


QUARTERLY PHYSICAL REPORT OF OPERATION
As of 2019 June 30

Department: Department of Labor and Employment (DOLE)
 Appropriations: Current Year Appropriations
 Agency: National Wages and Productivity Commission
 Operating Unit: Central Office
 Organization Code (UACS): 160060100000
 Report Status: PENDING

Particulars	UACS CODE	Physical Targets					Physical Accomplishments					Variance as of June 31 2019	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=(3+4+5+6)	8	9	10	11	12=(8+9+10+11)	13	14
PART A													
I. OPERATIONS													
OO: Capacity of MSMEs to implement productivity improvement program enhanced													
ENTERPRISE PRODUCTIVITY IMPROVEMENT PROGRAM	3101000000000000												
Outcome Indicators													
1. Percentage of trained MSMEs with productivity			20%	20%	10%	50%	0.71%	13.37%					• 14% or a total of 259 MSMEs with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay		2%	6%	6%	4%	18%	-	17.38%					• 17.38% or a total of 25 MSMEs with PBIS installed
Output Indicators													
1. Number of MSMEs trained/oriented		2,400	3,600	3,600	2,400	12,000	3,432	6,148					• A total of 9,580 (80%) MSMEs oriented/trained
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%	100%					• 100% or 4,756 respondents rated training as satisfactory or better while 100% or 2,584 respondents rated information and technical assistance as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive		80	320	320	80	800	212	347					• A total of 559 (70%) MSMEs provided with technical assistance on designing productivity based incentive schemes
OO : Fair and reasonable minimum wages in accordance with law ensured													
WAGE REGULATORY PROGRAM	3201000000000000												
Outcome Indicators													
1. Percentage of wage rates above the poverty threshold						100%	100%	100%					• 100% or 92 out of 92 minimum wage rates above the 2012 poverty threshold • 98.4% or 80 out of 83 minimum wage rates above the 2015 poverty threshold
2. Percent of appealed cases on wage orders/exemption cases resolved within the reglementary period/process cycle time of 60 days						98%	No Appeal	-					• 1 application on appeals on exemption/ WO for presentation to the Commission on July 12 (received on May 16, 2019, still within the 60-day reglementary period)
Output Indicators													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	103,128	100,477					• A total of 203,605 (75%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		as necessary	as necessary	as necessary	as necessary	as necessary	1	1					• 2 wage orders issued (RBS 1 & 13)
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application						98%	100%	100%					• 20 out of 20 application for wage exemption disposed within the 45-day reglementary period


Prepared By:


