initial results/findings of the study during the Commission Meeting in Baguio City	> Coordinated with PCA and TESDA re comments of template questionnaire > Edited template-questionnaire > Presented the survey questionnaire to the Commissioners > Emailed template questionnaire to respondents (Management, Labor, CITCs)	> Continuing initiative	
d. Amendment of RA 6971 or the Productivity Incentives Act <i>Note: The amendment of RA 6971 relies on the decision's from the legislators.</i>		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 ANIP - technical note on feasible budget sources for the implementation of SBN 1333	> Provided clean matrix of the appropriations clause proposals for the SBN 1333 based on the finalized and most recent technical notes	> Provided clean matrix of the appropriations clause proposals for the SBN 1333 based on the finalized and most recent technical notes > Provided a copy to DLLCO on NWPC's submission on the provision on the appropriation for SBN 1333 > Provide a letter for the Senate Committee on Labor, Employment and Human Resources endorsing the proposed appropriations provision for Senate Bill No. 1333	> Prepared letter for Senator Villanueva on the status of SBN 1333 and request for sponsorship as the new Committee Chairperson of SOCLE (on-hold) > Continuous coordination with SOCLE on the finalization of the appropriations clause	
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	> Signed memo on 25 June 2024 re RBs Consultation on the 2025 Proposed CMG for 2025 PO Review > Revised PO criteria on innovation	> Signed memo on 25 June 2024 re RBs Consultation on the 2025 Proposed CMG for 2025 PO Review > Revised PO criteria on innovation	> Prepared and presented presentation material on the 2025 PO CMG. Approved during the Commission Meeting on Sept 13 (with for improvement based on members input).	
7. Commission Meeting		x				> Calendared agenda items (RALD)	> Held three (3) Commission Meetings with the following agenda items: 1) 31 January 2024 Commission Meeting - Wage Order No. RB-IVA-DW-04, and - Competency-based Wage Schemes for Domestic Workers. - Results of the 2021/2022 Rider Module to ISLE on Enterprise Productivity (PIPGS and WFH) 2) 16 February 2024 Commission Meeting - Wage Order No. RB XI-22, - Wage Order No. RB XI-DW-03, and - Results of the 2022 Annual Establishment Report on Wages. 3) 12 March 2024 Commission Meeting - Wage Order No. RBIII-DW-04 - Resolution on RTWPB VIII's office space transfer	> Held four (4) Commission Meetings with the following agenda items: 1) 22 April 2024 Commission Meeting - Wage Order No. ROVII-DW-04. - Updates on the 2023 Annual Establishment Report on Wages Online System - Position Paper of the General Santos City Chamber of Commerce and Industry, Inc. on the Proposed P100 Legislated Wage Hike 2) 06 May 2024 Commission Meeting - Agency of Wage Orders - NWPC Resolution No. 02, Series of 2024 Directing the Regional Tripartite Wages and Productivity Boards to Commence Timely Review of Minimum Wages 3) 23 May 2024 Commission Meeting - Review of the Omnibus Rules on Minimum Wage Determination to maintain a regular and predictable schedule of wage review, issuance, and effectivity; - Resolution Urging the RTWPBs to Observe Regular Review of Wage Classifications to Ensure Consistency with Socio-Economic Demographics - Update on the Research: "Benchmarking of Singapore's Progressive Wage Model" - Updates on the following: a) Public