

**QUARTERLY PHYSICAL REPORT OF OPERATION**  
As of September 30, 2021

**Department of Labor and Employment (DOLE)**

**Agency :**

**Central Office**

**Organization Code (UACS)**

Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance	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													
Outcome Indicators													
1. Percentage of trained MSMEs with productivity improvement program/action plan		-	8%	20%	12%	40%	1%	18%	37%		51%	11%	Q1: 10 out of 765* (1%) Q2: 438 out of 2,388* (18%) Q3: 1,205 out of 3,219* (37%) *Running total of MSMEs trained  51% or 1,653 out of 3,219 MSMEs trained with productivity improvement program/action plan implemented
2. Percentage of MSMEs assisted on productivity pay advisory with productivity incentive schemes		-	-	5%	7%	12%	-	1%	11%		12%*	-	Q2: 9 out of 471** (1%) Q3: 97 out of 862** (11%) **Running total of MSMEs trained  *Total: 12% or 106 out of 862 MSMEs assisted on PBIS with productivity incentive schemes
Output Indicators													
1. Number of MSMEs trained/oriented		1,800	2,700	2,700	1,800	9,000	3,409	7,317	3,036		13,762	4,762	A total of 153% MSMEs accomplishments
2. Percentage of clients who rated training/technical services as satisfactory or better		100%	100%	100%	100%	100%	100%	99%	100%		99%	-0.01	99% or 3,751 out of the 3,753 respondents rated services as satisfactory or better
3. Number of MSMEs provided with technical assistance on designing productivity based incentive schemes		-	100	200	500	800	96	375	391		862	62	A total of 108% accomplishments
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% (2012PT), 98.6% (2015PT), and 40% (2018PT)	100% (2012PT), 98.44% (2015PT), and 45.31% (2018PT)	100% (2012PT), 98.44% (2015PT), and 45.31% (2018PT)	100% (2012PT), 98.44% (2015PT), and 45.31% (2018PT)		100% (2012PT), 98.44% (2015PT), and 45.31% (2018PT)	-	- 100% or 93 out of 93 minimum wage rates above the 2012 poverty threshold (PT) - 98.44% or 63 out of 64 minimum wage rates above the 2015 poverty threshold (PT) - 45.31% or 29 out of 64 minimum wage

2. Percent of appealed cases on wage orders/ exemption cases resolved within the reglementary period/process cycle time of 60 days		-	-	-	-	98%	100%	-	-		100%	-	2 cases filed last year but resolved this year: > NWPC Case No. E-20-001; received 25 Nov 2020; resolved – 07 Jan 2021 > NWPC Case No. E-20-002 (case of execution of Supreme Court decision); received – 17 Nov 2020; resolved – 27 January 2021
Output Indicators													
1. Number of clients reached thru advocacy services		54,000	81,000	54,000	81,000	270,000	169,322	147,444	34,653		351,419	81,419	A total of 351,419 (130%) clients reached thru advocacy services
2. Number of wage orders issued, as necessary		As necessary	As necessary	As necessary	As necessary	As necessary	-	-	-		-	-	

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**Department of Labor and Employment (DOLE)**

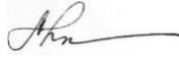
Agency :

Central Office

Organization Code (UACS)

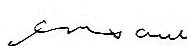
Particulars	UACS CODE	Physical Target (Budget Year)					Physical Accomplishment (Budget Year)					Variance	Remarks	
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
3. Percentage of wage cases resolved within forty-five (45) days upon receipt of application		-	-	-	-	98%	-	-	-		-		n/a	No application for wage exemption received

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QUARTERLY PHYSICAL REPORT OF OPERATIONS  
as of 30 September 2021