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 July 12, 2019

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 July 12, 2019

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of June 30, 2019

FM- NWPC-PID -06
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 01 00000

Particulars 1	UACS CODE 2	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Remarks (as of June 30, 2019) 14
		1st Quarter 3	2nd Quarter 4	3rd Quarter 5	4th Quarter 6	Total 7 = (3+4+5+6)	1st Quarter 8	2nd Quarter 9	
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced	301000000								
1. Productivity Toolbox (ISTIV Plus(SIB), ISTIV Bayanihan, Service Quality for H & R Industry, 5S, Green Productivity , Productivity 101 and other orientations) to improve workers' capacity and enterprise competitiveness		> 2,400	> 3,600	> 3,600	> 2,400	> 12,000 MSMEs oriented/trained	> 3,432 MSMEs were provided productivity orientations/ trainings (28.6%)	> 6,148 MSMEs were provided productivity orientations/ trainings (51.2%)	> 9,580 MSMEs were provided productivity orientations/ trainings (80%)
		> 1,664	> 2,496	> 2,496	> 1,664	> 8,320 MSMEs oriented	> 2,398 MSMEs benefitted from productivity orientations with 4,198 participants benefitted (28.8%)	> 4,681 MSMEs benefitted from productivity orientations with 7,590 participants benefitted (56%)	> 7,079 MSMEs benefitted from productivity orientations with 11,788 participants benefitted (85%)
		> 736	> 1,104	> 1,104	> 736	> 3,680 MSMEs trained	> 1,034 MSMEs benefitted from productivity trainings with 2,222 participants benefitted or (28.1%)	> 1,467 MSMEs benefitted from productivity trainings with 2,543 participants benefitted or (40%)	> 2,501 MSMEs benefitted from productivity trainings with 4,765 participants benefitted or (28.1%)
		-	> 720	> 720	> 400	> 50% or 1,840 MSMEs trained with PIP/action plans implemented	> 13 MSMEs trained with PIP/action plans implemented (0.7%)	> 246 MSMEs trained with PIP/action plans implemented (13%)	> 259 MSMEs trained with PIP/action plans implemented (14%)
		-	> 48	> 64	> 48	> 160 terminal reports documented/implemented/ submitted	> scheduled to be done starting Q2 (no target for Q1)		
		> 80	> 320	> 320	> 800	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 212 MSMEs provided with technical assistance on designing productivity based incentive schemes (27%)	> 370 MSMEs provided with technical assistance on designing productivity based incentive schemes (46%)	> 582 MSMEs provided with technical assistance on designing productivity based incentive schemes (73%)
		> 16	> 48	> 48	> 32	> 144 MSMEs assisted with productivity-based incentive schemes installed		> 25 MSMEs assisted with productivity-based incentive schemes installed	> 25 MSMEs assisted with productivity-based incentive schemes installed (17%)
		> 16	> 48	> 48	> 32	> 144 MSMEs implementing Tier 2 documented		> 21 MSMEs implementing Tier 2 documented	> 21 MSMEs implementing Tier 2 documented (15%)
> Customer Satisfaction Rating (CSM)						> 100% of clients who rate technical advice as satisfactory or better on the ff.:			
						a) Training / Orientation	> 99.86% of 2,219 respondents rated course content, materials and trainer satisfactory or better	> 100% of 2,537 respondents rated course content, materials and trainer satisfactory or better	> 100% of 4,756 respondents rated course content, materials and trainer satisfactory or better
						b) Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,622 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 962 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 2,584 respondents rated satisfactory or better from the information and technical assistance provided

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	
> Spot Audit Report						> 100% of request for legal advice acted upon within 5 days from receipt of requests	> 100% of 70 requests for legal advice acted within 5 days from receipt of request	> 100% of 61 requests for legal advice acted within 5 days from receipt of request	> 100% of 131 requests for legal advice acted within 5 days from receipt of request
2. Development/ Upgrading of Modules: - Work-Life Balance for Workplace Productivity - QC Tools - ISTIV-PAP		> Concept note prepared	> Session plan developed	> Modules revised/ finalized > Modules deployment		> 3 training modules developed/ upgraded	> Concept notes prepared/ approved > Development of modules on-going	> Module developed/presented on April 11 & 15, May 7 & 17 and June 11, 2019 > Module developed/presented on April 12, May 6, June 7 & 14, 2019 > Module developed/presented May 10, & 23, and June 18, 2019	
3. Development of four (4) 1- hour sessions: a. Six Sigma b. Time Management c. Total Quality Management (TQM) d. Just In Time (JIT)							> Sessions presented to the Directorate on the following: a) Six Sigma - Jan. 25, Feb. 8, and March 6, 2019 b. Time Management - March 6, 26 & 28, 2019 c. TQM - Jan. 29, 2019 d. Just In Time (JIT) - Jan. 29, Feb. 8, March 6 & 27,	> Sessions presented to the Directorate on the following: a) Six Sigma - April 23 and May 6, 2019 b) TQM - April 6 & 29, May 6 & 29, 2019 c) JIT - May 7 & 17, 2019, 29, 2019 > Additional modules developed and presented : a) HCCP - May 9 & 23, June 6 & 27, 2019 b) GMP - May 9 & June 20, 2019 & 27, 2019	
4. Capacity Building on QC Tools, Upgraded Training Modules and SLEs							> Draft project proposal submitted to TSD Director		
5. Learning Sessions on Wages and Productivity		> 2 learning sessions conducted	> 4 learning sessions conducted	> 3 learning sessions conducted	> 3 learning sessions conducted	> 12 Learning sessions on wages productivity and labor market-related topics/ concerns conducted	> 5 learning sessions conducted benefitting 259 participants (Male: 52, Female 207 from 132 companies	> 5 learning sessions conducted benefitting 214 participants (Male: 47, Female :167 from 114 companies	> 10 learning sessions conducted benefitting 473 participants (Male: 99, Female; 374 from 246 companies
6.) 2019 Productivity Olympics		> PO regional level monitored	> Briefing of NSC and NJP members conducted	> Evaluation & screening conducted			> Technical assistance to RBs provided > On-line and face-to-face orientation via skype to	> 149 Regional Winners awarded > TWG-PO consensus review conducted June 26-28, 2019	> Awarded on the ff. dates: RB I- June 28, 2019 RB II- June 21, 2019 RB III - June 28, 2019 RB IV-B - May 22, 2019