Hearing on National Minimum Wage Bills at the House of Representatives; b) Actions Taken on the Instruction of the President regarding Minimum Wage Review Process; and c) New Appointments and Current Status of Sectoral Representatives 4) 28 June 2024 Commission Meeting - Wage Order No. NCR-25	> Held three (3) Commission Meetings with the following agenda items: 1) 09 August 2024 Commission Meeting - Resolution of Appeal from Wage Order No. NCR-25 - Directive to RTWPBs VI and VII re Wage Determination for Negros Island Region - Proposal for Additional Office Space of RTWPB-CARAGA amending Resolution No. 03, Series of 2023 - Resolution from the Regional Micro, Small, and Medium Enterprises Development Council IX Regarding the Proposed Phe100 Minimum Wage Hike 2) 13 September 2024 Commission Meeting - Wage Order No. IVA-21 - Wage Order No. ROVII-25 - 2025 Productivity Olympics - Criteria, Mechanics, Guidelines and Scoring Guide - Request of Intercontinental Broadcasting Corporation (IBC-13) for Clarification on the Applicability of Wage Order No. NCR-25 to its Employees and Guidance with the Implementation of the Voluntary Arbitrator's Decisions - Wage Order No. BARMM-DW-01 - Update on the case before the Court of Appeals filed by the Bohol Island of Commerce and Industry (BCCI), against the NWPC and RTWPB-VIII 3) 25 September 2024 Commission Meeting - Wage Order No. RTWPB 2-23 - Wage Order No. 02-DW-06 - Wage Order No. RBIII 25 - Wage Order No. RB XII-24	> Ten (10) Commission Meetings	
FINANCIAL MANAGEMENT											
1. Workshop on Financial Management		x				> Workshop conducted	> Workshop on financial management conducted at the Ramada Hotel Manila (Jan 15-19, 2024)				
2. Allotment Utilization		15%	50%	85%	100%	> 100% fund utilization	> 28% allotment utilized as of March 2024 - PS: 21% - MOOE: 35% - CO: 00%	> 51.55% allotment utilized as of June 2024 - PS: 49.50% - MOOE: 56.05% - CO: 00%	> 72.15% allotment utilized as of September 2024 - PS: 70.55% - MOOE: 70.36% - CO: 00%		
3. Cash Utilization		100%	100%	100%	100%	> 100% cash utilization	> 100% cash utilization	> 99.79% cash utilization	> 97.14% cash utilization		
5. BFAR		1	1	1	1	> 4 quarterly reports submitted to DBM	> Q4-2023 BFAR submitted on 31 January 2024 > For finalization of Q1-2024 BFAR	> Q1-2024 BFAR submitted on 25 April 2024 > For finalization of Q2-2024 BFAR	> Q1-2024 BFAR submitted on 11 July 2024 > For finalization of Q3-2024 BFAR		
INSTITUTIONAL SUPPORT											
1. Gender and Development (GAD) Plan		x	x	x	x	> GAD programs and projects implemented/ conducted	> Conducted a meeting on the status of 2024 GAD commitments via Zoom (March 22)	> The following milestones on GAD have been completed: - Continuous updating of SDD on Sectoral Representatives across 18 RTWPBs (c/o RALD); - Revised 8 ISO forms on training avialment to incorporate SDD (c/o TTSD); and, - Continuous implementation of 3 internal policies utilizing gender lens regarding procurement monitoring, equal opportunity on employment, and uniform guidelines (c/o AD)	> Attended Orientation and Capacity Building Activities about the DOLE Integrated Livelihood Program (DILP), Gender and Development, and Assessment Exercise on RA 10361 (or Balas Kasambalay) Implementation at the Ramada Manila (Sept 04-05)	> PID designed an online GAD implementation Tracker based on the 2024 GAD Plan and Budget that is updated monthly by the TWG Members of the newly formulated GPPS since April 19 this year.	
