

QUARTERLY PHYSICAL REPORT OF OPERATION
As of September 30, 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 09/30/2025	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%	20.5%	46%	-	46%	4%	Accomplishment: 46% or 2,402 of 5,201 MSMEs trained with PIP/action plans implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	6%	8%	14%	-	3%	16%	-	16%	-2%	Accomplishment: 16% or 265 of 1,604 MSMEs assisted with PBIS installed
Output Indicators													
1. Number of MSMEs trained/oriented		3,400	5,100	6,800	1,700	17,000	8,158	9,876	7,762	-	25,796	-8,796	Per GAA Target: 17,000 Accomplishment: 25,796 (152%) MSMEs trained/oriented Variance as of 09/30/2025: -8,796 Per Revised Target: 20,000 Accomplishment: 25,796 (129%) MSMEs trained/oriented Variance as of 09/30/2025: -5,796
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	100%	100%	-	100%	-2%	Accomplishment: 100% of the 6,551 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	628	726	-	1,604	-244	Per GAA Target: 1,360 Accomplishment: 1,604 (118%) MSMEs provided with technical assistance on designing PBIS Variance as of 09/30/2025: -244 Per Revised Target: 1,520 Accomplishment: 1,604 (106%) MSMEs provided with technical assistance on designing PBIS Variance as of 09/30/2025: -84

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Particulars	UASC CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 09/30/2025	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		100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	100% (2018 PT)	-	100% (2018 PT)	0% (2018 PT)	New Target: 60% (2023 PT) Accomplishment: 53.8% or 21 of 39 wage rates above the <u>2023</u> poverty threshold
		80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	80% (2021 PT)	95.2% (2021 PT)	100% (2021 PT)	100% (2021 PT)	-	100% (2021 PT)	-20% (2021 PT)	Per GAA Target: 80% (2021 PT) Accomplishment: 100% or 41 of 41 wage rates above the <u>2021</u> poverty threshold Variance as of 09/30/2025: -20% Per Revised Target: 100% (2021 PT) Accomplishment: 100% or 41 of 41 wage rates above the <u>2021</u> poverty threshold Variance as of 09/30/2025: 0%
2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/PCT of 60 days		98%	98%	98%	98%	98%	-	-	Ongoing	-	Ongoing	N/A	Three (3) appeals were filed before the Region XI (2) and CALABARZON (1) and are currently under evaluation, still within the 60-day PCT.
Output Indicators													
1. Number of clients reached thru advocacy services		80,000	120,000	120,000	80,000	400,000	202,797	330,521	41,287	-	574,605	-174,605	Per GAA Target: 400,000 Accomplishment: 574,605 (144%) clients reached thru advocacy services Variance as of 09/30/2025: -174,605 Per Revised Target: 600,000 Accomplishment: 574,605 (96%) clients reached thru advocacy services Variance as of 09/30/2025: 25,395
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	5	1	7	-	13	N/A	Accomplishment: 7 Wage Orders for <u>private establishments</u> issued, and 6 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%	100%	100%	-	100%	-2%	Accomplishment: 100% or 31 of 31 wage applications disposed; 2 new applications are yet to be disposed before the RTWPB-NCR and are still within the 45-day PCT.

