

QUARTERLY PHYSICAL REPORT OF OPERATIONS
as of June 30, 2020

BFAR




Department Department of Labor and Employment
Agency National Wages and Productivity Commission
Operating Unit Central Office
Organization Code (UACS) 16 006 01 00000

FM-NWPC-PID-06
Revision 0
17 August 2015

Particulars	UACS CODE	Physical Targets					Physical Accomplishments		Physical Accomplishments		Remarks (as of June 30, 2020)
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter			
1	2	3	4	5	6	7 = (3+4+5+6)	8	9			
ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced	301000000										
1. Productivity Toolbox (ISTIV PAP, ISTIV Bayanihan, ISITV Plus SIB, Service Quality, 5S/7S, Lean Management, Retail Service, Green Productivity and other orientations) to improve workers' capacity and enterprise competitiveness		> 1,690	> 2,534	> 2,534	> 1,690	> 8,448 MSMEs oriented/trained	> 2,844 MSMEs were provided productivity orientations/training (33.6%)	> 1,276 MSMEs were provided productivity orientations/training (15%)	> 4,120 MSMEs were provided productivity orientations/training (48.7%)		
		> 1,248	> 1,872	> 1,872	> 1,248	> 6,240 MSMEs oriented	> 2,399 MSMEs benefitted from productivity orientations with 3,064 participants (38.4%)	> 1,003 MSMEs benefitted from productivity orientations with 1,167 participants (16%)	> 3,402 MSMEs benefitted from productivity orientations with 3,064 participants (55%)		
		> 442	> 662	> 662	> 442	> 2,208 MSMEs trained	> 445 MSMEs benefitted from productivity trainings with 893 participants (20%)	> 273 MSMEs benefitted from productivity trainings with 299 participants (12%)	> 718 MSMEs benefitted from productivity trainings with 1,192 participants (32%)		
		-	-	> 400	> 263	> 30% or 663 MSMEs trained with PIP/ action	> 0.75% or 5 MSMEs trained with PIP/ action plans implemented	> 0.30% or 2 MSMEs trained with PIP/ action plans implemented	> 1.05% or 7 MSMEs trained with PIP/ action plans implemented		
		> 100%	> 100%	> 100%	> 100%	> 100% of clients who rated technical advice as satisfactory or better on the following:					
						a. Training/Orientation	> 100% of 888 respondents rated course content, materials, and trainer as satisfactory or better	> 100% of 299 respondents rated course content, materials, and trainer as satisfactory or better	> 100% of 1,187 respondents rated course content, materials, and trainer as satisfactory or better		
						b. Information and Technical Assistance (walk-in clients/ Learning Session)	> 100% of 1,636 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 1,225 respondents rated satisfactory or better from the information and technical assistance provided	> 100% of 2,861 respondents rated satisfactory or better from the information and technical assistance provided		
						> 100% of request for legal advice acted upon within 5 days from receipt of requests	> 100% of 10 requests for legal advice acted within 5 days from receipt of request		> 100% of 10 requests for legal advice acted within 5 days from receipt of request		
Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		> 35	> 139	> 139	> 35	> 348 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 189 MSMEs provided with technical assistance on designing productivity-based incentive schemes (45.7%)	> 159 MSMEs provided with technical assistance on designing productivity-based incentive schemes (54.3%)	> 348 MSMEs provided with technical assistance on designing productivity-based incentive schemes (100%)		
				> 8	> 8	> 16 policy advocacy sessions on PBIS conducted (1 per RB)		> 4 MSMEs assisted with PBIS installed	> Presentation materials developed; finalization ongoing		
2. Development and Delivery of Online Courses on Productivity											
a. Development of Webinar Courses											
1. Work Life Balance											
2. 7S of Good Housekeeping: Setting the Pathway to A Safe Workplace in the Period of Pandemic											
3. Leaner Management in the New Normal											
4. Guide to Starting & Growing Your Online Business											
5. Work Ethics of a Productive Worker											
6. BCP for MSMES											
7. Green Productivity											
b. Conduct of Webinars											
1. Work Life Balance											
2. 7S of Good Housekeeping: Setting the Pathway to A Safe Workplace in the Period of Pandemic											
3. Leaner Management in the New Normal											
4. Guide to Starting & Growing Your Online Business											
5. Work Ethics of a Productive Worker											
6. BCP for MSMES											
7. Green Productivity											
3. 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	> 2 Learning Sessions conducted benefitting 145 participants from 72 companies (32 male and 113 female)	> 2 Learning Sessions conducted benefitting 145 participants from 72 companies (32 male and 113 female)	> 2 Learning Sessions conducted benefitting 145 participants from 72 companies (32 male and 113 female)		