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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter			
<p><i>Fair and reasonable minimum wages in accordance with law ensured</i></p> <p>A. Wage Regulatory Program</p> <p>1. TIER 1</p> <p>a) Review/monitoring of socio economic situation in the region</p> <p>b) Conduct of wage consultations/ public hearings/board deliberations</p> <p>c) Issuance of Wage Orders (WOs) / Implementing Rules (IRRs)</p> <p>> 100% wage rates above the 2012 Poverty Threshold</p> <p>> 95% of wage rates above the 2015 Poverty Threshold based on 83 MWRs(as of Dec. 2018)</p> <p>d) Minimum Wage for Domestic Workers (DW)</p> <p>2. TIER 2</p> <p>a) Issuance of wage advisories (as necessary)</p> <p>3. Facility Evaluation (FE) / Time and Motion Studies (TMS)</p>		<p>> Criteria, mechanics and guidelines disseminated</p> <p>> 1 report prepared</p>	<p>> National finalists selected</p> <p>> Awarding conducted</p> <p>> 1 report prepared</p>	<p>> 1 report prepared</p>	<p>> 1 report prepared</p>	<p>> 4 reports prepared</p> <p>> 32 wage consultations/ public hearings/ board deliberations conducted as necessary</p> <p>> as necessary</p> <p>> 100% of wage rates above 2012 poverty threshold but not exceeding the average wage levels</p> <p>> 95% of wage rates above 2015 poverty threshold but not exceeding the average wage levels</p>	<p>> PO regional Focal Persons conducted</p> <p>> PO criteria, mechanics and guidelines prepared and disseminated Feb. 20, 2019</p> <p>> 1st quarter narrative report being drafted</p> <p>> 10 public hearings/consultations conducted with 854 participants (Male: 336 and Female: 518) with the ff. breakdown: - CAR- 2 wage consultations for DW - RB I - 2 public hearings (Regular and DW) - RB- VI - 2 public hearings - RB XIII - 4 public hearings</p> <p>> 1 wage order issued (RB XIII)</p> <p>> 2 dom work wage orders issued (RBs: I & CAR)</p> <p>> 100% of 33 FE applications/ requests from firms with complete documents acted upon - 21 out of 33 or 63.6% FE orders issued</p>	<p>> NSC & NJP Briefing conducted June 20, 2019</p> <p>> 1st quarter narrative report submitted</p> <p>> 2nd quarter report drafted</p> <p>> 5 public hearings/consultations conducted with 1,035 participants (Male: 316 and Female: 719) with the ff. breakdown: - VIII - 2 public consultations - IV-A - 3 public consultations</p> <p>> 1 wage order issued (RB I)</p> <p>> 1 domwork wage order issued (RB VI)</p> <p>> RB I wage advisory presented to the Commission awaiting publication</p> <p>> 100% of 34 FE applications/ requests from firms with complete documents acted upon - 27 out of 34 or 79.4% FE orders issued</p>	<p>RB V- June 25, 2019 RB VI - July 1, 2019 RB VII - May 24, 2019 RB VIII - May 24, 2019 RB IX- June 12, 2019 RB X - May 31, 2019 RB XI - June 6, 2019 RB XII - May 15, 2019 RB XIII - May 1, 2019</p> <p>> RBs NCR, CAR & IV-A awarding scheduled on July 4, July 23, and October 2019 respectively</p> <p>> 15 public hearings/consultations conducted with 1,889 participants (Male: 652 and Female: 1,237)</p> <p>> 2 wage orders issued (RBs: I & XIII)</p> <p>> 92 out of 92 rates or 100% of wage rates above the 2012 PT</p> <p>> 80 out of 83 MWRs or 96.4% of wage rates above the 2015 poverty threshold</p> <p>> 3 dom work wage orders issued (RBs: CAR, I & VI)</p> <p>> 100% of 55 FE applications/ requests from firms with complete documents acted upon - 48 out of 55 or 87.3% FE orders issued</p>		


