

QUARTERLY PHYSICAL REPORT OF OPERATION

As of March 31, 2025

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

Particulars	UASC CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 03/31/2025	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	310100000000000												
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%	0.5%	-	-	-	0.5%	49.5%	Accomplishment: 0.5% or 7 of 1,499 MSMEs trained with PIP/action plans implemented Scheduled for implementation by Q2-Q4 2025
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	6%	8%	14%	-	-	-	-	-	-	Scheduled for implementation by Q3-Q4 2025
Output Indicators													
1. Number of MSMEs trained/oriented		3,400	5,100	6,800	1,700	17,000	8,158	-	-	-	8,158	8,842	2025 Revised Target: 20,000 Accomplishment: 8,158 (41%) MSMEs trained/oriented Variance as of 03/31/2025: 11,842
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	-	-	-	100%	-2%	Accomplishment: 100% of the 1,982 respondents rated training/technical services as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	150	450	760	1,360	250	-	-	-	250	1,110	2025 Revised Target: 1,520 Accomplishment: 250 (16%) MSMEs provided with technical assistance on designing PBIS Variance as of 03/31/2025: 1,270

Particulars	UASC CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 03/31/2025	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
WAGE REGULATORY PROGRAM	320100000000000												
OO: Fair and reasonable minimum wages in accordance with law ensured													
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold		80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	95.2% (2021 PT)	-	-	-	95.2% (2021 PT)	-15.2% (2021 PT)	2025 Revised Target: 100% (2021 PT) Accomplishment: 95.2% or 40 of 42 wage rates above the 2021 poverty threshold Variance as of 03/31/2025: 4.8% for 2021 PT
		100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	42.9% (2023 PT)	-	-	-	42.9% (2023 PT)	N/A	2025 Revised Target: 60% (2023 PT) Accomplishment: 42.9% or 18 of 42 wage rates above the 2023 poverty threshold Variance as of 03/31/2025: 17.1% for 2023 PT
2. Percent of appealed cases on wage orders/exemption cases resolved within the reglementary period/PCT of 60 days		98%	98%	98%	98%	98%	-	-	-	-	-	-	No appeals received
Output Indicators													
1. Number of clients reached thru advocacy services		80,000	120,000	120,000	80,000	400,000	202,797	-	-	-	202,797	197,203	2025 Revised Target: 500,000 Accomplishment: 202,797 (41%) clients reached thru advocacy services Variance as of 03/31/2025: 297,203
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	5	-	-	-	5	N/A	Accomplishment: 2 Wage Orders 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%	Accomplishment: 100% of 4 wage applications disposed [Six (6) new applications have been received, and are still within the 45-day processing period.]

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 Executive Director IV
 Date: 22 April 2025

