

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
3rd Quarter 2013

MFO/Strategies/Programs/Projects	TARGETS				ACCOMPLISHMENTS			% Accompl.	Remarks/as of September 30, 2013
	Whole Year	1st Quarter	2nd Quarter	3rd Quarter	1st Quarter	2nd Quarter	3rd Quarter		
MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity A. Development of Wages and Productivity Policies 1. Comments/Position/ Technical/Papers on Legislative Bills on Wages and Productivity 2. National Policy Conference on Wages and Productivity B. Minimum Wage Review and Determination 1. Review/monitoring of socio-economic situation in the region 2. Issuance of Wage Orders WOs / Implementing Rules (IRRs) Advisories 3. Two-Tiered Wage System (2TWS)	> Comments/position/ technical papers on Legislative Bills on Wages and Productivity (as necessary) > National Policy Conference on Wages and Productivity conducted > 64 Regional Wage price situationer reports/ 4 consolidated reports prepared > WOs/IRRs/Advisories reviewed / issued (as necessary) conducted > Assessment report prepared	> Comments/position/ technical papers on Legislative Bills on Wages & Productivity (as necessary) > 16 Regional Wage price situationer reports/1 consolidated report prepared	> Comments/position/ technical papers on Legislative Bills on Wages & Productivity (as necessary) > National Policy Conference on Wages and Productivity conducted > 16 Regional Wage price situationer reports/1 consolidated report prepared	Comments/position/ technical papers on Legislative Bills on Wages & Productivity (as necessary) 16 Regional Wage price situationer reports/1 consolidated report prepared	> Prepared position papers on the following HB and SB nos.: HB- 6665 HB- 6686 SB - 2921 (tripartism) SB - 2918 (conciliation/mediation) > Attended the following meeting: - Drafting of IRR of Kasambahey Law (Jan. 24) - Review of the Labor Code (March 6 & 12) - Public hearing in La Trinidad, Benguet on HB 375 (Jan 18) (P125 ATB wage increase) > 16 Regional wage price situationer/ 1 consolidated report prepared > 1 public hearings/consultations conducted > Poverty threshold and average wage above minimum wage the private establishments for the 2TWS prepared/updated	> 3 Area Based Consultations conducted: - Tagaytay (Aug. 1 & 2) - Cebu (Aug. 15 & 16) - Davao (Aug. 7 & 8) > 16 Regional wage price situationer monitored/ 1 consolidated report prepared > 3 WOs/IRR issued (RBs IX, X,XIII) > 11 public hearings/ consultations conducted > Median average of daily basic pay for all regions generated > Comments on wage advisory issued by RB-CAR prepared > 2TWS orientation in Catabato City conducted (May 1) > Meeting with SecLab re: Adjusted Poverty Threshold and Ave. Wage convened/ presented (May 2)	> Technical paper on the Labor Cost Implication of the Proposed 14th month pay > Drafted proposed amendments on the composition of NWPC > 16 Regional wage price situationer monitored/ 1 consolidated report prepared > 1 WO and 1 IRR issued (RB NCR) > 6 public hearings/consultations conducted > Coordinated/validated with RBs the commitments as a result of the Area-based Consultations > Finalized Memo to SecLAB re: RBs' Commitments/Outputs during Area-based Consultations	100%	