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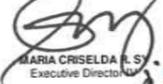
QUARTERLY PHYSICAL REPORT OF OPERATIONS
3rd Quarter of 2025

FM-NWPC-PID-06
Revision 0

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 30 September 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	
1	2	3	4	5	6	7 = (3+4+5+6)	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	> 8,158 (41%) MSMEs oriented/trained with 9,093 participants	> 9,876 (49%) MSMEs oriented/trained with 10,931 participants	> 1,987 (10%) MSMEs oriented/trained with 9,169 participants	> 20,021 (100%) MSMEs oriented/trained with 29,193 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	> 7,918 (49%) MSMEs benefitted from productivity orientations with 8,937 participants	> 243 (6%) MSMEs benefitted from productivity orientations with 6,937 participants	> 14,820 (93%) MSMEs benefitted from productivity orientations with 22,618 participants
		800	1,200	1,200	800	> 4,000 MSMEs trained	> 1,499 (37%) MSMEs benefitted from productivity trainings with 1,982 participants	> 1,958 (49%) MSMEs benefitted from productivity trainings with 2,361 participants	> 1,744 (44%) MSMEs benefitted from productivity trainings with 2,232 participants	> 5,201 (130%) MSMEs benefitted from productivity trainings with 6,575 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	> 20% or 704 of 3,457* MSMEs trained with PIP/action plans implemented *Based on running total of MSMEs trained	> 33% or 1,691 of 5,201* MSMEs trained with PIP/action plans implemented *Based on running total of MSMEs trained	> 46% or 2,402 of 5,201* MSMEs trained with PIP/action plans implemented
		-	-	-	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 with a response rate of 100%	> 100% of 2,337 respondents rated the training services as satisfactory or better with a response rate of 99% (2,337 of 2,361)	> 100% of 2,232 respondents rated the training services as satisfactory or better with a response rate of 100%	> 100% of 6,551 respondents rated the training services as satisfactory or better with a response rate of 99% (6,551 of 6,575)
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 PBIS	> 250 (16%) establishments provided with technical assistance on designing/ formulation of PBIS	> 628 (41%) establishments provided with technical assistance on designing/ formulation of PBIS	> 726 (48%) establishments provided with technical assistance on designing/ formulation of PBIS	> 1,604 (106%) establishments provided with technical assistance on designing/ formulation of PBIS
		-	-	26%	26%	> 26% of the total number of establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	-	> 3% or 25 of 878 establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes	> 15% or 240 of 1,604* establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes *Based on running total of establishments assisted	> 16% or 265 of 1,604 establishments provided with technical assistance have installed/enhanced productivity/performance based incentive schemes
		-	-	-	128	> 128 establishments with productivity/performance based incentive schemes documented	-	> 26 or 20% of establishments with productivity/performance based incentive schemes documented	> 83 or 65% of establishments with productivity/performance based incentive schemes documented	> 109 (85%) establishments 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 three (3) new modules	> Ongoing development of three (3) new modules	> 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	1) Improving Enterprise Productivity Through Organization Development	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	2) Smart Productivity: Transforming MSMEs through Digital Innovation	2) Smart Productivity: Transforming MSMEs through Digital Innovation	2) Smart Productivity: Transforming MSMEs through Digital Innovation
3) Effective Onboarding of New Employees							3) Effective Onboarding of New Employees	3) Effective Onboarding of New Employees	3) Effective Onboarding of New Employees	3) Effective Onboarding of New Employees
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 3 technical assistance in the conduct of Productivity Training Programs	> Provided 19 technical assistance in the conduct of Productivity Training Programs	> Provided 9 technical assistance in the conduct of Productivity Training Programs	> Provided 31 technical assistance in the conduct of Productivity Training Programs
							1) Learning Session on Productive Career Choice (February 13)	1) Better Mental Health for Better Productivity - PFDA (April 02)	1) Business Planning - BWSC (July 18-19)	1) Business Planning - BWSC (July 18-19)