QUARTERLY PHYSICAL REPORT OF OPERATIONS
1st Quarter of 2025

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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					Total 7 = (3+4+5+6)	Physical Accomplishments	Remarks as of 31 March 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		8	
1	2	3	4	5	6			9	
ORGANIZATIONAL OUTCOME 1: <i>Capacity of MSMEs to implement productivity improvement program enhanced</i>	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	> 8,158 (41%) MSMEs oriented/trained with 9,093 participants	> 8,158 (41%) MSMEs oriented/trained with 9,093 participants	
		3,200	4,800	4,800	3,200	> 16,000 MSMEs oriented	> 6,659 (42%) MSMEs benefitted from productivity orientations with 7,111 participants	> 6,659 (42%) MSMEs benefitted from productivity orientations with 7,111 participants	
		800	1,200	1,200	800	> 4,000 MSMEs trained	> 1,499 (37%) MSMEs benefitted from productivity trainings with 1,982 participants	> 1,499 (37%) MSMEs benefitted from productivity trainings with 1,982 participants	
		-	50%	50%	50%	> 50% of MSMEs trained with PIP/action plans implemented	> 0.5% or 7 of 1,499 MSMEs trained with PIP/ action plans implemented	> Scheduled for implementation by Q2-Q4 2025	
		-	-	-	288	> 288 MSMEs successfully implemented its PIP/Action Plans (Terminal Reports)	-	> Scheduled for implementation by Q4 2025	
		98%	98%	98%	98%	> 98% of the respondents rated the training services as satisfactory or better	> 100% of 1,982 respondents rated the training services as satisfactory or better	> 100% of 1,982 respondents rated the training services as satisfactory or better	
2. Technical Assistance on designing productivity performance-based incentive schemes (PBIS)		160	600	600	160	> 1,520 establishments provided with technical assistance on designing/formulation of productivity/performance-based incentive schemes	> 250 (16%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	> 250 (16%) establishments provided with technical assistance on designing/ formulation of productivity/performance-based incentive schemes	
		-	-	26%	26%	> 26% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	-	> Scheduled for implementation by Q3-Q4 2025	
		-	-	-	128	> 128 establishments with productivity/performance based incentive schemes documented	-	> Scheduled for implementation by Q4 2025	
3. Development of Productivity Modules									
a. Developed three (3) new modules		x	x	x	EO Dec	> Three (3) new modules developed	> Ongoing development of three (3) new modules	> Ongoing development of three (3) new modules	
1) Improving Enterprise Productivity Through Organization Development							1) Improving Enterprise Productivity Through Organization Development		
2) Smart Productivity: Transforming MSMEs through Digital Innovation							2) Smart Productivity: Transforming MSMEs through Digital Innovation		
3) Productivity for New Hires							3) Productivity for New Hires		
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 (three) 3 technical assistance in the conduct of Productivity Training Programs	> Provided (three) 3 technical assistance in the conduct of Productivity Training Programs	
							> Learning Session (2) - Acted as resource person on Productive Career Choice (February 13) and Social Media Marketing (March 06)		
							> PMS - Acted as resource person on 7S of Good Housekeeping (March 20)		
5. 2025 Productivity Olympics		x	x	x	Mid-Dec	> One (1) event conducted > National winners awarded	> Monitored and provided technical assistance to the regions on the conduct of PO at the regional level	> Ongoing conduct of pre-PO activities	
a. Conducted 2025 Productivity Olympics							> Provided regular reports to the Directorate	> Concept note is for approval of Executive Director	
b. Awarded winners at the national level							> Conducted an initial meeting with DTI-BSMED (March 10)		
							> Conducted orientation to RTWPB focal persons and selected TWG members (March 27)		
6. Adjustment Measures Program (AMP)		x	x	x	32	> 32 MSMEs assisted	> Ongoing provision of assistance to, or evaluation of, proposals to be submitted by MSMEs to determine their eligibility and readiness for possible referral to the Adjustment Measures Program (AMP)		
ORGANIZATIONAL OUTCOME 2: <i>Fair and reasonable minimum wages in accordance with law ensured</i>									
Wage Regulatory Program									
1. Minimum Wage Setting									
a. Monthly TTWS regional monitoring report		3	3	3	3	> Three (3) reports prepared	> 3 monthly reports prepared (January to March 2025)	> 3 monthly reports prepared (January to March 2025)	
b. Quarterly socio-economic narrative report		1	1	1	1	> One (1) report prepared	> 1 report prepared (1st Quarter of 2025)	> 1 report prepared (1st Quarter of 2025)	
c. Issuance of Wage Orders for Private Establishments		As necessary	As necessary	As necessary	As necessary	> Wage order issued, as necessary	> 2 Wage Orders issued WO No. RXI-23 (12 Feb 2025) WO No. ROV-22 (10 March 2025)	> 2 Wage Orders issued	