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a. Bus Transport Industry	> Report prepared > Technical assistance provided	> LSCC monitored/ consolidated	> LSCC monitored/ consolidated	> LSCC monitored/ consolidated	> Compensation scheme of 7 bus companies in NCR & XI re implementation of DO 118-12 assessed > Briefing on 2TWS conducted in Cebu (Feb. 5)	> Status of bus companies with issued LSCC updated > RBs status of implementation requested	> Finalized survey results and prepared report	100%	
b. Facility Evaluation (FE) and Time & Motion Studies (TMS)	> Guidelines on FE and TMS issued/published > FE > TMS	> 100% of applications received from firms with complete supporting documents acted upon > 100% of applications received from firms with complete supporting documents acted upon			> Guidelines on FE & TMS forwarded to SecLab on March 22 for signature > 62 out of 99 or 63% issued orders > 12 out of 24 or 50% issued piece rate/production standard orders	> Guidelines on FE & TMS signed (April 1) > 36 out of 88 or 42% issued orders > 7 out of 29 or 22% issued piece rate/production standard orders	> 54 out of 87 or 62% issued orders > 12 out of 41 or 29% issued piece rate/production standard orders	> 152 out of 185 or 82% issued orders > 31 out of 60 or 52% issued piece/ rate/ production standard orders <i>Note: Adjusted data for FE and TMS</i>	
Others:	> Review of Rules of Procedure on Minimum Wage Fixing and Rules on Exemption					> RBs inputs/submissions consolidated > RBs summary of comments prepared > Initial presentation to the Commission done	> RBs comments/inputs processed in preparation for the discussion during the Area-Based orientation on 2TWS		
C. Disposition of Wage Exemption Cases									
1. Wage Exemption Cases filed with the Regional Boards	> 98 % Disposition rate > Turn-around time				> 93% disposition rate achieved (43 out of 46 applications for exemption disposed)	> 100% disposition rate achieved (3 out of 3 applications for exemption disposed)	> 82% disposition rate achieved (9 out of 11 applications for exemption disposed)	82%	97% disposition rate achieved (55 out of 57 applications for exemption disposed)
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 98 % Disposition rate > Turn-around time				> 50% disposition rate achieved (1 out of 2 appeals for exemption disposed)	> 100% disposition rate achieved (3 out of 3 appeals for exemption disposed)	> no appeals/MR received		100% disposition rate achieved (5 out of 5 appeals for exemption disposed)
D. Conduct of Policy Researches									
1. Documentation on Gainsharing Scheme Practices in the Philippines	> Documentation on Gainsharing practices documented	> Data gathering of establishments with gainsharing	> Best practices on gainsharing consolidated	> Best practices on gainsharing consolidated	> Draft research abstract prepared > Data gathered/analyzed and interpreted	> Review of the draft research paper on -going	> Gainsharing schemes currently being documented and reviewed	70%	
2. National Productivity Framework (* formerly NWPC Productivity and Competitiveness Strategies)	> Research paper	> Research paper entitled: "Towards Increased Productivity and Competitiveness: A Study on Labor Market Efficiency Indicators on Wages and Productivity"	> Related materials/ documents reviewed	> Related materials/ documents reviewed	> Framework presentation for SecLab prepared > Draft research on national productivity and competitiveness strategies prepared	> Draft research on national productivity and competitiveness strategies prepared	> Continued the initial research on Philippine competitiveness > Recently enrolled in the LEP as instructed by SecLab new initiative per Sec Lab > Initial draft of concept paper developed	on-going	> This is now entitled "Assessment of Philippine Competitiveness in Global Spectrum"
3. Review of Productivity Incentives Act (RA 6971)	> Proposed amendments to RA 6971 for the DOLE				> Proposed amendments submitted to the Office of Asec. Aragon	> Amendments submitted to DOLE-DLLO for authorship/	> Revised/submitted memorandum and proposed bill on RA 6971 to	Done	

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4. Assessment of Initial Implementation of DO 118-12	Legislative Agenda prepared/submitted to DLLO for sponsorship to > Report prepared		> Assessment conducted	> Report prepared	(Feb.8) > Review of initial issuances of Labor Standard Compliance Certificates (LSCCs)	sponsorship to Congress > Memo to RBs re submission of assessment sent > Meeting with MMDA conducted re survey on bus transport industry which have been issued LSCC > Survey conducted on (June 18-21) > Initial survey results encoded	Usec. Rebecca Chato for endorsement to Congress > Finalized/ submitted public utility bus survey assessment in the implementation of DO 118-12	100%	
5. Assessment of Initial Implementation of 2TWS	> 2012 WOs reviewed > Report/recommendation prepared	> 2012 Wage Orders reviewed	> Report/recommendation prepared		> Initial assessment conducted	> Draft report revised/edited	> Report recommendations submitted > Proposed methodology for computing the prevailing wage prepared/presented to the Comm.		
6. Conceptual & Empirical Framework for Determining Minimum Wage for Domestic Workers	> Guidelines Issued		> Framework prepared		> Draft guidelines prepared for consultation with RBs	> Focus Group Discussion with domestic workers conducted (June 20) > Focus Group Discussion with individual employers and private employment agencies in coordination with QC PESO conducted (May 10)	> Framework presented to the Commission		
7. Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	Database updated/maintained	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	80%	> Continuous maintenance/review is being done
MFO 2: Technical Assistance and Awareness-Raising/ Capability Building Services									
A. Program Development/ Conduct of Training									
a. Training for Philippine Productivity Professionals (Singapore)	> Management of Philippine Productivity Professionals Training Program > Action plans monitored/evaluated	> Activities coordinated for 1st batch of training	> Activities coordinated for 2nd batch of training	Action plans/monitored/evaluated	> Selected companies in RBs NCR, III, IV-A, VI, VII, X and XI evaluated/validated for Singapore training > Schedule of batches and list of participants prepared > Administrative requirements coordinated/facilitated	> Monitoring/evaluation of private participants in regions NCR, III and IVA conducted/report prepared > Advisory for Productivity Specialist Issued > 15 NWPC/DOLE officers/ from private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore (May 6-17)	> 52 NWPC/DOLE officers and Managers/Supervisors from private sector attended Productivity Professionals Training in Singapore: > 35 project proposals on productivity improvement programs prepared		