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	UACS CODE	Physical Targets					Total 7 = (3+4+5+6)	Physical Accomplishments			Remarks as of 30 September 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter		2nd Quarter	3rd Quarter		
1	2	3	4	5	6	7	8	9	10	11	
<b>ORGANIZATIONAL OUTCOME 1: Capacity of MSMEs to implement productivity improvement program enhanced</b>	301000000										
<b>Enterprise Productivity Improvement Program</b>											
1. Productivity Training Program (Productivity Toolbox: ISTIV PAP, ISTIV Bayanihan, ISTIV Plus SIB, Service Quality, 5S/7S, Lean Management, Retail Service Green Productivity, and other orientations) to improve workers' capacity and enterprise competitiveness		> 1,800	> 2,700	> 2,700	> 1,800	> 9,000 MSMEs oriented/trained	> 3,409 MSMEs were provided productivity orientations/training (38%)	> 7,317 MSMEs were provided productivity orientations/training (81%)	> 3,036 MSMEs were provided productivity orientations/training (34%)	> 13,762 MSMEs were provided productivity orientations/training (153%)	
		> 1,344	> 2,016	> 2,016	> 1,344	> 6,720 MSMEs oriented	> 2,644 MSMEs benefitted from productivity orientations with 3,290 participants (39%)	> 5,694 MSMEs benefitted from productivity orientations with 6,161 participants (85%)	> 2,205 MSMEs benefitted from productivity orientations with 1,350 participants (33%)	> 10,543 MSMEs benefitted from productivity orientations with 10,801 participants (157%)	
		> 456	> 684	> 684	> 456	> 2,280 MSMEs trained	> 765 MSMEs benefitted from productivity trainings with 969 participants (34%)	> 1,623 MSMEs benefitted from productivity trainings with 1,815 participants (71%)	> 831 MSMEs benefitted from productivity trainings with 971 participants (36%)	> 3,219 MSMEs benefitted from productivity trainings with 3,755 participants (141%)	
		-	-	> 570	> 342	> 912 or 40% of MSMEs trained with PIP/action plans implemented	> 1.30% or 10 out of 765 MSMEs trained with PIP/action plans implemented	> 18% or 438 out of 2,388* MSMEs trained with PIP/action plans implemented *Running total of MSMEs trained	> 37% or 1,205 out of 3,219* MSMEs trained with PIP/action plans implemented *Running total of MSMEs trained	> 51% or 1,653 out of 3,219* MSMEs trained with PIP/action plans implemented *Running total of MSMEs trained	
		> 100%	> 100%	> 100%	> 100%	> 100% of clients who rated technical advice as satisfactory or better on training/orientation	> 100% or 968 out of 968 respondents rated training services as satisfactory or better > 100% or 619 out of 619 respondents rated frontline services as satisfactory or better	> 99% or 1,812 out of 1,814 respondents rated training services as satisfactory or better > 100% or 234 out of 234 respondents rated frontline services as satisfactory or better	> 100% or 971 out of 971 respondents rated training services as satisfactory or better > 100% or 195 out of 195 respondents rated frontline services as satisfactory or better	> 99% or 3,751 out of 3,753 respondents rated training services as satisfactory or better > 100% or 1,048 out of 1,048 respondents rated frontline services as satisfactory or better	
2. Technical Assistance on designing productivity performance-based incentive schemes (Tier 2)		> 80	> 320	> 320	> 80	> 800 MSMEs provided with technical assistance on designing productivity based incentive schemes	> 97 MSMEs provided with technical assistance on designing productivity-based incentive schemes (12%)	> 371 MSMEs provided with technical assistance on designing productivity-based incentive schemes (47%)	> 394 MSMEs provided with technical assistance on designing productivity-based incentive schemes (49%)	> 862 MSMEs provided with technical assistance on designing productivity-based incentive schemes (108%) > Adjustment made due to system error	
3. Development of Webinar Modules on Productivity						> Three (3) webinar modules developed within the year	> Ongoing development of productivity modules: 1. Domestic Work 2. Productive Career Choice 3. 4Ps of Marketing	> Developed webinar modules: 1. Productive Career Choice 2. Improving Productivity of Domestic Work	> Conducted run through (September 07) 1. Productive Career Choice 2. Improving Productivity of Domestic Work		
a. Develop three (3) webinar modules within the year:											
i. Improving Productivity of Domestic Work											