							2) Learning Session on Social Media Marketing (March 06)	2) Better Mental Health for Better Productivity - PFDA (April 03)	2) Improving Productivity through Employee Engagement - RTWPB X (July 30)	2) Improving Productivity through Employee Engagement - RTWPB X (July 30)
							3) 7S of Good Housekeeping - PMS (March 20)	3) Service Quality - PMS (April 03)	3) 7S of Good Housekeeping - ARTA (July 30)	3) 7S of Good Housekeeping - ARTA (July 30)
								4) Design Thinking - RTWPB XI (April 11)	4) LS - Improving Productivity through Employee Engagement (August 28)	4) LS - Improving Productivity through Employee Engagement (August 28)
								5) Learning Session on Green Productivity (April 16)	5) Green Productivity for NWPC Employees (August 12)	5) Green Productivity for NWPC Employees (August 12)
								6) Financial Analysis - RTWPB XI (April 29)	6) Service Quality - RTWPB V (August 12)	6) Service Quality - RTWPB V (August 12)
								7) Learning Session on Business Planning (May 08)	7) Lean Management - RTWPB V (August 13)	7) Lean Management - RTWPB V (August 13)
								8) 7S of Good Housekeeping - ECC (May 26)	8) Incorporating Productivity in Collective Bargaining Agreements - BWC (August 13)	8) Incorporating Productivity in Collective Bargaining Agreements - BWC (August 13)
								9) Learning Session on Better Mental Health for Better Productivity (May 29)	9) Incorporating Productivity in Collective Bargaining Agreements - BWC (August 20)	9) Incorporating Productivity in Collective Bargaining Agreements - BWC (August 20)
								10) Better Mental Health for Better Productivity - RTWPB Caraga (May 29)		
								11) Design Thinking - RTWPB Caraga (May 30)		
								12) Business Planning - BWSC (June 04-05)		
								13) Better Mental Health for Better Productivity - RTWPBII (June 17)		
								14) Design Thinking - RTWPB XII (June 18)		
								15) Business Planning - BWSC (June 18-19)		
								16) Business Planning - BWSC (June 24-25)		
								17) Business Planning - PFDA (June 25)		
								18) Better Mental Health for Better Productivity - RTWPB XI (June 27)		
								19) Learning Session on Service Quality (June 30)		
5. 2025 Productivity Olympics		x	x	x	Mid-Dec	> One (1) event conducted	> Conducted the following pre-PO activities:	> Conducted the following pre-PO activities:	> Conducted the 2025 Productivity Olympics selection of national winners by the National Judging Panels on 27 August 2025	> Ongoing preparations for the conduct of the 2025 Productivity Olympics Awarding Ceremonies
a. Conducted 2025 Productivity Olympics						> National winners awarded	1. Workshop on the 2025 PO-CMG for Regional Focal Persons (Jan 30)	1. Briefing and Workshop for TWG (May 07)		
b. Awarded winners at the national level							2. Orientation on the Categorization of MSMEs (March 27)	2. Desk Review of Documents from the Regions (May 27-June 06)		
								3. Technical Working Group Consensus Review (June 09-11 and 16)		
								4. Selection of National Nominees (Commission Meeting - June 26)		
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)	> Assisted 51 MSMEs for the Adjustment Measures Program (AMP) (facilitated by the RTWPBs)	Assisted 13 MSMEs for the Adjustment Measures Program (facilitated by the RTWPBs)	> Total of 64 MSMEs were assisted for the AMP
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with law ensured										
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 (April to June 2025)	> 3 monthly reports prepared (July to September 2025)	> 9 monthly reports prepared (January to September 2025)
b. Quarterly socio-economic narrative report		1	1	1	1	> One (1) report prepared	> 4th Quarter of 2024 Socio-economic Report prepared (Jan 15)	> 1st Quarter of 2025 Socio-economic Report prepared (April 07)	> 2nd Quarter of 2025 Socio-economic Report prepared (July 12)	> 3 reports prepared
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)	> 1 Wage Order issued WO No. NCR-26 (24 June 2025)	> 2 Wage Order issued WO No. IVA-22 (3 September 2025) WO No. ROVII-26 (11 September 2025)	> 5 Wage Orders 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	> 3 wage consultations (2024-2025 Wage Cycle) > 3 public hearings (2024-2025 Wage Cycle)	> 2 wage consultations (2025-2026 Wage Cycle) > 1 public hearing (2025-2026 Wage Cycle)	> 20 wage consultations (2025-2026 Wage Cycle) > 11 public hearings (2025-2026 Wage Cycle)	> Conducted 3 wage consultations and 3 public hearings (2024-2025 Wage Cycle) > Conducted 22 wage consultations and 12 public hearings (2025-2026 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	> 100% or 42 of 42 MWRs above the 2021 PT	> 100% or 41 of 41 MWRs above the 2021 PT	> 100% or 41 of 41 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	> 51.2% or 21 of 41 MWRs above the 2023 PT	> 53.8% or 