

QUARTERLY PHYSICAL REPORT OF OPERATION
As of December 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 12/31/2025	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%	20%	25.5%	20%	66%	-16%	Accomplishment: 66% or 3,713 of 5,600 MSMEs trained with PIP/action plans implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	6%	8%	14%	-	3%	13%	11%	27%	-13%	Accomplishment: 27% or 481 of 1,754 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	2,618	28,414	-11,414	Per GAA Target: 17,000 Accomplishment: 28,414 (167%) MSMEs trained/oriented Variance as of 12/31/2025: -11,414 Per Revised Target: 20,000 Accomplishment: 28,414 (142%) MSMEs trained/oriented Variance as of 12/31/2025: -8,414
2. Percentage of clients who rated training/technical services as satisfactory or better		98%	98%	98%	98%	98%	100%	100%	100%	100%	100%	-2%	Accomplishment: 100% of the 7,140 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	150	1,754	-394	Per GAA Target: 1,360 Accomplishment: 1,754 (129%) MSMEs provided with technical assistance on designing PBIS Variance as of 12/31/2025: -394 Per Revised Target: 1,520 Accomplishment: 1,754 (115%) MSMEs provided with technical assistance on designing PBIS Variance as of 12/31/2025: -234

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Particulars	UASC CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance as of 12/31/2025	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	32010000000000												
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)	100% (2018 PT)	0% (2018 PT)	New Target: 60% (2023 PT) Accomplishment: 72.2% or 26 of 36 wage rates above the 2023 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)	100% (2021 PT)	-20% (2021 PT)	Per GAA Target: 80% (2021 PT) Accomplishment: 100% or 41 of 41 wage rates above the 2021 poverty threshold Variance as of 12/31/2025: -20% Per Revised Target: 100% (2021 PT) Accomplishment: 100% or 41 of 41 wage rates above the 2021 poverty threshold Variance as of 12/31/2025: 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%	-	-	-	100%	100%	-2%	Accomplishment: 100% (4 of 4) disposition rate
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	222,289	796,894	-396,894	Per GAA Target: 400,000 Accomplishment: 796,894 (199%) clients reached thru advocacy services Variance as of 12/31/2025: -396,894 Per Revised Target: 600,000 Accomplishment: 796,894 (133%) clients reached thru advocacy services Variance as of 12/31/2025: 196,894 The increase in the number of clients reached can be attributed to NWPC's enhanced social media presence due to heightened public discourse on wages.
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	5	1	7	17	30	N/A	Accomplishment: 16 Wage Orders for <u>private establishments</u> issued, and 14 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%	98%	98%	0%	Accomplishment: 98% or 40 of 41 wage applications disposed; 1 application from RTWPB-IVA, filed on 17 October 2025, remains pending. The pending application under the calamity exemption category requires further scrutiny. Accordingly, the establishment was directed by the Board to submit additional proof and justification to support its entitlement to the requested exemption.