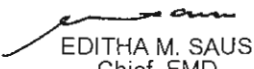
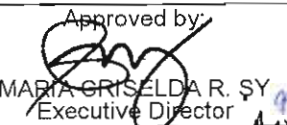
Particulars	UACS CODE	Physical Targets					Physical Accomplishments (% of 1st Quarter Target)	Physical Accomplishments (% of 2nd Quarter Target)	Remarks (as of June 30, 2019)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	
4. D.O 118-12 (Rules and Regulations Governing the Employment and Working Conditions of Drivers)							> 100% of 15 TMS applications/ requests from firms with complete documents acted upon - 9 out of 15 or 60% piece rate/production	> 100% of 18 TMS applications/ requests from firms with complete documents acted upon - 16 out of 18 or 88.9% piece rate/production	> 100% of 27 TMS applications/ requests from firms with complete documents acted upon - 25 out of 27 or 92.6% piece rate/production
5. Resolution on Wage and Exemption Cases							> 100% of 13 applications/requests with complete documents acted upon	> 100% of 59 applications/requests with complete documents acted upon	> 100% of 72 applications/requests with complete documents acted upon
a) Cases resolved within the 45 days from receipt of application for exemption filed with the Regional Boards						> 98% disposition rate	> 100% disposition rate (20 out of 20 applications for wage exemption disposed)	> No application received for the period	> 100% disposition rate (20 out of 20 applications for wage exemption disposed)
b) Appeals on Wage Order / Exemption cases filed with the Commission						> 98% disposition rate	> No appeals on wage order/ exemption received for the period	> 1 appeal on wage order received	> Appeal was received 16 May 2019, still within 60 day reglementary period
6. Tamang Kaalaman sa Kita at Kakayahan (T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> 103,128 clients (38%) reached thru advocacy information services on the ff.: - Public information - 7,080 assistance - IEC materials - 35,285 - Wage clinique/ seminar/public fora 4,747 - Mass media - 56,016	> 100,477 clients (37%) reached thru advocacy information services on the ff.: - Public information - 5,531 assistance - IEC materials - 34,079 - Wage clinique/ seminar/public fora 5,096 - Mass media - 55,771	> 203,605 clients (75%) reached thru advocacy information services on the ff.: - Public information - 12,611 assistance - IEC materials - 69,364 - Wage clinique/ seminar/public fora 9,843 - Mass media - 111,787
> Development, Production and Dissemination of IEC Materials							> Prepared and disseminated January & February 2019 Infographics		
a) Press conference/briefings		> 4	> 4	> 4	> 4	> 16 press conference/ briefings conducted	> 2 press conference/ briefings conducted	> 9 press conference/ briefings conducted	> 11 press conference/ briefings conducted (68%)
b) Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 15 press releases (31%)	> 9 press releases (18%)	> 24 press releases (50%)
c) Radio/TV guestings/interviews						> 100% of requests attended	> 100% of 28 requests attended	> 100% of 40 requests attended	> 100% of 68 requests attended
d) Good news reporting		> 9	> 9	> 9	> 9	> 36 good news reports submitted	> 15 good news reports (41%) submitted	> 10 good news reports (27%) submitted	> 25 good news reports (69%) submitted
e) NWPC Bulletin/News Letter		> 3	> 3	> 3	> 3	> 12 NWPC Bulletin/News Letter prepared/disseminated	> 3 NWPC Bulletin/News Letters prepared/disseminated (100%)	> 2 NWPC Bulletin/News Letters prepared/disseminated	> 5 NWPC Bulletin/News Letters prepared/disseminated
f) 2018 Compendium of WOs/IRRS			> Compendium posted in the website			> 2018 Compendium posted in the website	> Copies of WO/IRRS consolidated approved	> June Bulletin for approval > Creation of links in the website completed, for presentation to Directors for approval	