21 of 39 MWRs above the 2023 PT	> 53.8% or 21 of 39 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)	> No Wage Order issued	> 3 Wage Orders issued WO No. ROVII-DW-05 (11 September 2025) WO No. ROIII-DW-05 (16 September 2025) WO No. ROXII-DW-05 (22 September 2025)	> 6 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	> 3 wage consultations (2024-2025 Wage Cycle) > 4 public hearings conducted (2024-2025 Wage Cycle)	-	> 14 wage consultations (2025-2026 Wage Cycle) > 9 public hearings (2025-2026 Wage Cycle)	> Conducted 3 wage consultations and 4 public hearings (2024-2025 Wage Cycle) > Conducted 14 wage consultations and 9 public hearings (2025-2026 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)	> Conducted the second leg of the Advanced Course on Labor Economics on 21-24 April 2025 in Tagaytay (Luzon Cluster)	> Conducted the third leg of the Advanced Course on Labor Economics on 07-10 July 2025 in Davao City (Mindanao Cluster)	> Scheduled for 2026 - dependent on ILO's availability and grant
2) Capacity Building on the Living Wage Framework/ Methodology conducted by Q3- 2025		-	-	-	-	> Capacity building conducted	-	-	-	-

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments			Remarks as of 30 September 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter	2nd Quarter	3rd Quarter	
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 with complete supporting documents acted upon; benefitting 1,969 employees (1,045 male & 924 female) with approved FE applications applications - 1 (100%) FE Order issued	> 100% of 4 requests for technical assistance on Facility Evaluation with complete supporting documents acted upon; benefitting 1,202 employees (688 male & 514 female) with approved FE applications applications - 3 of 4 (75%) FE Orders issued - 1 pending application still within the 35-day pct	> 100% of 17 requests for technical assistance on Facility Evaluation with complete supporting documents acted upon; benefitting 259 employees (118 male & 141 female) with approved FE applications applications - 12 of 17 (71%) FE Orders issued - 5 pending application still within the 35-day pct	> 100% of 21 requests for technical assistance on Facility Evaluation (FE) with complete supporting documents acted upon; benefitting 3,430 employees (1,851 male & 1,579 female) with approved FE applications - 16 of 21 (76%) FE Orders issued - 5 pending application still within the 35-day PCT
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 2,609 employees (1,676 male & 933 female) with approved TMS applications - 8 (80%) orders issued - 2 pending applications still within the 35-day PCT - 1 application withdrawn	> 100% of 6 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon; benefitting 2,655 employees (942 male & 1,713 female) with approved TMS applications - 7 (87.5%) orders issued - 1 pending application still within the 35-day PCT	> 100% of 13 requests for technical assistance on Time & Motion (TMS) with complete supporting documents acted upon; benefitting 3,674 employees (1,988 male & 1,686 female) with approved TMS applications - 9 (69%) orders issued - 1 application withdrawn - 2 application withdrawn - 4 pending application still within the 35-day PCT	> 100% of 30 requests for technical assistance on Time and Motion Study (TMS) with complete supporting documents acted upon; benefitting 8,938 employees (4,606 male & 4,332 female) with approved TMS applications - 24 (86%) orders issued - 2 application withdrawn - 4 pending application still within the 35-day PCT
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 48 applications/requests received for the quarter with complete documents acted upon - 47 Orders issued - 1 application pending issuance of order (Region 8)	> 100% of 49 applications/requests received for the quarter with complete documents acted upon - 48 Orders issued - 1 application pending issuance of order (Region 8)	> 100% of 32 applications/requests received for the quarter with complete documents acted upon - 30 Orders issued - 2 applications withdrawn - 2 pending orders for approval of the Regional Directors (Regions VIII and X)	> 100% of 129 applications/requests received for the quarter with complete documents acted upon - 125 (98%) Orders issued - 2 applications withdrawn - 2 pending orders for approval of the Regional Directors (Regions VIII and XI)