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Date: 09 January 2026



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Particulars	UACS CODE	Physical Targets				Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 31 December 2025
		1st Quarter	2nd Quarter	3rd Quarter	4th 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	> 3 public hearings > 2 wage consultations	- -	> 9 public hearings > 13 wage consultations	> 18 public hearings > 9 wage consultations	> 30 public hearings > 24 wage consultations
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)		
2) Capacity Building on the Living Wage Framework/ Methodology conducted by Q3- 2025		-	-	-	-	> Capacity building conducted					> Scheduled for 2026 - dependent on ILO's availability and grant
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 - 3 of 4 (75%) FE Orders issued - 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 (888 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 14 requests for technical assistance on Facility Evaluation with complete supporting documents acted upon, benefitting 649 employees (282 male & 367 female) with approved FE applications applications - 13 of 13 (100%) FE Orders issued - 1 application withdrawn	> 100% of 30 requests for technical assistance on Facility Evaluation with complete supporting documents acted upon, benefitting 4,079 employees (2,113 male & 1,966 female) with approved FE applications applications - 29 of 29 (100%) FE Orders issued - 1 application withdrawn
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 TMS with complete supporting documents acted upon, benefitting 2,609 employees (1,679 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 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 TMS with complete supporting documents acted upon, benefitting 3,574 employees (1,988 male & 1,586 female) with approved TMS applications - 9 (69%) orders issued - 1 application withdrawn - 4 pending application still within the 35-day PCT	> 100% of 29 requests for technical assistance on TMS with complete supporting documents acted upon, benefitting 10,424 employees (5,677 male & 4,747 female) with approved TMS applications - 28 (97%) orders issued - 1 pending application	> 100% of 55 requests for technical assistance on TMS with complete supporting documents acted upon, benefitting 19,362 employees (10,283 male & 9,079 female) with approved TMS applications - 2 applications withdrawn - 1 pending application (Management and Labor representatives have yet to reach agreement on the TMS validation results by RTWPB XI, due to delays caused by the unavailability of operations for assessment. The application is beyond 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 (Regions VIII and XI)	> 100% of 14 applications/requests received for the quarter with complete documents acted upon - 14 Orders issued - 2 applications returned due to non-compliance	> 100% of 143 applications/requests received for the quarter with complete documents acted upon - 139 Orders issued - 2 applications withdrawn - 2 applications returned due to non-compliance
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	> 20 wage exemption applications received - 14 applications disposed - 6 pending applications are yet to be disposed but remain within the 45-day reglementary period	> 6 new wage exemption applications received - 12 applications disposed (including 6 pending from previous quarter)	> 7 wage exemption applications received - 5 applications disposed - 2 pending applications are yet to be disposed but remain within the 45-day reglementary period	> 10 new wage exemption applications received - 9 applications disposed - 2 applications withdrawn - 1 pending applications are yet to be disposed but remain within the 45-day reglementary period	> A total of 43 wage exemption applications received - 100% or 41 of 41 wage applications disposed - 2 applications withdrawn Note: 1 of the 41 applications was disposed of beyond the 45-day PCT, as it falls under the calamity exemption category, which requires further scrutiny. The Board directed the establishment to submit additional proof and justification in support of its request.
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	> 3 monthly reports submitted to NCMB Q4: Nov 03, Nov 27, and Dec 28	> 12 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 RTWPBs: - (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	> All 3 pending appeals filed before the RTWPBs: - (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	> All 3 pending appeals from the previous quarter and the 1 new appeal received this quarter were resolved. - (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 - (1) Region IX - Appeal on the issued Wage Order under 2025-2026 Wage Cycle	> 100% (4 of 4) disposition rate	
4. Advocacy and Information Services											
a. Tamang Kaalaman sa Kita at Kakayanan (TKK)		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	> 222,289 (37%) clients reached thru advocacy services	> 798,894 (133%) clients reached thru advocacy services Note: Updated pursuant to NWPC Officer Order No. 12, Series of 2025, Revised Reporting Guidelines for the TKK. Also, excluded accomplishment from Central Office.
		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 595 respondents rated the frontline services as satisfactory or better with a response rate of 95% (651 out of 684)	> 100% of the 372 respondents rated the frontline services as satisfactory or better with a response rate of 95% (651 out of 684)	> No recorded frontline service availers within the 4th quarter of CY 2025.	> 100% of the 1,618 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	> 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 8 Usapang 2Ps sessions benefitting 350 firms with 382 pax	> Conducted 5 Usapang 2Ps sessions benefitting 257 firms with 346 pax	> Conducted 94 Usapang 2Ps sessions benefitting 4,210 firms with 4,896 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 05)	> 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 (Sep 18) 6) Benefits and Privileges of Senior Citizens (September 25)	> Conducted three (3) Learning Sessions 1) Securing Digital Assets (October 08) 2) Green My Enterprise (October 22) 3) Business Continuity and Resiliency Planning (November 27)	> Conducted eighteen (18) 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 919 respondents rated the learning sessions as satisfactory or better with a response rate of 100%	> 100% of the 4,049 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: - TOR with the Consultant - 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: Pingang Pinoy Menu	> Coordinated with DOST FNRI re Pingang Pinoy Costing > Prepared and submitted the following: 1. letter to PSA re Request of Pingang 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	> Coordinated and attended meetings with the Third-Party Consultant > Reviewed, analyzed, and clarified the consultant's submitted estimates using the NWPC methodology and latest statistics; and the estimates using ILO methodology	> 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 > U Institute > Presented updated wage model to CITC > Drafted wage advisory re adoption of wage model > Prepared highlights of meeting re PWM updates	> Coordinated/attended meetings with CITC, TESDA and other stakeholders to present/discuss the progress of the study (including development of survey questionnaire) > Conducted survey using the developed survey questionnaire > Prepared and submitted report on the results of the survey questionnaire > Prepared wage models > Drafted wage advisory > Discussed the Progressive Wage Model during the conduct of Labor and Employment Plan Midterm Review (all regions)	> 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
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 (TCLM) > Participated and discussed during the 5th (Aug 29) and 6th (Sept 15) the status or updates of the proposed bill	19th Congress > Submitted technical notes that strengthened the appropriation and recognition of productivity expert provisions to DLLO and SOCLE 20th Congress > Drafted bill incorporating inputs from TCLM, including a Special Provision expanding the coverage of the DOLE Livelihood and Emergency Employment Item to promote workers' productivity improvement and gainsharing in Micro, Small, and Medium Enterprises (MSMEs). > Actively participated during TCLM meetings on the discussion on the amendments of RA 6971 > Spearheaded the sub committee meetings on RA 6971 with selected DLE bureaus and attached agencies with programs for MSMEs. This sub-committee is an instruction from TCLM.	
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	> Presented to the Commission the parallel rollout of Kasambahay Survey through the RTWPBs > Conducted Orientation of RTWPBs 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 RTWPBs > 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 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	