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g) Corporate give aways						> 3 corporate give aways	> Concept note approved on 6 March 2019	> 4 Corporate give aways status : a) Heating Pad - design approved on April 30, 2019 - procurement on going b) Herbal Soap - procurement process on going c) Hoodie Jacket - logo design approved - production on-going - awarded to MCRG on 22 May 2019 d) Eco-bag - logo design approved - production on-going - awarded to PIO Mktg. on 13 June 2019	
h) AVPs						> 1 AVP developed	> Concept note approved on 6 March 2019		
STRENGTHEN RESEARCH AND DATABASE TO SUPPORT POLICY DEVELOPMENT									
Conduct of Research 1 Process Evaluation of the Productivity Toolbox and Survey of Beneficiaries		> Documentation of key information interviews > Data analysis and report writing					> Key informant/interview/focus group discussions conducted in the ff. regions: - NCR (Jan. 10) - III - (Feb 7-8) - IV-A - (Jan. 30) > Survey results validated > Analyzed, prepared and submitted statistical tables and graphs > Research report submitted submitted to ED 28 March 2019		
2 Productivity Improvement Programs and Gainsharing Schemes Survey (ISLE Rider Survey)					> Initial output tables from PSA received > Survey and output report analysis > Presentation of results to Directorate		> Monitored status of survey conducted by PSA	> Monitoring on the status of survey conducted by PSA on going	
3. Productivity Briefs		> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Productivity briefs prepared	> Report/analysis on the Philippine performance on productivity prepared and submitted	> Productivity Briefs posted in the NWPC website on June 14, 2019	
4. Inputs to the Assessment of the Minimum Wage Policy		> Development of TOR > Engagement of Experts > Data gathering	> Preliminary report > Presentation of reports to the Commission	> Validation workshops	> Finalization of reports > Submission of report to the Secretary and Congress		> TOR/Concept note approved > Mr. Daniel Kostzer and Mr. Emmanuel Esguera identified as experts > Data sets provided to the experts	> Contracts and TOR developed and signed on 27 June 2019 > Concept/design of stakeholder's consultation prepared	Third party assessment, funding and technical assistance c/o ILO