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4. 2020 Productivity Conference			> Concept note approved	> Conference conducted	> Report prepared		> Concept note prepared and presented to directorate > Contract with suppliers for the event finalized and signed	> Concept for online webinar series approved by the directorate > Letters to speakers sent to DOLE for Secretary's signature	> Online webinar series to be conducted from September to November 2020 in lieu of the one day conference approved	
ORGANIZATIONAL OUTCOME 2: Fair and reasonable minimum wages in accordance with law ensured										
1. Tier 1										
a. Review/monitoring of socio-economic situation in the region		> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared	> 1 report prepared (4th Quarter of 2019)	> 1 report drafted (2nd Quarter of 2020)		
b. Conduct of wage consultations public hearings/ board deliberations						> 32 wage consultations/ public hearings/ board deliberations conducted, as necessary	> 6 public hearings/consultations conducted with 271 participants (112 male and 159 female) - 2 on regular wage order - 4 on domestic worker wage order	> No public hearings/consultations conducted	> 6 public hearings/consultations conducted with 271 participants (112 male and 159 female) - 2 on regular wage order - 4 on domestic worker wage order	
c. Issuance of Wage Orders (WOs)/ Implementing Rules and Regulations (IRRS)						> Wage Order issued (as necessary)	> 1 wage order issued (RB II)		> 1 wage order issued (RB II)	
> 100% of wage rates above the 2012 poverty threshold						> 100% of wage rates above the 2012 poverty threshold but not exceeding the average wage levels			> 93 out of 93 rates or 100% of wage rates above the 2012 poverty threshold	
> 98% of wage rates above the 2015 poverty threshold based on 78 MWRS (as of December 2019)						> 98% of wage rates above the 2015 poverty threshold but not exceeding the average wage levels	> 70 out of 71 rates or 98.59% of wage rates above the 2015 poverty threshold		> 70 out of 71 rates or 98.59% of wage rates above the 2015 poverty threshold	
> 40% of wage rates above the 2018 poverty threshold						> 40% of wage rates above the 2018 poverty threshold but not exceeding the average wage levels	> 29 out of 70 rates or 41.43% of wage rates above the 2018 poverty threshold		> 29 out of 70 rates or 41.43% of wage rates above the 2018 poverty threshold	
d. Minimum wage for domestic workers						> Wage order for domestic workers issued (as necessary)	> 2 wage orders for domestic workers issued (RBs: II & XII)		> 2 wage orders for domestic workers issued (RBs: II & XII)	
2. Tier 2										
a. Issuance of Wage Advisories						> as necessary				
3. Facility Evaluation (FE)/ Time and Motion Studies (TMS)		> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of 16 FE applications/requests from firms with completed documents acted upon - 12 out of 16 or 75% FE orders issued	> 100% of 4 FE applications/requests from firms with completed documents acted upon - No FE orders issued	> 100% of 20 FE applications/requests from firms with completed documents acted upon - 12 out of 16 or 60% FE orders issued	
4. Part-Fixed and Part-Performance Based Compensation Scheme in the PUB Industry		> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of requests with complete supporting documents acted upon	> 100% of 3 TMS applications/requests from firms with completed documents acted upon - 2 out of 3 or 66.7% piece rate/production	> 100% of 5 TMS applications/requests from firms with completed documents acted upon - 5 out of 5 or 100% piece rate/production	> 100% of 8 TMS applications/requests from firms with completed documents acted upon - 7 out of 8 or 87.5% piece rate/production	
5. Resolution on Wage Exemption Cases										
a. Cases resolved within the 45 days from receipt of application for exemption filed with the Regional Boards						> 98% disposition rate	> 100% disposition rate (2 out of 2 applications for wage exemption disposed)	> 100% disposition rate (23 out of 23 applications for wage exemption disposed)	> 100% disposition rate (25 out of 25 applications for wage exemption disposed)	
b. Appeals on Wage Order/ Exemption cases filed with the Commission						> 98% disposition rate	> No appeal on wage order and exemption received for the period	> No appeal on wage order and exemption received for the period	> No appeal on wage order and exemption received for the period	
6. Tamang Kaalaman sa Kita at Kakayahan (T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> 79,399 (29%) clients reached thru information advocacy services on the following: - 4,365 public information assistance - 13,289 IEC materials - 4,306 wage clinics/seminar/public fora - 57,439 mass media	> 59,730 (22%) clients reached thru information advocacy services on the following: - 3,987 public information assistance - 9,775 IEC materials - 4,781 wage clinics/seminar/public fora - 45,493 mass media	> 79,399 (52%) clients reached thru information advocacy services on the following: - 8,352 public information assistance - 23,064 IEC materials - 4,781 wage clinics/seminar/public fora - 102,932 mass media	
a. Development, Production and Dissemination of IEC Materials										
1. Press conference/briefings		> 4	> 4	> 4	> 4	> 16 press conference/briefings conducted	> 3 press conferences/briefings conducted	> 1 press conference/briefing conducted	> 4 press conferences/briefings conducted (25%)	
2. Press/media releases		> 12	> 12	> 12	> 12	> 48 press releases	> 12 press releases (25%)	> 11 press releases (23%)	> 23 press releases (48%)	
3. Radio/TV guestings/interviews						> 100% of requests attended	> 100% of 43 requests attended	> 100% of 21 requests attended	> 100% of 64 requests attended	
4. Good news reporting		> 9	> 9	> 9	> 9	> 36 good news submitted	> 13 good news submitted (36%)	> 12 good news submitted (33%)	> 25 good news submitted (69%)	