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<p>> Re-entry Plans (Nanyang/ Temasek Foundation (Singapore))</p> <p>b. DOLE Convergence Program on Productivity</p> <p>c. Capacity building for LLCOs</p>	<p>> NWPC Slogans on Productivity prepared</p> <p>> DOLE slogan contest</p> <p>> Modules developed</p> <p>> Trainings conducted</p>			<p>> Concept note finalized</p> <p>> Meetings with concerned DOLE agencies on redesigned modules incorporating LMC attended/ coordinated</p> <p>> Memo re conduct of Trainers' Training prepared</p> <p>> Redesigned training program for LLCO prepared</p>	<p>> Consolidated reports of Senior officials/CEOs and Program Managers (Batch 1) submitted to OSEC (May 29)</p> <p>> Meeting with Sec. Baldoz and Mr. Gerald Yeo of Temasek Foundation Singapore to discuss follow-up training on Innovation and Entrepreneurship organized/attended (May 29)</p> <p>> Powerpoint presentation on Program Managers' Report (Batch 1) submitted to OSEC (May 29)</p> <p>> Project brief on Innovation & Entrepreneurship submitted to OSEC (May 31)</p> <p>> Administrative assistance to Phil. Prod. Professionals (Singapore) rendered</p> <p>> Preliminary draft of slogan contest mechanics prepared</p> <p>> Draft slogans (NWPC) prepared</p> <p>> Module developed Memo Order 55 s. 2013 drafted May 17 re Deployment Convergence program issued</p> <p>> Project Framework on Strengthening Workplace Relations and Productivity Improvement prepared and forwarded to NCMB for comments</p> <p>> Post training meeting with NCMB attended re Deployment Convergence Training Program</p> <p>> Productivity training for LLCO conducted (June 21 & 28)</p>	<p>> 4 Meetings with NYP / TF Singapore Team, NWPC/DOLE officials, and concerned gov't. agencies (DTI, DOST, DOT, DA, NEDA and TESDA) re updates on the re- entry plans conducted (July 28-30)</p> <p>Trainers' Training conducted Firms for Immersion activity In NCR, III and IV-A coordinated</p> <p>> Productivity training for LLCO conducted (July 5 & 19, Sept 25)</p>		

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B. Conduct of Productivity Training/Orientation Programs	> 9,800 firms benefited from Productivity Trainings and Orientations - 2,800 - productivity training - 6,800 - productivity orientation				> 1,305 firms benefited from productivity trainings and orientations with 3,566 workforce > 568 firms benefited from productivity trainings with 1,408 workforce > 747 firms benefited from productivity orientations with 2,158 workforce	> Training on Wages for LLCO conducted (June 19) > Productivity module for LLCO developed Dry-run conducted (May 23 & 28) > 2,158 firms benefited from productivity trainings and orientations with 4,728 workforce > 354 firms benefited from productivity trainings with 1,298 workforce > 1,804 firms benefited from productivity orientations with 3,430 workforce > 280 actions plans / PIPs developed/ installed	> 2,864 firms benefited from productivity trainings and orientations with 7,212 workforce > 1,042 firms benefited from productivity trainings with 3,103 workforce > 1,020 firms benefited from productivity orientations with 4,109 workforce > 62 actions plans /PIPs developed/ installed	> 6,327 firms benefited from productivity trainings and orientations with 15,506 workforce > 1,954 firms benefited from productivity trainings with 5,809 workforce > 3,571 firms benefited from productivity orientations with 9,897 workforce > 322 actions plans /PIPs developed/installed	
C. Technical Assistance	> 2,000 action plans/ productivity improvement programs developed/ installed > Technical Assistance rendered				> 5S training at Rizal Technological University conducted (January 4) > Productivity Roadmap	> Acted as resource speaker on SQ in the Luzon Tourism Congress (May 22) Powerpoint presentation in SQ for Luzon Tourism Congress prepared (May 22)	> 3 batches of 5S trainings at BCDA conducted (Apr. 11, 19 & 25) > Orientation on Productivity Programs at TUPAS (Sept. 17) > Acted as resource speaker re. Social Amelioration for the Bio-fuel Workers (Sept. 25) > Meetings attended > Draft NWPC inputs submitted to the Office of Usec. Lagunzad		
D. Awareness-Raising Programs/Projects 1 Productivity Olympics (PO) 2013	> 2013 PO conducted		> Guidelines reviewed/ finalized	2013 PO conducted	> Office Order and Memo re conduct of PO 2013 w/ different committee and tasking/activities prepared > IEC and other promotional materials	> Pre-Olympics papers, documents, and other requirements prepared > Composition of NSC and NJP reviewed/ revised	> 48 Productivity National Olympics nominees evaluated / validated > Briefing on the PO Criteria and Mechanics of Evaluation conducted on July 23 for NSC and NJP and for internal evaluators on July 26 > Provided technical assistance to RBs on	80%	> The activity is in coordination with other divisions.