ii. 4Ps of Marketing											
iii. Productive Career Choice											
							> Ongoing development of webinar modules: 1. 4Ps of Marketing 2. Brand Reputation in the Virtual World (Prepared concept note)	> Ongoing development of webinar modules: 1. 4Ps of Marketing 2. Brand Reputation in the Virtual World (Prepared concept note)	> Ongoing development of webinar modules: 1. 4Ps of Marketing 2. Brand Reputation in the Virtual World		
							> Ongoing development of e-Learning modules: 1. Eight (8) Waste of LM 2. Retail and Visual Merchandising	> Ongoing development of e-Learning modules: 1. Eight (8) Waste of LM 2. Retail and Visual Merchandising	> Ongoing development of e-Learning modules: 1. Eight (8) Waste of LM 2. Retail and Visual Merchandising		
							> Ongoing upgrade of training modules: 1. ISTIV Values for Smarter and Productive Workforce 2. ISTIV-SIB 3. Retail and Visual Merchandising in the New Normal 4. ISTIV Bayanihan - Bookkeeping - Stock Control - Costing and Pricing	> Ongoing upgrade of training modules: 1. ISTIV Values for Smarter and Productive Workforce 2. ISTIV-SIB in Times of Crisis 3. Retail and Visual Merchandising in the New Normal 4. ISTIV Bayanihan - Bookkeeping - Stock Control - Costing and Pricing 5. Business Continuity and Resiliency Planning	> Ongoing upgrade of training modules: 1. ISTIV Values for Smarter and Productive Workforce 2. ISTIV-SIB in Times of Crisis 3. Retail and Visual Merchandising in the New Normal 4. ISTIV Bayanihan - Bookkeeping - Stock Control - Costing and Pricing 5. Business Continuity and Resiliency Planning		
4. Capacity Building											
a. Conducted three (3) webinars:						> Three (3) webinar conducted					
i. Basic Trainers Training (for new trainers of RTWPBs) by October 2021											
ii. Run-Through/TOT on upgrade/new modules 5 days upon approval											
iii. TOT for PESO Managers and DOLE-FP on Work Ethics of a Productive Worker (upon request of Regional PESO Federation/Manager)											
								> Prepared and submitted Concept Note of TOT > Conducted scouting of resource speaker from CSC-CSI and COA-PDO for the Basic Training of Trainers > Prepared concept note on Innovation Bootcamp > Conducted TOT for PESO Managers and DOLE FP on Work Ethics of a Productive Worker - RTWPB VII (CAPESOM) (April 21) - RTWPB VII (NOAPSOM & SAPESOM) (April 28) - RTWPB VII (NOAPSOM & SAPESOM) (April 30)	> Conducted Innovity Bootcamp for New Employees (July 16)		
b. Conducted technical assistance upon request of RTWPB						> Technical assistance conducted upon request	> Conducted eight (8) technical assistance to RTWPBs re: 1. Business Continuity Planning and Management (BCPM) - RTWPB NCR (March 17, 24) - RTWPB I (March 29) - RTWPB V (March 26) - RTWPB XII (March 22) 2. Guide to Starting and Growing Your Business: Tips for More Productive Online Shops - RTWPB IVB (March 19) - RTWPB VII (March 12) 3. Leaner Management in the Better Normal - RTWPB XII (March 24)	> Conducted twenty-two (22) technical assistance to RTWPBs/stakeholders re: 1. Business Continuity Planning and Management (BCPM) - RTWPB NCR (April 05,14 and May 14) - RTWPB II (April 14,15,16) - RTWPB V (April 14) - RTWPB VII (April 14 and May 20) - RTWPB X (April 28) - RTWPB XI (April 12 and May 20) - RTWPB XII (April 21) 2. Social Media Marketing: Tips on Creating Viral Posts - RTWPB MIMAROPA (April 08) - RTWPB NCR (June 10) 3. Guide to Starting and Growing Your Business: Tips for More Productive Online Shops - RTWPB NCR (June 03) 4. Service Quality: Building a Pandemic-Proof Customer Relations Service with DTI NCR	> Conducted fifteen (15) technical assistance to RTWPBs/stakeholders re: 1. Business Continuity Planning and Management (BCPM) - RTWPB I (July 01 and 15) - RTWPB VII c/o Director Jota (August 25) - RTWPB XI (August 25) - RTWPB XII (July 12) - PID Learning Session (July 19) - RTWPB VII (September 03) 2. Social Media Marketing: Tips on Creating Viral Posts with Productivity Toolbox Orientation - RTWPB NCR (July 21) - RTWPB NCR (September 28) 3. Work Ethics of a Productive Worker - PID Learning Session (July 21) - RTWPB NCR (September 27) 4. Work Life Balance: Productive Work from Home - PID Learning Session (July 28) 5. Leaner Management in the New Normal	> Conducted forty-five (45) technical assistance to RTWPBs/stakeholders	