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments		Remarks as of 31 March 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter		
> 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 3 public hearings conducted	> 1 wage consultation and 3 public hearings conducted (2024-2025 Wage Cycle)	
d. Percentage of number of minimum wage rates (MWRs) above poverty threshold (PT):									
1) 100% of MWRs above the 2021 PT		x	x	x	100%	> 100% of MWRs above the 2021 PT	> 95.2% or 40 of 42 MWRs above the 2021 PT	> 95.2% or 40 of 42 MWRs above the 2021 PT	
2) 60% of MWRs above the 2023 PT		x	x	x	60%	> 60% of MWRs above the 2023 PT	> 42.9% or 18 of 42 MWRs above the 2023 PT	> 42.9% or 18 of 42 MWRs above the 2023 PT	
e. 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-05 (10 Feb 2025) WO No. RIX-DW-05 (24 Feb 2025) WO No. RBV-DW-04 (10 March 2025)	> 3 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	> 2 wage consultations 3 public hearings conducted	> 2 wage consultations and 3 public hearings conducted (2024-2025 Wage Cycle)	
f. Continuous capacity-building of RTWPB Members and Secretariat (Members and Secretariat)									
1) Capacity building on Advanced Course on Labor Economics (ACLE) conducted for Luzon, Visayas, and Mindanao by 1st Semester 2025		x	x	-	-	> ACLE conducted	> Conducted the first leg of the Advanced Course on Labor Economics on 17-20 March 2025 in Bacolod City (Visayas Cluster)	> Second leg of the Advanced Course on Labor Economics scheduled on 21-24 April 2025 in Tagaytay (Luzon Cluster)	
2) Capacity Building on the Living Wage Framework/ Methodology conducted by Q3- 2025		-	-	x	-	> Capacity building conducted	-	> Scheduled for Q3 2025	
g. 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 1 request for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon; benefitting 57 employees (37 male & 20 female) with approved FE applications applications - 1 (100%) FE Order issued	> 100% of 1 request for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon	
h. 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; benefitting 923 employees (731 male & 192 female) with approved TMS applications - 9 (82%) orders issued - 2 pending applications still within the 35-day PCT - 1 application withdrawn	> 100% of 11 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon	
i. D.O. 118-12 (Bus)		100%	100%	100%	100%	> 100% of requests acted within 10 days from receipt of complete supporting documents	> 100% of 50 applications/requests received for the quarter with complete documents acted upon - 47 Orders issued - 3 applications pending issuance of order (Region 8)	> 100% of 50 applications/requests received for the quarter with complete documents acted upon	
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 20 wage exemption applications received in 2024 were disposed in January 2025 > 100% of 5 wage exemption applications received from February to March 2025 were disposed	> All 20 wage exemption applications were resolved within the 45-day reglementary period > All 5 wage exemption applications were resolved within the 45-day reglementary period > Six (6) new applications have been received, and are still within the 45-day reglementary period.	
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 monthly reports submitted to NCMB Q1: Jan 30, Feb 28, and Mar 27	> 3 monthly 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	
4. Advocacy and Information Services									
a. Tamang Kaalaman sa Kita at Kakayanan		100,000	150,000	150,000	100,000	> 500,000 clients reached thru advocacy services	> 202,797 (41%) clients reached thru advocacy services - 4,393 public information assistance - 74,717 IEC materials - 8,587 wage clinics/seminar/public fora - 115,100 mass media	> 202,797 (41%) clients reached thru advocacy services	
		98%	98%	98%	98%	> 98% of respondents rated the frontline services as satisfactory or better	> 100% of the 651 respondents rated the frontline services as satisfactory or better with a response rate of 95% (651 out of 684)	> 100% of the 651 respondents rated the frontline services as satisfactory or better with a response rate of 95% (651 out of 684)	
b. Usapang 2Ps 4.0		6	10	10	6	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> 56 Usapang 2Ps 4.0 conducted benefitting-2,719 firms with 3,153 participants	> 56 Usapang 2Ps 4.0 conducted benefitting-2,719 firms with 3,153 participants	
5. Learning Sessions		3	3	3	3	> 12 Learning Sessions on wages, productivity,	> Conducted two (2) Learning Sessions 1) Productive Career Choice (February 13) 2) Social Media Marketing (March 06)	> Conducted two (2) 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 the 422 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of the 422 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									