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5. News bulletin		> 3	> 3	> 3	> 3	> 12 news bulletins	> 3 news bulletins prepared/disseminated (100%)	> 3 news bulletins prepared/disseminated (100%)	> 6 news bulletins prepared/disseminated (100%)	
6. Corporate giveaways				X	X	> 3 corporate giveaways	> Concept note approved	> Designs for corporate giveaways approved > Procurement process conducted		
Strengthen research and database to support policy development										
Conduct of Research										
1. Assessment on the Implementation of the Minimum Wage Policy (on extension)						> Reports reviewed and data/inputs provided	> Report reviewed and provided comments/inputs (January 15)	> Prepared brief of MWP assessment TOR for NEDA (June 25) > Report reviewed and provided comments/inputs (April 21)		
2. Assessment of the Time and Motion Study and Facility Evaluation Phase 2 (with ILS)						> Research proposal reviewed		> Reviewed and submitted the CSM form re: NWPC-ILS partnership on FE/TMS Study		
3. Development of Empirical Framework for Setting Minimum Wages of Domestic Workers (a continuation)			> Draft empirical framework from PSRTI reviewed					> Letter submitted to PSRTI re: prospective consultants and inclusion of the on line capacity building activity in the consultant's TOR		
4. A Study on Prevailing Wages among BMBEs		> Concept note prepared	> Research instruments prepared	> Report prepared			> Concept note prepared > Research instruments prepared > Coordinated with DTI for list of target BMBEs	> Research instruments finalized > On-going coordination with DTI for list/e-mail addresses of target BMBEs		
5. Desk Research on Emerging Work Arrangements and the Possibility of Having Hourly Minimum Wages Targeting Wage Growth Study							> Concept note prepared	> Report presentation to ILO Wage expert (twice) > Research report submitted to ED (May 25)		
6. Review on the Criteria and Mechanics of the 2021 Productivity Olympics			> Concept note prepared	> Assessment report prepared	> Revised criteria and mechanics prepared		> Issues/comments/suggestions from RTWPBs, NSC, NJP, TWG, and other stakeholders during the 2019 Productivity Olympics consolidated and reviewed	> Initial draft review of the PO criteria, mechanics, and guidelines prepared		
7. Productivity Improvement Program and Gainsharing Practices (PIP/GS Survey)		> Collaboration with PSA for the conduct of ISLE Rider Survey	> Questionnaire prepared	> Analysis of survey results conducted	> Report prepared and presented		> Coordinated with PSA for the conduct of ISLE Rider Survey Questionnaire revised	> Online survey questionnaire prepared > Letters sent to partners requesting for assistance in the deployment of online survey	> Online survey deployed	
8. Amendatory bill to Productivity Incentives Act of 1990 or R.A. 6971		> Meeting/round table discussions conducted	> Proposed amendments prepared	> Assessment report prepared	> Revised criteria and mechanics prepared		> Amendatory bill drafted and submitted to BLR for deliberation of TIPC, Labor and Employment Committee of House of Representatives, and the Office of Senator Villanueva	> Amendatory bill still for deliberation (delayed due to the implementation of ECQ)	> Amendatory bill drafted and submitted for deliberation of TIPC, House of Representatives, and Senate)	
9. Comments/Position/Technical Papers on Legislative Bills/Measures on Wages and Productivity						> Comments/position technical papers on legislative bills/news articles/policy reforms on wages and productivity prepared/submitted (as necessary/requested)	> On House Bill No. 6660 An Act Granting Hazard Pay to Workers: Provided estimates for average hazard pay for workers in critical industries using the 2018 Labor Force Survey - PUF	> Prepared and submitted position paper for House Committee on Labor and Employment re: National Minimum Wage Bills		
10. Maintenance/review of wages and productivity databases		> National/regional infographics updated	> National/regional infographics updated	> National/regional infographics updated	> National/regional infographics updated	> Wages and productivity databases maintained	> National/regional infographics updated	> National/regional infographics updated	> National/regional infographics updated	
		> Philippine labor productivity maintained	> Philippine labor productivity maintained	> Philippine labor productivity maintained	> Philippine labor productivity maintained		> Data on total hours worked updated for ILO-related project on GDP and GRDP growth rate for 2010 and 2014-2018 submitted to DED as input for the comments on NMF Data on labor productivity at current prices from 2014-2019 and at constant prices provided as input for the comments on National Minimum Wage Fixing	> Data on GDP by income and expenditure approach 2010-2015 provided > Total hours worked for Wages-Industry computed and analyzed > Labor productivity growth rate by industry and by region for 2009, 2012, 2015 prepared and submitted as input for WPRD's study with ILO on minimum wage fixing > Statistical data on GDP by expenditure Share, capital formation processed and submitted to DED for reference of ILO consultant	> Philippine labor productivity statistics and other productivity related statistics (eg. GDP, GRDP, FDI) 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	> 2nd quarter report submitted to DOLE-LS		
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		> Participated in the Women's Month Celebration through the following initiatives: - Purchased/disseminated women's shirt - Displayed tarpaulin/banner with PCW's logo > 2019 GAD-AR submitted to PCW thru GMMS (online) on 28 February 2020 > PCW endorsed NWPC 2020 GAD Plan and			