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		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total				
c. Innovativity								<ul style="list-style-type: none"> <li>RTWPB NCR (June 22)</li> <li>5. Green Productivity <ul style="list-style-type: none"> <li>- RTWPB XII (April 07)</li> <li>- RTWPB V (April 14)</li> </ul> </li> <li>6. Productivity Toolbox orientation for Mission RACE-HERO program <ul style="list-style-type: none"> <li>- BLE (June 08-11)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- PID Learning Session (August 25)</li> <li>6. Green Productivity in the New Normal</li> <li>- PID Learning Session (September 15)</li> <li>7. Productive Career Choice</li> <li>- PESO Muntinlupa (September 28)</li> </ul> <p>&gt; Presented innovation ideas with series of consultations and technical assistance from concerned divisions</p> <ol style="list-style-type: none"> <li>1. Group 1: Tier 1 Explainer (July 27, Aug 27)</li> <li>2. Group 2: VPN (July 26, Aug 23, and Sept 10)</li> <li>3. Group 3: Records Management (July 26, Aug 23, and Sept 10)</li> <li>4. Group 4: Chatbot (July 27, Aug 23, and Sept 02)</li> <li>5. Group 5: E-Prod (July 26, Aug 23, and Sept 02)</li> <li>6. Group 6: PO Web Portal (July 27, Aug 27)</li> <li>7. Group 7: Capacity Building and Virtual Team Exercises (July 27 and Sept 13)</li> <li>8. Group 8: PBIS Interactive Platform (July 26, Sept 14 and 17)</li> </ol> <p>&gt; Approved innovativity for implementation:</p> <ol style="list-style-type: none"> <li>1. VPN (Group 2)</li> <li>2. Records Management (Group 3)</li> <li>3. Chatbot (Group 4)</li> <li>4. E-Prod (Group 5)</li> <li>5. PO Web Portal (Group 6)</li> </ol> <p>&gt; Scheduled for presentation:</p> <ol style="list-style-type: none"> <li>1. Tier 1 Explainer (Group 1)</li> <li>2. Capacity Building and Virtual Team Exercises (Group 7)</li> <li>3. PBIS Interactive Platform (Group 8)</li> </ol>	
5. 2021 Productivity Olympics (Special Edition)			> 2021 PO criteria, mechanics, and guidelines reviewed by the end of April 2021	> 2021 PO conducted by the end of December 2021		<ul style="list-style-type: none"> <li>&gt; Research on the dimensions of employee engagement and business continuity for proposed 2021 PO Criteria</li> <li>&gt; Submitted initial draft/proposed 2021 Productivity Olympics Criteria</li> <li>&gt; Discussed with the PPRD staff the 2021 PO Budget</li> <li>&gt; Discussed with the Directorate the 2021 PO proposed criteria, budget, and activities</li> <li>&gt; Computed proposed honorarium for NJP and NSC members</li> <li>&gt; Draft proposed criteria, budget, and activities and submitted to PRS Directorate</li> <li>&gt; Canvassed on digital platform host provider for virtual awarding</li> <li>&gt; Inquired DTI and BLE regarding the mechanics of awards and recognitions being given to MSMEs</li> <li>&gt; Coordinated with CDA re: prizes/award received by the cooperative member on Gawad Parangal and Coop Kapatid Award</li> <li>&gt; Prepared and proposed design for 2021 PO Awardee</li> <li>&gt; Consolidated 2013-2019 PO National Winners and Finalist and updated PO database</li> <li>&gt; Prepared and revised: <ul style="list-style-type: none"> <li>- 2021 PO Forms</li> <li>- Scoring Guide</li> <li>- Criteria for Best RTWPB</li> <li>- 2021 PO Resolution</li> <li>- Computation of honorarium based form DBM Budget Circular</li> <li>- Brochure design and other IEC materials for Productivity Olympics</li> <li>- Concept Note</li> <li>- Draft PO rating scale and criteria for best RTWPB</li> <li>- Draft memo for RTWPB focal persons</li> <li>- Budget allocation for 2021 PO</li> </ul> </li> <li><b>Commission Meeting</b></li> <li>&gt; Presented 2021 PO criteria during the pre-commission meeting (March 03)</li> <li>&gt; Presented new criteria and mechanics (March 11)</li> <li>&gt; Presented during pre-commission meeting to discuss the revisions in the PO criteria (March 23)</li> <li>&gt; Presented new PO criteria and mechanics (March 25)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted 2021 PO Kick-Off on 27 April 2021</li> <li>&gt; Disseminated 2021 PO criteria manual and other IEC materials to RTWPBs 27 April 2021</li> <li>&gt; Conducted briefing workshop to regional focal persons (May 3, 4 and 7, 2021)</li> <li>&gt; Conducted technical assistance to 16 RTWPBs</li> <li>&gt; Prepared and posted invitation of 2021 PO to newspaper publication (30 May 2021 and 30 June 2021), Philippine Star</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted Briefing Workshops for the following: TWG on 14 July; NSC and NJP 21 July; Regional Boards 23 &amp; 30 July (for uploading of documents)</li> <li>&gt; Conducted TWG Evaluation of 148 Regional winners on 9-13 Aug 2021</li> <li>&gt; Conducted National Screening of 47 Nominees by NSC on 26 Aug 2021 resulting to 30 National Finalists</li> <li>&gt; Conducted Selection of National Winners by NJP on 23 Sep 2021</li> <li>&gt; Conducted preparations for the awarding ceremony</li> </ul>		
<b>ORGANIZATIONAL OUTCOME 2:</b> <i>Fair and reasonable minimum wages in accordance with law ensured</i> <b>Wage Regulatory Program</b> <ol style="list-style-type: none"> <li>1. Review of Existing Rules and Regulations</li> <li>2. Two-Tiered Wage System (TTWS) <ol style="list-style-type: none"> <li>a. Tier 1</li> </ol> </li> </ol>			> Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination within first quarter of 2021			<ul style="list-style-type: none"> <li>&gt; Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination on January 20, February 03, and February 17</li> </ul>		> Conducted 3 Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination on January 20, February 03, and February 17		


Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 30 September 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total					
i. TTWS monitoring report		> 1 report prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 4 reports prepared	> 1 report prepared	> 1 report prepared	> 1 report prepared	> 3 reports prepared	
ii. Conduct of public hearings/wage consultations		> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> At least one (1) public hearing if the Board issues a Wage Order; Consultations, as necessary	> No public hearings/wage consultation conducted	> No public hearings/wage consultation conducted	> No public hearings/wage consultation conducted	> No public hearings/wage consultation conducted	
iii. Issuance of Wage Orders		> as necessary	> as necessary	> as necessary	> as necessary	> Wage order issued, as necessary	> No wage order issued	> No wage order issued	> No wage order issued	> No wage order issued	
iv. Percentage of number of wage rates above the poverty threshold:											
> 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	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold	> 92 out of 92 rates or 100% of wage rates above the 2012 poverty threshold	
> 98.40% of wage rates above the 2015 poverty threshold						> 98.40% of wage rates above the 2015 poverty threshold but not exceeding the average wage levels	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold	> 63 out of 64 rates or 98.4% of wage rates above the 2015 poverty threshold	
> 41.43% of wage rates above the 2018 poverty threshold						> 41.43% of wage rates above the 2018 poverty threshold but not exceeding the average wage levels	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold	> 29 out of 64 rates or 45.31% of wage rates above the 2018 poverty threshold	
b. 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 5 FE applications/requests from firms with complete documents acted upon - 3 FE orders issued	> 100% of 6* FE applications/requests from firms with complete documents acted upon - 6 FE orders issued <i>*Pending applications from the previous are carried over to this quarter</i>	> 100% of 2* FE applications/requests from firms with complete documents acted upon - 2 FE orders issued <i>*Pending applications from the previous are carried over to this quarter</i>	> 100% of 11 FE applications/requests from firms with complete documents acted upon - 11 out of 11 or 100% FE orders issued (3 remaining TMS applications were either temporarily archived or deferred by RTWPBs)	
							> 100% of 4 TMS applications/requests from firms with complete documents acted upon - 3 TMS orders issued	> 100% of 5* TMS applications/requests from firms with complete documents acted upon - 2 TMS orders issued <i>*Pending applications from the previous are carried over to this quarter</i>	> 100% of 5* TMS applications/requests from firms with complete documents acted upon - 2 TMS orders issued <i>*Pending applications from the previous are carried over to this quarter</i>	> 100% of 10 TMS applications/requests from firms with complete documents acted upon - 7 out of 10 or 70% TMS orders issued (3 remaining TMS applications were either temporarily archived or deferred by RTWPBs)	
c. 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 completed supporting documents acted upon	> 100% of 21 applications/requests with complete documents acted upon - 21 orders issued	> 100% of 18 applications/requests with complete documents acted upon - 18 orders issued	> 100% of 7 applications/requests with complete documents acted upon - 7 orders issued	> 100% of 46 applications/requests with complete documents acted upon - 46 orders issued	
d. Minimum Wage for Domestic Workers		> as necessary	> as necessary	> as necessary	> as necessary	> Wage order for domestic workers issued, as necessary	> No wage order for domestic workers issued	> No wage order for domestic workers issued	> No wage order for domestic workers issued	> No wage order for domestic workers issued	
3. Resolution of Exemption Cases											
a. Application for Exemption Case						> Achieved 98% disposition rate on application for exemption filed with RBs with the 45-day reglementary period	> No application for exemption received	> No application for exemption received	> No application for exemption received	> No application for exemption received	
4. Appeals on Wage Orders and Exemption Cases											
a. Appeal on Wage Orders and exemption						> Achieved 98% disposition rate on appeal on wage orders and exemption cases within the 60-day reglementary period	> 100% Disposition Rate* <i>*Two (2) cases filed last year but resolved this year</i>	> No appeal on wage order and exemption cases received	> No appeal on wage order and exemption cases received	> 100% Disposition Rate <i>*Two (2) cases filed last year but resolved this year</i>	
b. Report on Status of Exemption Cases submitted to NCMB		> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 3 reports submitted every end of the month	> 12 reports submitted every end of the month	> 3 reports submitted to NCMB	> 3 reports submitted to NCMB	> 3 reports submitted to NCMB	> 9 reports submitted to NCMB	
5. Tamang Kaalaman sa Kita at Kakayahan (T3K)		> 54,000	> 81,000	> 81,000	> 54,000	> 270,000 clients reached thru advocacy services	> 169,322 (63%) clients reached thru information advocacy services on the following: - 3,680 public information assistance - 28,918 IEC materials - 3,316 wage clinics/seminar/public fora - 133,408 mass media	> 147,444 (54%) clients reached thru information advocacy services on the following: - 3,055 public information assistance - 37,342 IEC materials - 6,530 wage clinics/seminar/public fora - 100,517 mass media	> 34,653 (13%) clients reached thru information advocacy services on the following: - 2,735 public information assistance - 10,539 IEC materials - 2,362 wage clinics/seminar/public fora - 19,017 mass media	> 351,419 (130%) clients reached thru information advocacy services on the following: - 9,470 public information assistance - 76,799 IEC materials - 12,208 wage clinics/seminar/public fora - 252,942 mass media	
		> 100%	> 100%	> 100%	> 100%	> 100% of request for legal advice acted upon within 5 days from receipt of requests	> 100% of 32 requests for legal advice acted within 5 days from receipt of request	> 100% of 85 requests for legal advice acted within 5 days from receipt of request	> 100% of 24 requests for legal advice acted within 5 days from receipt of request	> 100% of 141 requests for legal advice acted within 5 days from receipt of request	
6. Learning Sessions		> 3 Learning Sessions conducted	> 3 Learning Sessions conducted	> 3 Learning Sessions conducted	> 3 Learning Sessions conducted	> 12 Learning Sessions on wages, productivity, and labor market-related topics/concerns conducted	> No Learning Sessions conducted	> Prepared learning session calendar and deployment plan	> Conducted eleven (11) learning sessions with the following topics: 1. Business Resiliency Planning and Management with 38 participants (July 19) 2. Work Ethics of a Productive Worker with 53 participants (July 21) 3. Work-Life Balance: Productive Work from Home with 57 participants (July 28) 4. Driving Employee Engagement in the Virtual Workplace with 57 participants (Aug 04) 5. General Labor Standards with COVID-19 Related Issuances with 57 participants (Aug 12) 6. Productivity-Based Incentive Schemes with 80 participants (Aug 18) 7. Safety Seal Certification: Guidelines and Toolkit with 26 participants (Aug 20) 8. Leaner Management in the New Normal with 89 participants (Aug 25) 9. Managing Remote Teams with 59 participants (Sept 08) 10. Green My Enterprise with 74 participants (Sept 15) 11. Enhancing Productivity of Our Kasambahays	> Learning sessions were moved to the second semester of 2021 > Conducted eleven (11) learning sessions with a total of 1,142 participants	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 30 September 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total				