Particulars	UACS CODE	Physical Targets					Physical Accomplishments		Remarks as of 31 March 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter		
a. Updating and Review of Family Living Wage Framework/Methodology and alignment with ILO principles		x	x	x	EO Dec	> Report submitted (WPRD)	> Prepared the following reports: - Documentation on the Concept of Living Wage Webinar - Response to ILO's operational comments to FLW Capacity Building - Comparative Analysis of FLW Estimates (NWPC vs. Dr. Abrigo) - Executive Summary on the Concept of Living Wage	> Ongoing coordination with ILO for the proposed collaboration re further updating of methodology and estimates aligned with ILO standards	
b. Advisory on Progressive Wage Model in the Construction Industry		x	x	x	EO Dec	> Advisory submitted (WPRD)	> Coordinated with TESDA and Stakeholders for the development of proposed wage models for identified lower-job positions > Prepared sample wage model for all lower wage positions	> Continuing initiative	
c. Amendment of RA 6971 "Productivity Incentives Act of 1990", subject to Congress' Decision (19th and 20th Congress)		x	x	x	EO Dec	> Position papers submitted upon request (PPRD)	> Submitted NWPC's Legislative proposal for the 20th Congress > Updated Technical Notes on the appropriations and recognition of productivity experts' provisions > Updated Draft SBN 1333	> NWPC's submission to DLLO on the legislative proposal for the 20th congress was put to an hold, to further study the recognition of productivity experts	
d. Review and Updating of the Competency-Based Framework for Domestic Workers		x	x	x	EO Dec	> Report submitted (WPRD)	> Prepared Letter to Sec Balisacan (NEDA) requesting for the inclusion of Kasambahay Rider in the statistical priority of PSA for 2025		
e. Comparative Study of Productivity Awards in Selected ASEAN + 3 Member Countries (Malaysia, Singapore, and Japan)		x	x	x	EO Dec	> Report submitted (PPRD)	> Submitted Concept note	> On-going review of Director II	
f. Exploring Productivity-Linked Wage Systems: Lessons from Malaysia and Singapore for Strengthening Wage Structures in the Philippine Labor Market		x	x	x	EO Dec	> Report submitted (PPRD)	> Submitted Concept note	> For endorsement to the Executive Director	
FINANCIAL MANAGEMENT									
1. Workshop on Financial Management		x	-	-	-	> Workshop conducted	> CY 2024 Financial Reports Preparation and Workshop at the Greenleaf Hotel (January 14-17, 2025)		
2. Allotment Utilization		15%	50%	85%	100%	> 100% fund utilization	> 26% allotment utilized as of March 2025 - PS: 22.76% - MOOE: 20.88% - CO: 59.39%		
3. Cash Utilization		100%	100%	100%	100%	> 100% cash utilization	> 100% cash utilization		
4. BFAR		1	1	1	1	> 4 quarterly reports submitted to DBM	> Q4-2024 BFAR submitted on 31 January 2025	> For finalization of Q1-2025 BFAR	
INSTITUTIONAL SUPPORT									
1. Gender and Development (GAD) Initiatives		x	x	x	x	> GAD programs and projects implemented/ conducted	> Submitted the 2024 NWPC GAD Accomplishment Report through the Gender Mainstreaming Monitoring System (February 21) > Conducted initial meeting with the agenda focused on the 2025 Women's Month Celebration (March 10) > Conducted activities in support to the National Womens' Month Celebration (NWPC Memo 2025-041) > Submitted the 2024 NWPC GAD Focal Point System Profile Form to PCW (March 27)		
NON-CORE INDICATORS									
Support to Operations									
1. Quality Management Systems (QMS) Implementation and QMS Audit		1	1	1	1	> QMS Quarterly Reports on the continual improvements activities and initiatives submitted on or before the 15th day of the month following the reference quarter	> Submitted the Q4-2024 QMS Report to DOLE-FMS (January 07) > Passed the ISO 9001:2015 Recertification Audit by TUV Rheinland (February 17-March 05) with 22 positive observations, 34 opportunities for improvement, and no non-conformity. NWPC ISO 9001:2015 is valid until March 2028.	> Submitted the Q1-2025 QMS Report to DOLE-FMS (April 02)	
2. Planning and Management Information System									
a. CorPlan/MYPA/YEPA		1	x	1	1	> CorPlan/MYPA/YEPA conducted	> Conducted the following planning activities: 1) Consultation Meeting with the Regional Board Secretaries via Zoom (January 30) 2) NWPC Year-End Performance Assessment and Planning Exercise (February 04 & 11) 3) 2025 NWPC-RTWPB Planning Exercise (March 26-27)		
b. Implementation of the 2023 NWPC ISSP		x	x	x	x	> Procurement recommendation and bidding docs	> Continuously monitoring the renewal process for all subscriptions		
3. Administrative Services									
a. Staff Development Program									

Particulars	UACS CODE	Physical Targets					Total	Physical Accomplishments	Remarks as of 31 March 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter			
1) In-housed capacity-building events: - Organized at the CO-level - Conducted at the RB-level 2) External capacity-building events: - Technical trainings processed by the Personnel Development Committee (PDC) b. Recruitment, Selection, and Placement		x	x	x	x		> Organized two (2) internal Learning and Development at the CO level 1) CY 2024 Financial Reports Preparation Workshop (January 14-16) 2) GAD Safe Space Act and Breastfeeding Empowerment (March 25) > Organized one (1) internal Learning and Development at the RB level 1) Coaching and Mentoring on e-Prod Reporting of Conducted Productivity Orientation and Training Programs (February 3) > Processed two (2) external Learning & Development by the PDC 1) Supervisory Development Course Track 1 (March 4-7) 2) Seminar on Streamlining Appointment Process (March 12-14) > Personnel movement - Newly hired: CO-4 RB-6 - Promoted: CO-1 RB-4 - Separation/Retirement: CO-1 RB-4		
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