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5. Evaluation of the Implementation of Tier 2		> Concept note prepared > FGD guide prepared	> Site visits and FGDs conducted > Research report prepared/				> Preparations for the country visit of Mr. Daniel Kostzer undertaken > Concept note prepared > 3 Focus Group Discussions conducted in the ff. regions - NCR - March 19, 2019 - Region III- March 28-29,2019 - Region IV-A -March 26, 2019 > Highlights of report and transcription for NCR and IV-A drafted > Transcription of proceedings on-going	> Highlights of the FGDs presented to the Directorate > Enhanced FGD guide prepared	
6. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity						> Comments/ position technical papers on legislative bills/news articles/ policy reforms on wages and productivity prepared/ submitted as necessary/ requested (as necessary/required)	> Incorporated data on MW Compliance for 2018 in the draft position paper on SB 2205	> Provided technical comments/data to Senate Bill 2005- Rationalization of Wage Levels as a National of Industrial Basis > Report on the Highlights of the Phil. Quality Award for Public Sector submitted to Sec. Bello on April 12, 2019 > Speech of Sec. Bello for the 2019 Regional Convention of Quality Circles in Cagayan de Oro City on July 18-19, 2019 prepared	
7 Maintenance/review of wages and productivity databases						> Wages and productivity databases maintained	> Provided LP stat for productivity brief Agri Fishery and Forestry national and regional data and ASEAN countries > Provided statistical data for the Assessment of Min.Wage Policy - GDP by Industrial Origin - GDP by Income Approach - GRDP Per Capita	> Wages and productivity databases maintained	
INSTITUTIONAL SUPPORT									
1 Integrity Development Program		> Report submitted	> Report submitted	> Report submitted	> Report submitted	> 4 reports submitted	> 1st quarter report submitted to DOLE-LS on 4 April 2019	> 2nd quarter report submitted to DOLE-LS on 3 July 2019	
2 Gender and Development (GAD) Plan		> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted	> GAD programs and projects implemented/ conducted		> Attended the Women's Month celebration at PICC Complex participated by GAD Focal 8 March 2019		
GENERAL ADMINISTRATION AND SUPPORT									
1. Quality Management Systems (QMS) Implementation QMS Audit							> Monitoring of compliance to the agreed corrections/ corrective actions on audit findings conducted		

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> Health, Safety and Welfare Program > Employees Benefits/ Awards/Incentives b) Personnel Management Services c) PRAISE d) PRIME-HRM 4. Financial Management a) Financial Workshop b) Allotment Utilization c) Cash Utilization Others > NWPC 30th Founding Anniersary							> 1 foreign training participated by 1 female officer in Indonesia on March 26-28, 2019 > On going BAC deliberation for the conduct of annual physical examination > 2 loyalty awards processed > 169 NOSA prepared/ disseminated > 6 NOSI prepared/ disseminated > 1 appointment processed/ issued > Financial workshop on closing of books conducted Jan.23-25, 2019 at Armada Hotel, Manila as of March. 2019 > Allotment utilized PS- 92% MOOE - 100% CO - Total - 84% > 100% cash utilization base on cash program > Monthly Flash Performance reports submitted to DOLE-FMS > 1st quarter BFAR submitted on April 29, 2019	> 2 foreign trainings participated by 2 female employees in Taipei on March 27-31 & June 10-21, 2019 > Annual Physical Examination conducted 8 May 2019 > 1 loyalty award being processed > 1 appointment processed/ issued > as of June 2019 Allotment utilized PS- 48% MOOE - 40% CO - 36% Total - 45 % > Received eNGAS/eBudget System Gallantry Award from COA on June 19, 2019 > 98% cash utilization base on cash program > Monthly Flash Performance reports submitted to DOLE-FMS > 2nd quarter BFAR for submission > Preparation Activites completed: - AVP of awardees (Usec.Ciriaco A. Lagunzad III, Ms. Carmelita M. Pineda, Juan A. Quintos) - Administrative/logistics preparations > Speech/Message of Sec. Bello and ED Sy for the NWPC 30th Founding Anniversary prepared > NWPC 30th Founding Anniversary scheduled on July 5, 2019 at PICC, Manila	> 3 foreign trainings participated by 3 female employees : (1) in Indonesia and (2) in Taipei Waiting for CSC's approval Waiting for the awarding of the PRIME HRM -Level 2 Bronze
Prepared by:	In coordination with :		Approved by:		Date:				
 LOURDES M. SECILLANO Chief, PID	 EDITHA M. SAUS Chief, FMD		 MARIA GRISELDA R. SY Executive Director						