7. Research studies/ technical papers/ reports on wages and productivity as bases for sound policy formulation/ recommendation									with 40 participants (Sept 22)	
a. Amendment of Republic Act No. 6971						> Research/report completed	> Attended the Special TEC Meeting on the amendments of RA 6971 (March 16) > Attended meeting with ED Sy re issues raised during the TEC meeting (March 17) > Prepared meeting report for ED Sy	> Substitute bill approved in the House Committee on Labor and Employment and endorsed to House Committee on Ways and Means	> Attended deliberation of House Committee on Ways and Means on 23 Aug 2021; substitute bill approved w/ amendments on tax provisions > Sent letter to Senator Villanueva seeking for possible sponsorship of the substitute bill	
b. Framework for Linking Wage and Productivity Growth						> Research/report completed		> Conducted desk research > Revised/updated and submitted the outline of the study to Director Curada for review > Prepared draft key findings based on various research studies related to Linking Wages and Productivity	> Continued desk research on related literatures > Prepared and submitted draft key findings based on various research studies related to Linking Wages and Productivity	
c. Analysis of PIP and GS from ISLE Rider Survey						> Research/report completed		> On-going survey conducted by PSA	> On-going survey conducted by PSA	
d. Assessment of the Minimum Wage Policy Implementation						> Research/report completed by third-party expert > Technical and financial report submitted to ILO	> Coordinated with ILO the extension of Implementation Agreement and fund life for the Assessment of MW Policy Implementation > Regularly followed-up with PSA, thru NS Dennis Mapa and ANS W. Guillen, the July 2018 and January 2019 LFS Panel	> Sent letter request to PSA for the July 2018 and January 2019 LFS panel > Forwarded to Dr. Esquerria letter sent to PSA NS Mapa with ANS Wilma Guillen's response > Prepared/sent letter to ILO re: extension of implementation agreement until EO Nov 2021	> Sent e-mail to PSA re: July 2018 and January 2019 LFS panel > Prepared salient discussion points re: August 2020 Meeting with ED Sy & Dr. Esquerria's Team > Prepared salient discussion points re: ANS Guillen's updates on the requested panel > Prepared the following: - Letter for ILO re: implementation agreement extension until 15 December 2021 - Letter of request and acknowledgment for Dr. Esquerria's contract extension - NWPC comments on July 2016/January 2016 LFS panel data > Attended and documented huddle with Dr. Esquerria on 13 September	
e. Development of an Empirical Framework for Setting Domestic Workers' Minimum Wages						> Empirical framework for setting domestic workers' minimum wages developed > Capacity building of the Boards on the Empirical Framework	> Organized/attended/documentated NWPC/PSRTI technical sessions to discuss the empirical framework options (Jan 14 & 25, Feb 5, Mar 1, 2021) > Provided relevant inputs/data to PSRTI (DomWork MinWage as of December 2018 and PPT Material on Kasambahay Survey Results) > Prepared presentation material for ED on PSRTI's Empirical Framework Options > Attended NWPC-PSRTI DomWork meeting and provided meeting highlights > Prepared/revised presentation on DomWork empirical framework options > Presented the DomWork empirical framework options to ED (including its application to the proposed P6,000 DW minimum wage)	> Organized/coordinated/documentated NWPC-PSRTI Meeting April 14, May 3) > Prepared/sent email re: PRS clarifications on the empirical framework options to PSRTI > Prepared presentation material for ED: PSRTI Empirical Framework Option (with decision points) > Presented the DomWork empirical framework options to ED (including its application to the proposed P6,000 DW minimum wage) > Prepared/sent kasambahay survey material for public use to BWSC	> Presented the Domwork Empirical Framework to the Commission en Banc on 14 September > Prepared letters for PSRTI, ILO and PSA re approval of the DomWork Empirical Framework > Prepared certification of completion for PSRTI	
f. A Study on Prevailing Wages of Barangay Micro-Business Enterprises' Workers						> Research/report submitted	> Organized/attended/documentated NWPC-DTI Meeting on the Data Sharing Agreement (DSA) > Revised/finalized Data Sharing Agreement in coordination with RALD > Prepared/finalized list of registered BMBEs that will take part in the research > Modified the Data Privacy Statement in Google Forms for the BMBE Study	> Prepared/sent follow-up email to DTI re: Data Sharing Agreement > Reviewed/facilitated routing of DTI Data Sharing Agreement within NWPC > Prepared/revised proposed additional questions on productivity for the study > Incorporated proposed additional questions on productivity in the Google form > Facilitated actual signing and delivery of Data Sharing Agreement to DTI	> Formulated/submitted additional questions on WFH arrangements and gig economy > Revised the online survey questionnaire to incorporate the additional questions > Prepared English and Filipino versions of the BMBE study cover email > Assessed BMBE profiles submitted by DTI > Fielded questionnaire to registered BMBES in Regions NCR, CAR, I-XIII > Prepared/sent BMBE survey updates > Sent follow-up emails/text messages to BMBES in Regions NCR to XIII	
g. Feasibility of Establishing an Accreditation System for 3rd-Party Service						> Research/report completed	> Disseminated survey questionnaires to RBs > Monitored/followed up RBs' responses to the survey questionnaire > Encoded and consolidated survey responses	> Consolidated and coordinated with RBs re: FE/TMS survey responses > Prepared FE/TMS survey highlights	> Provided inputs on country practices for FE/TMS study > Prepared/submitted the research report to ED > Prepared presentation on the research results	
<b>INSTITUTIONAL SUPPORT</b>										
1. 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		> PCW endorsed NWPC 2020 GAD Plan and Budget received on 01 March 2021 > 2020 GAD-AR first draft submitted to PCW thru GMMS (online) on 12 March 2021 > Conducted the following activities during the Women's month celebration: 1. "He Says, She Says" (Water Cooler) on the topic Millennial Stereotypes and Gender Bias 2. Pros and Cons of Work from Home Arrangement 3. "Who Is Your Real Life Wonder Woman" > Conducted GAD webinars: 1. Understanding Sexual Harassment and Safe Spaces Act (March 09) 2. Part 1: Gender Mainstreaming as a National Strategy to Mainstream Magna Carta of Women (March 18-19)	> Final version of 2020 GAD-AR submitted to PCW thru email on 10 June 2021	> Ongoing drafting of 2022 GPBB > For deliberation: - Revised NWPC Mission and Vision statement with the GAD perspective - GFPS restructuring in accordance to the advice of our PCW accredited training speaker > Ongoing - Inventory and compilation of all GAD related records and issuances (c/o MSS) - Launch of the GAD Corner in the NWPC (c/o PID and MSS)	
<b>NON-CORE INDICATORS</b>										
<b>General Administrative and Support Services</b>										
1. Quality Management Systems (QMS) Implementation and QMS Audit						> Monitoring of compliance to the agreed corrections/corrective actions on audit findings conducted	> Submitted 4th Quarter of 2020 QMS Progress Report to DOLE-FMS on January 20	> Submitted 1st Quarter QMS Progress Report to DOLE-FMS on April 06	> Submitted 2nd Quarter QMS Progress Report to DOLE-FMS on July 09	
2. Planning and Management Information System										
a. CorPlan/MYPA/ YEPA		> Corporate		> MYPA	> YEPA		> Conducted NWPC-RTWPB Planning Exercise	> Conducted meetings via Zoom in preparation for	> Conducted NWPC-RTWPB MYPA	

