

2019/2020 INTEGRATED SURVEY ON LABOR AND EMPLOYMENT (ISLE) PRODUCTIVITY IMPROVEMENT PROGRAM AND GAINSHARING PRACTICES: 2019



PRODUCTIVITY IMPROVEMENT PROGRAMS (PIPs): 2019

39.8% **OF 38.305 ESTABLISHMENTS IMPLEMENTED PIPS**



TOP INDUSTRIES WITH HIGH PERCENTAGE OF ITS ESTABLISHMENTS IMPLEMENTING PIPS



ELECTRICITY, GAS, HUMAN HEALTH AND SOCIAL WORK STEAM AND AIR CONDITIONING **ACTIVITIES EXCEPT PUBLIC HEALTH** SUPPLY **ACTIVITIES**

48.9%

MANUFACTURING

PROGRAM IMPLEMENTED



54.9% **HOUSEKEEPING**



CLIENT STATISFACTION MEASUREMENT

FEEDBACK

SCHEME

SUGGESTION/ 45.0%

45.0%

PROGRAM DEVELOPERS



80.3% **MANAGEMENT**

72.1%

IMPROVE PRODUCT/

SERVICE QUALITY

THROUGH SKILLS

TRAINING



19.2% SUPERVISORS/ LINE LEADERS

PROGRAM OBJECTIVES

50.8%

REDUCE

COMPLAINTS

THROUGH BASIC



13.3% LABOR-MANAGEMENT COMMITTEE

47.7%

REDUCE COST

THROUGH WASTAGE

TYPE OF GAINSHARING SCHEMES/

PRACTICES AND FORMS OF INCENTIVES

NON-CASH GAINSHARING

30.2%



12.5%

PROFIT SHARING



3.6%

EMPLOYEE STOCKS/OPTION PLAN



5.3%



GROCERY ITEMS WERE THE MOST COMMON USUAL FORM OF NON-CASH INCENTIVES PROVIDED BY THE ESTABLISHMENTS

42.3%

1.9M WORKERS COVERED BY PIP



84.5%

9.9% SUPER VISORS/ 5.6%

MANAGERIAL **EXECUTIVE**

CUSTOMER SERVICE ASSISTING GOVERNMENT AGENCY



DOLE

21.9%



RTWPB

7.7%

DTI (NEGOSYO CENTER)

3.1%

880K EMPLOYEES BENEFITTED

FROM PIP INCENTIVES



82.8%

RANK-AND-FILE/

PRODUCTION

WORKERS

9.7%

7.4% SUPERVISORS/

MANAGERIAL/ **EXECUTIVE FOREMEN**

TECHNICAL ASSISTANCE NEEDED FROM REGIONAL TRIPARTITE WAGE AND PRODUCTIVITY BOARD (RTWPBs)



TRAINING

RANK-AND-FILE/

PRODUCTION

33.9%



19.1% CONSULTING 18.6%

INFORMATION **MATERIALS**

COVID-19: IMPACT OF RECOVERY MEASURES: JUNE 30, 2020

IMPACT OF OUARANTINES AND LOCKDOWNS



POSITION:

DECREASED 64.1%



ARRANGEMENT ADOPTED: WORKING HOURS

48.3%



COST OF **PRODUCTION** INPUTS: DECREASED

45.4%

SOURCES OF FUNDS DURING QUARANTINE/LOCKDOWN



DELAYED **PAYMENTS SUPPLIERS**

45.7%



EARLY **PAYMENTS** FROM **CUSTOMERS**

33.1%

LOANS FROM **BANK**

24.5%

BUSINESS RECOVERY MEASURES/ ACTIONS FOR THE NEXT SIX MONTHS



GOVERNMENT FOR DELAYED PAYMENTS ON **TAXES** CONTRIBUTIONS

WORKERS

25.4%

EMPLOYEES WAGES/ SALARIES

23.5%