Particulars	UACS CODE	Physical Targets				Total	Physical Accomplishments				Remarks as of 31 December 2025	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		
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	> Generated database of ASEAN Plus 3 LP using Worldbank database > Report submitted for review and approval	> Dependent on the released ASEAN LP from Worldbank databank	
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	> Report submitted for review and approval		
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	> Submitted the initial brief on the results of the PSA ISLE Rider Module on PIPGS.	> Continued institutional partnership with the PSA	
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)		> CY 2025 Mid-year Financial Workshop via zoom (July 29-31, 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%	> 97.87% allotment utilized as of December 2025 - PS: 99.98% - MOOE: 95.89% - CO: 93.34%		
3. Cash Utilization		95%	95%	95%	95%	> 100% cash utilization	> 100% cash utilization	> 100% cash utilization	> 100% cash utilization	> 98.73% 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	> Q2-2025 BFARs submitted on 16 July 2025	> Q3-2025 BFARs submitted on 28 October 2025		
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)	> 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	> Submitted the FY 2026 GAD Plan and Budget through the Gender Mainstreaming Monitoring System (Oct 28)		
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.	> 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 Q4-2025 QMS Report to DOLE-FMS (06 Jan 2026)	
2. Planning and Management Information System												
a. CorPlan/MYPAYEPA		1	x	1	1	> CorPlan/MYPAYEPA 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)	> Conducted Orientation on Strategic Planning at the NWPC Conference Room and via Zoom (October 23) > Conducted the Strategic Planning Exercise in Clark, Pampanga (Nov 03-06) > Conducted orientation on the YEP/QMS Forms (Dec 15) > Hosted the LRPIA Cluster Meeting in DOLE Intramuros (Dec 17)		
b. Implementation of the 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	> 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 & 75 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) <i>Note: Trainings listed above were also attended by RB participants</i>	> Organized one (1) internal Learning and Development at the CO level 1) NWPC-RTWPB's Strategic Planning and Budgeting Exercise (November 4-5)		
- 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) <i>Note: Training 1 above was also attended by RB participants</i>	> 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) <i>Note: Trainings 1 & 3 above were also attended by RB participants</i>	> Organized one (1) internal Learning and Development at the RB level <i>Note: Trainings listed above were also attended by RB participants</i>	> Organized one (1) internal Learning and Development at the RB level <i>Note: Trainings listed above were also attended by RB participants</i>		
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 (ORAOHRA) (September 8)	> Processed six (6) external Learning & Development by the PDC 1) AGAP's 2025 Annual National Convention Seminar (October 7-10) 2) RA12009: New Government Procurement Caravan (October 22-24) 3) Disposal of Government Properties (November 4-6) 4) 80th Philippine Institute of Certified Public Accountants Annual National Convention (November 16-19) 5) Orientation Workshop on the 2025 ORA-OHRA (November 24-25)		
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