Particulars	UACS CODE	Physical Targets					Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Physical Accomplishments	Remarks as of 30 September 2021
		1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total					
b. Implementation of the 2021 NWPC ISSP		planning conducted		conducted	conducted		<ul style="list-style-type: none"> <li>via Zoom (February 09-11)</li> <li>Conducted meetings via Zoom in preparation for the 2021 NWPC-RTWPB Planning Exercise:               <ul style="list-style-type: none"> <li>Program of Activities (Feb 01)</li> <li>Pre-CorPlan with RBs (Feb 02)</li> <li>Huddle with RBs (Feb 04)</li> <li>2021 Target and Strategies (Feb 05)</li> <li>DOLE Policy Direction and NWPC Policy Thrusts on Wages and Productivity (Feb 08)</li> </ul> </li> <li>Prepared necessary PPT presentations:               <ul style="list-style-type: none"> <li>2021 Targets based on 2021 GAA</li> <li>2020 NWPC Performance Assessment</li> <li>2021 DOLE Policy Direction and NWPC Policy Thrusts on Wages and Productivity</li> </ul> </li> <li>Prepared and e-mailed necessary documents (memo, invitation letters, program of activities, administrative order, route slip, purchase request)</li> <li>Rendered technical/administrative assistance before and during meetings</li> </ul>	<ul style="list-style-type: none"> <li>the 2021 MYPA:               <ul style="list-style-type: none"> <li>Instructions of ED Sy (June 14)</li> <li>Huddle on MYPA (June 22)</li> <li>Meeting on MYPA (June 29)</li> </ul> </li> <li>Prepared necessary PPT presentations:               <ul style="list-style-type: none"> <li>MYPA Forms template</li> <li>Program of Activities</li> <li>NWPC OPCR as of June 2021</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>via Zoom (July 05)</li> <li>Finalized PPT presentation on NWPC OPCR as of June 2021</li> <li>Prepared and submitted necessary documents for the Cluster MYPA</li> <li>Prepared and submitted ROLSSC Action Plans to DOLE-PS</li> </ul>		
3. Administrative Services		> Procurement recommendation prepared	> Bidding docs prepared				<ul style="list-style-type: none"> <li>Systems Improvement/Enhancement               <ul style="list-style-type: none"> <li>Concept note on Office 365 and job request submitted for approval</li> <li>Concept note on Hiring of Network Specialist submitted for approval</li> </ul> </li> <li>Processing of ICT Equipment               <ul style="list-style-type: none"> <li>Delivered: Desktops with OS</li> <li>For signature: Projector/Multimedia, Mirrorless Camera, 86" Interactive Electronic Board with movable stand, Server Room Ventilation, Digital Signage</li> <li>Not available: Laptop with OS</li> </ul> </li> <li>Software Development               <ul style="list-style-type: none"> <li>Attendance and Leave Monitoring and Payroll System</li> </ul> </li> <li>Semi-Expendable Items               <ul style="list-style-type: none"> <li>SSD M.2 (HDD) for approval</li> </ul> </li> <li>Ongoing process of ICT Software and Subscription               <ul style="list-style-type: none"> <li>Chatbot, Statistical Software, PPT presentation design, Data Recovery Application, e-Learning portal subscription</li> </ul> </li> <li>Documents prepared/submitted for review               <ul style="list-style-type: none"> <li>Multi-functional Printer</li> <li>Printer</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Systems Improvement/Enhancement               <ul style="list-style-type: none"> <li>Published on Philgeps the Training of O365.</li> <li>Scheduled the training of the winning bidder.</li> <li>Published on Philgeps the Network Specialist.</li> <li>On-going search of Network Specialist.</li> </ul> </li> <li>Processing of ICT Equipment               <ul style="list-style-type: none"> <li>Request of realignment of budget of ISSP to DBM</li> <li>For delivery of 86" Interactive Panel, 86" Digital Signage, Mirrorless Camera.</li> <li>Delivered item, Projector</li> <li>Re-posting of Server Room Ventilation</li> </ul> </li> <li>Software Development               <ul style="list-style-type: none"> <li>Process of bid docs. NOA to winning bidder</li> <li>On-going process of contract for developer</li> </ul> </li> <li>Semi-Expendable Items               <ul style="list-style-type: none"> <li>Delivered item, SSD (HDD)</li> </ul> </li> <li>Ongoing process of ICT Software and Subscription               <ul style="list-style-type: none"> <li>Purchase software, Statistical Software, Data Recovery Software</li> <li>Purchase subscription, e-Learning Portal, Canva</li> </ul> </li> <li>Documents prepared/submitted for review               <ul style="list-style-type: none"> <li>Request MYOA for lease rental of color copier</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Systems Improvement/Enhancement               <ul style="list-style-type: none"> <li>Tng O365 conducted</li> <li>Process of Network Specialist NOA, NTP, and Contract</li> <li>Innovation project on-going process on purchase</li> </ul> </li> <li>Processing of ICT Equipment               <ul style="list-style-type: none"> <li>Bidding of tablets, kiosk( for rb)</li> <li>Process of Server Ventilation NOA, NTP, Contract</li> <li>Posted at Philgeps on Lease Copier</li> </ul> </li> <li>Software Development               <ul style="list-style-type: none"> <li>On-going development of Payroll &amp; Attendance Data Gathering</li> </ul> </li> <li>Semi-Expendable Items               <ul style="list-style-type: none"> <li>For RFQ of printer(OED)</li> </ul> </li> <li>Ongoing process of ICT Software and Subscription               <ul style="list-style-type: none"> <li>For PR of additional module for SPSS</li> <li>Canvass Partition Manager Program</li> <li>Online presentation design tools procurement process on going</li> </ul> </li> </ul>		