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	> Under the 2024-2025 Minimum Wage Determination Cycle, 100% or 14 applications were disposed of within the reglementary period as of March 25, 2025: - 9 applications received in 2024 were disposed in January 2025 - 5 of 11 applications received from January to March 25, 2025 were disposed. The remaining 6 applications are yet to be disposed, but remain within the 45-day reglementary period. Note: Monthly report covers the period from 26th of the previous month to 25th of current month (i.e. January 26, 2025 to February 25, 2025)	> Under the 2024-2025 Minimum Wage Determination Cycle, 100% or 12 applications were disposed of within the reglementary period as of September 25, 2025: - 6 pending applications from the last quarter were disposed in April 2025 - 6 applications received from March 26 to June 25, 2025 were disposed. Note: Monthly report covers the period from 26th of the previous month to 25th of current month (i.e. March 26, 2025 to April 25, 2025)	> Under the 2025-2026 Minimum Wage Determination Cycle, 100% or 5 applications were disposed of within the reglementary period as of September 25, 2025: - 5 of 7 applications received from June 26 to September 25, 2025 were disposed. The remaining 2 applications are yet to be disposed, but remain within the 45-day reglementary period Note: Monthly report covers the period from 26th of the previous month to 25th of current month (i.e. June 26, 2025 to September 25, 2025)	> Under the 2024-2025 Wage Determination Cycle, 100% of the 37 applications were disposed as of June 25, 2025. - 11 applications were disposed as of December 25, 2024 - 26 applications were disposed as of June 25, 2025 > Under the 2025-2026 Wage Determination Cycle, 100% of 5 applications were disposed of within the reglementary period as of September 25, 2025: - 5 of 7 applications received from June 26 to September 25, 2025 were disposed. The remaining 2 applications are yet to be disposed, but remain 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 Q2: Apr 29, May 29, and June 30	> 3 monthly reports submitted to NCMB Q3: Jul 31, Aug 29, and 30 Sept	> 9 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			> Three (3) appeals were filed before the RTWPs: - (2) Region XI - Appeal on Wage Exemption Applications under 2024-2025 Wage Cycle - (1) Region IVA - Appeal on the issued Wage Order under 2025-2026 Wage Cycle Note: All (3) appeals are yet to be resolved, but remain within the 60-day reglementary period	> Three (3) appeals were filed before the RTWPs: - (2) Region XI - Appeal on Wage Exemption Applications under 2024-2025 Wage Cycle - (1) Region IVA - Appeal on the issued Wage Order under 2025-2026 Wage Cycle Note All (3) appeals are yet to be resolved, but remain within the 60-day reglementary period
4. Advocacy and Information Services										
a. Tamang Kaalaman sa Kita at Kakayanan (T3K)		100,000	150,000	200,000	150,000	> 600,000 clients reached thru advocacy services	> 202,797 (34%) clients reached thru advocacy services	> 330,521 (55%) clients reached thru advocacy services	> 41,287 (7%) clients reached thru advocacy services	> 574,605 (96%) clients reached thru advocacy services - Updated pursuant to NWPC Officer Order No. 12, Series of 2025, Revised Reporting Guidelines for the T3K - Excluded accomplishment from Central Office
b. Usapang 2Ps 4.0		6	10	10	6	> Thirty-two (32) Usapang 2Ps 4.0 conducted	> Conducted 56 Usapang 2Ps sessions benefitting 2,719 firms with 3,153 pax	> Conducted 25 Usapang 2Ps sessions benefitting 884 firms with 1,015 pax	> Conducted 26 Usapang 2Ps sessions benefitting 1,450 firms with 1,361 pax	> Conducted 107 Usapang 2Ps sessions benefitting 5,053 firms with 5,529 pax
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 seven (7) Learning Sessions 1) Promoting Gender Equality and Safe Spaces within the Workplace (April 10) 2) Green My Enterprise (April 16) 3) General Labor Standards (April 30) 4) Business Continuity and Resiliency Planning (May 08) 5) Better Mental Health for Better Productivity (May 29) 6) Handling Administrative Cases (June 05) 7) Service Quality (June 30)	> Conducted six (6) Learning Sessions 1) Wage Orientation and Wage Distortion (July 15) 2) Online Business Start-Up (August 07) 3) Wage Orientation and Wage Distortion (August 13) 4) Employee Engagement (August 28) 5) Tips on Improving Productivity through Brand Reputation (Sept 18) 6) Benefits and Privileges of Senior Citizens (September 25)	> 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 the 422 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of the 1,475 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of the 1,233 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of the 3,130 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. 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	> Prepared the following reports: - TOR with the Consultant - Implementation Agreement between NWPC and ILO – Living Wage Methodology > Attended meeting with FNRI re: Piggang Pinoy Menu	> Coordinated with DOST FNRI re Piggang Pinoy Costing > Prepared and submitted the following: 1. Letter to PSA re Request of Piggang Pinoy Costing and 2023 FIES 2. contract of services and communication letter with the consultant 3. Letter to ILO regarding NWPC deliverable 4. Procurement documents for the consultant	> Constant coordination with ILO and Third-Party Consultant for the updating of framework and estimates