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GENERAL ADMINISTRATION AND SUPPORT 1. Quality Management Systems (QMS) Implementation and QMS Audit 2. Planning and Management Information System a. CorPlan/ MYP/ YEPA b. Implementation of the 2020 NWPC ISSP 3. Administrative Services a. Human Resource Development 1. Staff Development Program 2. Health, Safety and Welfare Program Employees Benefits/Awards/Incentives b. Personnel Management Services c. PRIME-HRM 4. Financial Management a. Financial Management b. Allotment Utilization c. Cash Utilization		> Corporate planning conducted > Procurement recommendation prepared > Trainings/ seminars facilitated conducted > Workshop conducted > 100% of NCA for the quarter > Reports submitted	> Bidding docs prepared > Trainings/ seminars facilitated conducted > 100% of NCA for the quarter > Reports submitted	> Trainings/ seminars facilitated conducted > 100% of NCA for the quarter > Reports submitted	> Trainings/ seminars facilitated conducted > 100% of NCA for the quarter > Reports submitted	> 100% fund utilization > 100% cash utilization	Budget received on 03 March 2020 > Monitoring of compliance to the agreed corrections/corrective actions on audit findings conducted > CO-RB planning conducted on 12-13 February at the Diamond Hotel Manila > Anti-virus purchased > Ongoing bid process on firewall & adobe cloud applications > Zoom apps purchase (CO only) > Inventory & Asset System ongoing preparation for bid > 2 local trainings availed and organized at Central Office a. 1 internal training organized benefitting 38 participants (6 male and 32 female) b. 1 external training attended/participated by two employees (both female) > No foreign training availed within the covered period > On going BAC deliberation for the conduct of annual physical examination > 170 NOSA prepared/disseminated > 3 appointments processed/issued > Financial workshop on closing of books conducted on 20-24 January 2020 at the Golden Phoenix Hotel in Manila > Allotment utilized as of March 2020 - PS: 21% - MOOE: 18% - CO: 0% - Total: 19% > 86% cash utilization based on cash program > Monthly Flash Performance Reports submitted to DOLE-FMS > 1st quarter BFAR submitted on 29 April 2020	> Chatbot implemented > 2 local trainings availed and organized at Central Office a. 2 internal training organized benefitting 79 participants (18 male and 61 female) b. No external training availed since the start of ECQ > No foreign training availed within the covered period > Allotment utilized as of June 2020 - PS: 47% - MOOE: 31% - CO: 0% - Total: 41% > 74% cash utilization based on cash program > Monthly Flash Performance Reports submitted to DOLE-FMS > 2nd quarter BFAR drafted	> NWPC has started organizing and conducting online seminars or webinars to internal and external clients since May 2020 as a response to the COVID-19 pandemic > 170 NOSA prepared/disseminated > 3 appointments processed/issued > Waiting for the awarding of the PRIME-HRM Level 2 - Bronze	
Prepared by:		In coordination with:					Approved by:		Date:	
 JEROME P. LUCAS OIC-Chief, PID		 EDITHA M. SAUS Chief, FMD					 MARIA CRISELDA R. SY Executive Director		September 17, 2020	

fn: Planning/Agency Per. Reports 2020 Physical Report of Oper