a. Staff Development Program		> Trainings/seminars facilitated conducted	> Trainings/seminars facilitated conducted	> Trainings/seminars facilitated conducted	> Trainings/seminars facilitated conducted		<ul style="list-style-type: none"> <li>55 L&amp;D events availed and organized both at the CO and 16 RBs:               <ul style="list-style-type: none"> <li>17 internal trainings organized benefitting 317 participants (94 male and 223 female)</li> <li>38 external trainings attended/participated by 68 employees (13 male and 55 female)</li> </ul> </li> <li>No foreign-based physical L&amp;D events availed within the covered period due to the ongoing pandemic</li> </ul>	<ul style="list-style-type: none"> <li>81 L&amp;D events availed and organized both at the CO and 16 RBs:               <ul style="list-style-type: none"> <li>15 internal trainings organized benefitting 526 participants (142 males and 384 female)</li> <li>66 external trainings organized benefitting 99 employees (19 male and 80 female)</li> </ul> </li> <li>No foreign-based physical L&amp;D events availed within the covered period due to the ongoing pandemic</li> </ul>	<ul style="list-style-type: none"> <li>52 L&amp;D events availed and organized both at the CO and 16 RBs:               <ul style="list-style-type: none"> <li>6 internal trainings organized benefitting 138 participants (43 males and 95 female)</li> <li>46 external trainings organized benefitting 92 employees (28 male and 64 female)</li> </ul> </li> <li>No foreign-based physical L&amp;D events availed within the covered period due to the ongoing pandemic</li> </ul>	> 188 L&D events availed and organized both at the CO and 16 RBs	
b. Health, Safety and Welfare Program		> Health protocols implemented	> Health protocols implemented	> Health protocols implemented	> Health protocols implemented		<ul style="list-style-type: none"> <li>Strict compliance and monitoring of workplace health protocols</li> <li>Installation of PPEs - sneeze guards, alcohol dispensers, air purifiers, temperature scanners</li> <li>Regular disinfection of office premises</li> <li>Provision of face mask, face shields, alcohol, QR codes for contract tracing, transportation service, and sleeping beds</li> </ul>	<ul style="list-style-type: none"> <li>Strict compliance and monitoring of workplace health protocols</li> <li>Installation of PPEs - sneeze guards, alcohol dispensers, air purifiers, temperature scanners</li> <li>Regular disinfection of office premises</li> <li>Provision of face mask, face shields, alcohol, QR codes for contract tracing, transportation service, and sleeping beds</li> <li>Purchases made to booster employees' resistance to diseases:               <ul style="list-style-type: none"> <li>55 quadrivalent influenza vaccines (delivered on April 30)</li> <li>6,000 ascorbic acid capsules (delivered on June 10)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Strict compliance and monitoring of workplace health protocols</li> <li>Installation of PPEs - sneeze guards, alcohol dispensers, air purifiers, temperature scanners</li> <li>Regular disinfection of office premises</li> <li>Provision of face mask, face shields, alcohol, QR codes for contract tracing, transportation service, and sleeping beds</li> <li>Ongoing procurement process for conduct of on-site Annual Physical Examination (APE) for CO, RBs NCR and 03</li> </ul>		
4. Financial Management							<ul style="list-style-type: none"> <li>Virtual Workshop conducted on 18-21 January 2021</li> </ul>				
a. Financial Management		> Workshop conducted					<ul style="list-style-type: none"> <li>Allotment utilized as of March 2021               <ul style="list-style-type: none"> <li>PS: 22%</li> <li>MOOE: 15%</li> <li>CO: 69%</li> <li>Total: 20%</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Allotment utilized as of June 2021               <ul style="list-style-type: none"> <li>PS: 53%</li> <li>MOOE: 41%</li> <li>CO: 83%</li> <li>Total: 50%</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Allotment utilized as of September 2021               <ul style="list-style-type: none"> <li>PS: 79%</li> <li>MOOE: 72%</li> <li>CO: 49%</li> <li>Total: 75%</li> </ul> </li> </ul>		
b. Allotment Utilization		> 15%	> 50%	> 85%	> 100%	> 100% fund utilization					
c. Cash Utilization		> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% of NCA for the quarter	> 100% cash utilization	<ul style="list-style-type: none"> <li>94% cash utilization</li> <li>3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates:               <ul style="list-style-type: none"> <li>January - February 10</li> <li>February - March 12</li> <li>March - April 12</li> </ul> </li> <li>1st quarter BFAR submitted on April 30, 2021</li> </ul>	<ul style="list-style-type: none"> <li>90% cash utilization</li> <li>3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates:               <ul style="list-style-type: none"> <li>April - May 7</li> <li>May - June 15</li> <li>June - July 9</li> </ul> </li> <li>2nd quarter BFAR submitted on July 30, 2021</li> </ul>	<ul style="list-style-type: none"> <li>90% cash utilization</li> <li>3 Monthly Flash Performance Reports submitted to DOLE-FMS on the following dates:               <ul style="list-style-type: none"> <li>July - August 9</li> <li>August - September 10</li> <li>September - October 8</li> </ul> </li> <li>Ongoing drafting of 3rd quarter BFAR to be submitted on October 29, 2021</li> </ul>		

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06 October 2021