NON-CORE INDICATORS											
Support to Operations											
1. Quality Management Systems (OMS) Implementation and QMS Audit		1	1	1	1	> OMS 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 OMS Progress Report > Passed the 2nd Surveillance Audit by the TUV Rheinland (March 19, 21)	> For finalization of the 1st and 2nd Quarters OMS Progress Report	> Submitted the 1st and 2nd Quarters OMS Progress Report to DOLE-FMS on 10 July 2024 > Submitted 3rd Quarter OMS Progress Report to DOLE-FMS on 17 October 2024		
2. Planning and Management Information System a. CorPlan/MYPA/YEPA		1	x	1	1	> CorPlan/MYPA/YEPA conducted	> Conducted the following planning exercises: 1) 2023 NWPC Year-End Performance Assessment at the NWPC Conference Room (January 11) 2) Planning Workshop at the Smalville21 Hotel in Iloilo City (March 05) 3) 2024 NWPC-RTWPB Planning Exercise at the Park Inn Radisson Hotel in Iloilo City (March 05 [AMI]) 4) Consultation Meeting with the RTWPB Board Secretaries at the Park Inn Radisson Hotel in Iloilo City (March 05 [PMI]) > Participated in the 2024 LRP/IA Cluster Planning Exercise at the Summit Ridge Tagaytay (January 16-17)	> Created monitoring form templates in preparation for the Mid-Year Performance Assessment	> Conducted the following planning activities: 1) Directorate Meeting on Pre MYPA at the NWPC Meeting Room B (July 15) 2) Directorate Meeting on Post MYPA at the NWPC Meeting Room B (July 22) 3) Consultation Meeting with the RTWPB Board Secretaries via Zoom (July 26) > Participated in the following planning activities: 1) LRP/IA Cluster MYPA and Re-Planning Exercise at the Landbank Plaza, Malate, Manila (July 18-19) 2) ROC MYPA and Re-Planning Exercise at the OSHC, Quezon City (July 29-30) 3) DOLE-Wide MYPA and Re-Planning Exercise (August 01-02)		
b. Implementation of the 2023 NWPC ISSP		x	x	x	x	> Procurement recommendation and bidding docs prepared	> Purchased additional Microsoft O365 application	> Purchased the following subscriptions: Chatbot, Gnomio, Canva (3 accounts), Mentimeter, AERW Hosting, Envato, e-Prod Hosting, and Firewall	> Purchased the following subscriptions: Envato (2 accounts), Mentimeter Pro, Canva Pro		
c. Development of 2024-2026 ISSP							> Participated in the Workshop on the DOLE Digital Roadmap 2025-2029 at the Sequoia Hotel, Parañaque City (March 18-19) > Submitted post-meeting report on the workshop (March 26)	> Included the following applications in the 2024-2026 ISSP: 1) AERW Hosting and SMTP 2) E-Prod Hosting			

Particulars	UACS CODE	Physical Targets					Physical Accomplishments			Remarks as of 30 September 2024
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	
3. Administrative Services										
a. Staff Development Program										
1) In-house capacity-building events										
- Organized at the CO-level		x	x	x	x		> 2 internal L&Ds organized 1) CY 2023 Financial Reports Preparation Workshop (January 16-18, 2024) 2) Fire Prevention and Safety Consciousness Lecture Seminar (March 7, 2024)	> 2 internal L&Ds organized 1) Functions of the GAD Focal Point System / GAD Planning and Budget (May 15, 2024) 2) Capacity Development on Leveraging Organizational Department Toward Digitalization (June 25-27, 2024)	> 2 internal L&Ds organized 1) Webinar Series on Cybersecurity / Vulnerability Assessment & Risk Management Incident Handling (August 9, 16 & 22, 2024) 2) Training/Workshop on Stock Control (September 19, 2024)	
- Conducted at the RB-level		x	x	x	x		> 1 internal L&Ds conducted 1) Run-thru of Improving Productivity through Social Media and Service Quality and Building Customer Advocacy (January 30, 2024)	> 2 internal L&Ds conducted 1) Orientation on Basic Withholding of Taxes (May 31, 2024) 2) Learning Session on Labor Laws and Standards Relative to Wages and Productivity (June 20, 2024)	> 2 internal L&Ds conducted 1) Greener Productivity Towards Greener Industrialization (September 24, 2024) 2) Improving Productivity through Effective Cash Flow Management (Aug. 15 & Sept. 18, 2024)	
b. Recruitment, Selection, and Placement		x	x	x	x	> Selection and Placement process conducted	> Personnel movement - Newly hired: CO-5 RB-4 - Promoted: CO-1 RB-1 - Separation/Retirement: CO-4 RB-3	> Personnel movement - Newly hired: CO-3 RB-4 - Promoted: CO-1 RB-2 - Separation/Retirement: CO-3 RB-3	> Personnel movement - Newly hired: CO-1 RB-6 - Promoted: CO-4 RB-5 - Separation/Retirement: CO-2 RB-4	
Prepared by		Noted by:					Approved by:			
 ZULAZA GENESIS M. LAHAN Planning Officer III		 JOHN CHRISTOPHER P. LAPIZ Chief, Planning and Information Division				 APRIL JARAMAGA JOIE S. ESTODUE OIC, Financial Management Division	 MARIA CRISELDA R. SISON Executive Director IV			16 October 2024