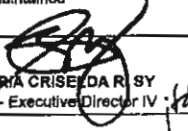
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2 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 4 Learning sessions conducted	> 4 Learning sessions conducted	4 Learning sessions conducted	> 6 Learning sessions conducted benefiting 336 participants from from 209 companies	> 3 Learning sessions conducted benefiting 170 participants from 110 companies	> 3 Learning sessions conducted benefiting 181 participants from from 105 companies	12 Learning sessions conducted benefiting 687 participants from 424 companies
3 Wages and Productivity Information Campaign	> 225,000 clients reached				> 41,708 clients reached	> 84,467 clients reached	> 66,197 clients reached	194,372 clients reached
Institutional Support								
1. Integrity Development Program	> 4 quarterly reports on the status of cases filed against > 12 reports (36 forms) submitted to NCMB on regional disposition of cases	> 1 report submitted > 3 reports submitted	> 1 report submitted > 3 reports submitted	1 report submitted 3 reports submitted	1 quarterly report submitted to HRDS > 3 consolidated reports (9 forms) submitted	> Report submitted to HRDS > 3 consolidated reports (9 forms) submitted	> Report submitted to HRDS > 3 consolidated reports (9 forms) submitted	> 9 consolidated reports (27 forms) submitted
2. Rationalization Plan	> Rationalization Plan approved and implemented				> Rationalization Plan approved and implemented	> Selection and promotion process on-going	> Full implementation of the Rationalization Plan	100%
3. Communication Program (Press conference/briefings)	> One presscon/briefing per month conducted > One TV/radio appearance per month > 36 press releases disseminated /posted				> 3 media interviews responded re Kasambahay bill and Holidaye (GMA 7, ANC-Channel 11, PTV-5) > 8 press releases disseminated/ posted to LCO, PIA, tri-media and NWPC website	> 5 media interviews with Solar News, PTV 4 Business World Online, PTV 5 (2) > 19 press releases disseminated/uploaded to the website	> 2 Phone patch radio/TV interview re WO-NCR-18 (Sept 8 - DZMM and ABS-CBN) 11 press releases disseminated	> 10 media interviews responded > 38 press releases disseminated
4. Good News Reporting	> 3 entries per month submitted to DOLE-LCO				> 11 entries on Good News submitted	> 9 entries on Good News submitted	13 on Good News submitted	> 33 entries on Good News submitted
5. Financial Management	> 100% Fund utilization > Cash utilization > Monthly SAOB submitted to FMS every 5th day of the following month				> Allotment utilized PS - 34 % MOOE - 19 % CO - 100 % Total - 31 % > 91% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS (Feb 4, Mar 1, April 3)	> Allotment utilized (as of June 25, 2013) PS - 50 % MOOE - 38 % CO - 100 % Total - 50 % > 90% cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS (May 3, Jun 3, July 2)	> Allotment utilized (as of Sept, 2013) PS - 78 % MOOE - 65 % CO - 100 % Total - 71 % > 92 % cash utilization base on cash program > Monthly SAOB report submitted to DOLE-FMS (Aug. 5, Sept 5, Oct 1)	