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	> Coordinated with TESDA and revised/edited the wage models based on their comments > Conducted meeting with TESDA and PCA > Revised the wage models per suggestion of TESDA and PCA	> Attended Meeting re Wage Models for the Lower Wage Positions in the Construction Industry > Prepared/provided inputs to the presentation on Wage Models for the Lower Wage Positions in the Construction Industry > Drafted letter to BLR requesting for the convening of CITC > Updated wage model incorporating inputs from MEPF Technological Institute > Presented updated wage model to CITC > Drafted wage advisory re adoption of wage model > Prepared highlights of meeting re PWM updates	
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 NWPCs Legislative proposal for the 20th Congress > Updated Technical Notes on the appropriations and recognition of productivity experts' provisions > Updated Draft SBN 1333	> Revised and submitted the updated technical notes on the referral system of productivity specialists > Conducted desk research on the referral system in place for benchmarking. > Updated NWPC Draft proposed bill for the 20th Congress	> Submitted draft proposed bill and revised referral system to DOLE Technical Committee on Legislative Matters > Participated and discussed during the 5th (Aug 29) and 6th (Sept 15) the status or updates of the proposed bill	> TCLM instructed NWPC to create/convene a sub-committee on the proposed bill on RA 6971 with the other DOLE Bureaus and attached agencies during the 6th TCLM meeting
d. Review and Updating of the Competency-Based Framework for Domestic Workers		x	x	x	EO Dec	> Report submitted (WPRD)	> Presented Letter to Sec Balsecan (NEDA) requesting for the inclusion of Kasambahay Rider in the statistical priority of PSA for 2025	> Presented to the Commission the parallel rollout of Kasambahay Survey through the RTWPs > Conducted Orientation of RTWPs on Kasambahay Survey Roll-out > Attended various meetings with PSA and their Finance Team on the Kasambahay Rider Survey MOA > Prepared the Comparison matrix of MOA between NWPC and PSA	> Disseminated the Enhanced 2025 Kasambahay Rollout Questionnaire through the RTWPs > Reviewed/edited the Enumerator's Manual for Kasambahay Rider Module > Prepared Output Tables required for PSA re Kasambahay Rider Module > Coordinated with PSA for other requirements including justification for its inclusion in the October 2025 round of the LFS > Attended meeting with PSA for the review of Kasambahay Rider Survey	> Attended First Level Training on Kasambahay Rider Survey with PSA > Provided inputs to issues and concerns during the First Level Training raised by PSA re Kasambahay Rider Survey Questionnaire > Prepared scenarios of live-in/live-out domestic workers to be incorporated in the enumerator's manual
e. Comparative Study of Productivity Awards in Selected ASEAN + 3 Member Countries (Malaysia, Singapore, and Japan)		x	x	x	Continuing to 2026	> Report submitted (PPRD)	> Submitted Concept note	> Approved concept note	> Ongoing desk research	
f. Exploring Productivity-Linked Wage Systems: Lessons from Malaysia and Singapore for Strengthening Wage Structures in the Philippine Labor Market		x	x	x	Continuing to 2026	> Report submitted (PPRD)	> Submitted Concept note	> Approved concept note	> Ongoing desk research	
g. Results of the 2023/2024 PSA-ISLE Rider Survey on Productivity Improvement Program and Gainsharing Scheme Survey		x	x	x	EO Dec	> PSA - Conduct of survey (Contingent upon the official data release from the PSA)	> PSA - data processing	> PSA - data processing	> PSA - data processing	
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%	75%	100%	> 100% fund utilization	> 26% allotment utilized as of March 2025 - PS: 22.76% - MOOE: 20.88% - CO: 59.39%	> 52.15% allotment utilized as of June 2025 - PS: 51.70% - MOOE: 46.54% - CO: 76.97%	> 75.88% allotment utilized as of September 2025 - PS: 74.82% - MOOE: 76.76% - CO: 76.97%	
3. Cash Utilization		95%	95%	95%	95%	> 100% cash utilization	> 100% cash utilization	> 100% cash utilization	> 100% cash utilization	
4. BFAR		1	1	1	1	> 4 quarterly reports submitted to DBM	> Q4-2024 BFARs submitted on 31 January 2025	> Q1-2025 BFARs submitted on 28 April 2025		