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6. Human Resource Development Interventions	<ul style="list-style-type: none"> > report submitted to FMS > Monthly status of accounts submitted to FMS every 1st working day of the following month > Status of actions taken on COA annual audit reports submitted to FMS > Capacity building programs implemented > 20% of officers/staff sent to training 				<ul style="list-style-type: none"> > Monthly status of accounts submitted to DOLE-FMS (Jan 30, Feb 29, Mar 25) > 2011 Consolidated AAR submitted to DOLE-FMS > One (1) Internal capacity building program conducted by NWPC benefiting 38 participants from CO and RBs > Five (5) local seminars/training attended by 42 employees (27%) > CSC review class for NWPC/RTWPB employees conducted 	<ul style="list-style-type: none"> > Monthly status of accounts submitted to DOLE-FMS (April 23, May 24, June 25) > Report on Consolidated AAR submitted to DOLE-FMS submitted May 3 > 5 local seminars/trainings attended by 15 employees and 1 foreign forum attended by 1 employee (10%) > 1 vacant position filled up with approved authority (Comelec) > Waste management system implemented > 5S Day implemented every Friday > Preparations for the Traa Planting activity and proposed visit on the seedlings planted last year on-going > PCW endorsed 2014 NWPC GAD Plan and Budget received > Revision/Test on-going 	<ul style="list-style-type: none"> > Monthly status of accounts submitted to DOLE-FMS (Jul 26, Aug. 23, Sept 24) > Report on consolidated AAR as of Sept 19, 2013 submitted to DOLE FMS 15 local seminars/trainings attended by 77 employees and 1 foreign forum attended by 1 employee (Bangkok) 52 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore > 8 vacant positions filled up /signed by SecLab > 9 positions reclassified under the Rationalization Plan /signed by SecLab > Waste management system implemented > 5S Day implemented every Friday > Tree planting cum Team Building Activities conducted on July 4, 2013 in Rodriguez, Rizal in coordination with PENRD-Rizal > Finalized arrangements on the conduct of Moral Renewal Seminar in coordination with Ley Formation Center scheduled on Aug 14 & 20, 2013 but was re-scheduled to the 4th Quarter of year due to suspension of work because of heavy rains/floodings > Revision/test on -going 		<ul style="list-style-type: none"> 25 local seminars/trainings attended by 134 employees and 1 foreign forum attended by 1 employee (Bangkok) 52 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> > Vacant positions (w/ DBM authority to hire) filled up > GODP Implemented 				<ul style="list-style-type: none"> > 31 vacant positions filled up with approved authority > 5S Day implemented every Friday 	<ul style="list-style-type: none"> > 1 vacant position filled up with approved authority (Comelec) > 5S Day implemented every Friday 	<ul style="list-style-type: none"> > 8 vacant positions filled up /signed by SecLab > 9 positions reclassified under the Rationalization Plan /signed by SecLab > Waste management system implemented > 5S Day implemented every Friday 		
9. Gender and Development (GAD)	<ul style="list-style-type: none"> > 2014 GAD Plan and Budget prepared and submitted > 2013 approved GAD Plan Plan implemented 				<ul style="list-style-type: none"> > Film entitled "The Impossible Dream" on the damage of natural calamity in Thailand shown > 2014 GAD Plan and Budget Proposal submitted to DOLE-PS (March 1) > Film showing and dance work out exercise conducted in celebration of the Women's Month 	<ul style="list-style-type: none"> > Preparations for the Traa Planting activity and proposed visit on the seedlings planted last year on-going > PCW endorsed 2014 NWPC GAD Plan and Budget received 	<ul style="list-style-type: none"> > Tree planting cum Team Building Activities conducted on July 4, 2013 in Rodriguez, Rizal in coordination with PENRD-Rizal > Finalized arrangements on the conduct of Moral Renewal Seminar in coordination with Ley Formation Center scheduled on Aug 14 & 20, 2013 but was re-scheduled to the 4th Quarter of year due to suspension of work because of heavy rains/floodings 		
10. Development/Implementation of the Application Systems	<ul style="list-style-type: none"> > Project Monitoring Evaluation System (PMES) and Wage Information 				<ul style="list-style-type: none"> > Prototype version of the system reviewed > On-line testing conducted 	<ul style="list-style-type: none"> > Revision/Test on-going 	<ul style="list-style-type: none"> > Revision/test on -going 		

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11 Acquisition of IT resources	Implemented > Administrative, Management & Information System and Financial Management System implemented > ISSP implemented				reviews, comments submitted to the consultant for revision > Attendance monitoring and personnel management system implemented > eNGAS and payroll system maintained > IT resources delivered IT inventory on-going > Services of network specialist commissioned	> Attendance monitoring and personnel management system implemented > Inventory of IT resources conducted > Report of Network Specialist evaluated and recommendation submitted to management for consideration	> Attendance monitoring and personnel management system implemented > Survey conducted re RBs IT requirements		
12 Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained				> Network and internet connections maintained	> Network and Internet connections maintained	Network and internet connections maintained		
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In: 2013 physical reports-July