Particulars	UACS CODE	Physical Targets					Physical Accomplishments			Physical Accomplishments			Remarks as of 30 September 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter				
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 Women's Month Celebration (NWPC Memo 2025-041) > Submitted the 2024 NWPC GAD Focal Point System Profile Form to PCW (March 27)	> Reestablished and enhanced the Gender and Development (GAD) Corner of the NWPC > Facilitated a corporate learning session on Gender Equality and Safe Spaces in the Workplace, in line with the provisions of Republic Act No. 11313, also known as the "Bawal Bastos Law" (April 10) > Coordinated and resolved endorsement issues with PCW related to the 2024 NWPC GAD Plan and Budget > Submitted the revised 2025 GAD Accomplishment Report to PCW (May 23) > Submitted the revised 2025 GAD Plan and Budget to PCW (May 29) > Submitted to DOLE-BWSC confirmation of NWPC participants to the GAD Capacity Building and Workshop (June 26)	> Drafted the FY 2026 GAD Plan and Budget				
NON-CORE INDICATORS Support to Operations													
1. Quality Management Systems (QMS) Implementation and OMS 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.	> Submitted the Q1-2025 QMS Report to DOLE-FMS (April 02)	> Submitted the Q2-2025 QMS Report to DOLE-FMS (July 01)	> Submitted the Q3-2025 QMS Report to DOLE-FMS (October 09)			> The NWPC ISO 9001:2015 is valid until March 2028. > Submitted the Q3-2025 QMS Report to DOLE-FMS (October 09)
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)	> Conducted pre-activities to the Strategic Planning Exercise 1) Initial Meeting with the Consultants/presentation of proposal (June 02) 2) Meeting with TS Heads for shortlisting of consultants (June 20) 3) Presentation of Shortlisted Consultants to ED Sy (June 26) 4) Meeting with the shortlisted consultants (July 03 and 04)	> Conducted pre-activities to the Strategic Planning Exercise 1) Conducted survey on Vision, Mission, and Core Values (August 05) 2) Procurement of Consultant (August 07)	> The Strategic Planning Exercise is scheduled on the 1st week of November 2025.			
b. Implementation of the 2023 NWPC ISSP		x	x	x	x	> Procurement recommendation and bidding docs	> Continuously monitoring the renewal process for all subscriptions	> Continuously monitoring the renewal process for all subscriptions	> Continuously monitoring the renewal process for all subscriptions				
3. Administrative Services													
a. Staff Development Program													
1) In-housed capacity-building events:													
- Organized at the CO-level:		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 three (3) internal Learning and Development at the CO level 1) Training of Trainers on AI-Mainstreamed Training for Digital Novice MSMEs (May 21-23) 2) Orientation on Risk Management Reduction Management & 7S of Good Housekeeping (May 26) 3) Capacity Development on Basic Training and Facilitation (June 3-5)	> Organized two (2) internal Learning and Development at the CO level 1) In-House Training on Green Productivity (August 12) 2) In-House Training/Orientation on Procurement Planning and Monitoring, Green Procurement and Gender-Responsive Procurement (September 09)	Note: Trainings listed above were also attended by RB participants				
- Conducted at the RB-level:		x	x	x	x	> 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) Note: Training 1 above was also attended by RB participants	> Organized one (1) internal Learning and Development at the RB level 1) Coaching and Mentoring on Conduct of Trainings and EProd System (May 23 & 28) Note: Trainings 1 & 3 above were also attended by RB participants						
2) External capacity-building events:													
- Technical trainings processed by the Personnel Development Committee (PDC)		x	x	x	x	> 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)	> Processed six (6) external Learning & Development by the PDC 1) Work Relatedness of Diseases (April 1-2) 2) Procurement Service-Client Learning Engagement (May 6-7) 3) Cash Management and Control Systems (June 9-11) 4) 2025 Human Resource Management Practitioners' Congress (June 17-18) 5) Orientation on COA Guidelines Supporting Government Digitalization (June 24-25) 6) Training for Government Drivers (June 26-27)	> Processed four (4) external Learning & Development by the PDC 1) Human Resource Analytics (July 8-9) 2) Laws and Regulations on Government Expenditures (LARGE) (July 7-10; 28-31) 3) Disposal of Government Properties (July 22-24; August 12-14) 4) 2025 Omnibus Rules on Appointments and Other Human Resource Actions (ORADHRA) (September 8)					
Prepared by:	Reviewed by:	Noted by:		Approved by:									
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											27 October 2025		