

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
 PHYSICAL REPORT OF OPERATIONS  
 as of December 31, 2013

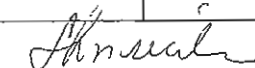
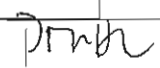
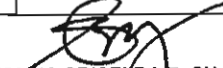
| MFO/Strategies/Programs/Projects   | TARGETS   |   |   |   |   | ACCOMPLISHMENTS  |  |   |   | % Accompl. | as of December 30, 2013   |
|--|---|---|---|---|---|--|--|---|---|------------|---|
|  | Whole Year  | 1st Quarter   | 2nd Quarter   | 3rd Quarter   | 4th Quarter   | 1st Quarter  | 2nd Quarter  | 3rd Quarter   | 4th Quarter   |            |   |
| <p>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</p> <p>A. Development of Wages and Productivity Policies</p> <p>1. Comments/Position/ Technical/Papers on Legislative Bills on Wages and Productivity</p> | > Comments/position/ technical papers on legislative bills on Wages and Productivity (as necessary)   | > Comments/position/ technical papers on legislative bills on Wages & Productivity (as necessary) | > Comments/position/ technical papers on legislative bills on Wages & Productivity (as necessary) | Comments/position/ technical papers on legislative bills on Wages & Productivity (as necessary) | Comments/position/ technical papers on legislative bills on Wages & Productivity (as necessary) | <p>&gt; Prepared position papers on the following HB and SB nos.:<br/>                     HB- 8685<br/>                     HB- 6688<br/>                     SB - 2921 (tripartism)<br/>                     SB - 2918 (conciliation/ mediation)<br/>                     Attended the following meeting:<br/>                     - Drafting of IRR of Kasambahay Law (Jan. 24)<br/>                     - Review of the Labor Code (March 8 &amp; 12)<br/>                     - Public hearing in La Trinidad, Benguet on HB 375 (Jan 18) (P125 ATB wage increase)<br/>                     Benguet on HB 375 (Jan 18) (P125 ATB wage increase)</p> |  | <p>&gt; Technical paper on the Labor Cost Implication of the Proposed 14th month pay<br/>                     &gt; Drafted proposed amendments on the composition of NWPC</p>   | <p>&gt; Briefings with Cong. Abaya re Amendments to RA 6971<br/>                     &gt; TWG meeting re SME Bills attended (Nov. 28)<br/>                     &gt; Public hearing re Magna Carta for Seafarers attended<br/>                     &gt; Meeting with Tripartite Committee re RA 6971 participated (Dec. 5)<br/>                     &gt; Prepared position papers/comments on the following:<br/>                     - HBs Nos. 581, 871, 1376, 2519 and 3251 (Productivity related bills) prepared/ submitted (Dec. 13)<br/>                     - HB Nos. 581, 871, 1376, 2519 and 3251 (Productivity related bills)<br/>                     - SB - 21 &amp; 1861 (Magna Carta for Seafarers)<br/>                     - SB- 1372 &amp; 1378 (PUB &amp; PUV Drivers)</p> |            | <p>&gt; 13 comments/position papers on the following prepared:<br/>                     HB nos. 6885, 6688, 581, 871, 1376, 2519, and 3251<br/>                     SB nos. - 2921 (tripartism)<br/>                     - 2918 (conciliation/ mediation)<br/>                     - 21 &amp; 1861 (Magna Carta for Seafarers)<br/>                     - 372 &amp; 1378 (PUB &amp; PUV Drivers)<br/>                     Participated/attended the following meeting:<br/>                     - Drafting of IRR of Kasambahay Law (Jan. 24)<br/>                     - Review of the Labor Code (March 6 &amp; 12)<br/>                     - Public hearing in La Trinidad, Benguet on HB 375 (Jan 18) (P125 ATB wage increase)<br/>                     - SME Bills<br/>                     - Magna Carta for Seafarers<br/>                     &gt; Prepared and submitted technical paper on the Labor Cost Implication of the proposed 14th month pay to Sen. Vicente Sotto (Oct 16)</p> |
| 2. National Policy Conference on Wages and Productivity  | > National Policy Conference on Wages and Productivity conducted  |   | > National Policy Conference on Wages and Productivity conducted                                  |   |   |  |  | <p>&gt; 3 Area Based Consultations conducted:<br/>                     - Tagaytay (Aug. 1 &amp; 2)<br/>                     - Cebu (Aug. 15 &amp; 16)<br/>                     - Davao (Aug. 7 &amp; 8)<br/>                     &gt; Consolidated/ submitted outputs of the Area Based Consultations</p> |   | 100%       |   |
| <p>B. Minimum Wage Review and Determination</p> <p>1. Review/monitoring of socio-economic situation in the region</p>  | > 64 Regional Wage price situationer reports/ 4 consolidated reports prepared   | > 16 Regional Wage price situationer reports/1 consolidated report prepared                       | > 18 Regional Wage price situationer reports/1 consolidated report prepared                       | 16 Regional Wage price situationer reports/1 consolidated report prepared                       | 16 Regional Wage price situationer reports/1 consolidated report prepared                       | > 18 Regional wage price situationer/ 1 consolidated report prepared   | > 16 Regional wage price situationer monitored/ 1 consolidated report prepared | > 18 Regional wage price situationer monitored/ 1 consolidated report prepared  | > 18 Regional wage price situationer monitored/ 1 consolidated report prepared  | 100%       | > 64 Regional wage price situationer situationer monitored/ 4 consolidated reports prepared   |
| 2. Issuance of Wage Orders WOs/Implementing Rules (IRRs) Advisories  | <p>&gt; WOs/IRRs/ reviewed / issued (as necessary)</p> <p>&gt; Productivity- based pay advisories formulated in accordance with the regional action plans to fully implement the 2TWS by 2016</p> |   |   |   |   |  | > 3 WOs / IRRs Issued (RBs IX, X, XIII)  | > 1 WO and 1 IRR issued (RB NCR)  | <p>&gt; 5 WOs Issued (RBs, CAR, I, II, V, VI)<br/>                     3 implementing rules (II, V, VI.)<br/>                     &gt; Wage Advisories:<br/>                     - 2 wage advisories issued (CAR &amp; III)<br/>                     - 9 Wage Advisories formulated subject to refinement based on the comments of the Commission (NCR, II, IV-B, V, VI, X, XI, XII, XIII)<br/>                     - The rest of the RBs are currently conducting industry consultations<br/>                     &gt; Action Plan to fully implement the 2TWS over the next (2014-2016) developed<br/>                     - Status reports on the implementation of 2TWS Oct. end Nov. submitted to the Secretary and presented to the Commission</p>                                    |            | <p>&gt; 8 Wage Orders issued in (NCR, CAR, I, II, V, VI, IX, X and XIII) and 7 implementing rules issued (NCR, II, V, VI, IX, X, XIII)<br/>                     &gt; The RTWPBs crafted their commitments to to fully implement the 2TWS over the next 2-3 years (2014-2016). This includes the closing of gaps between minimum wages and poverty threshold as well as the development of advisories on productivity base of advisories on productivity base Incentives scheme for growth sectors. These commitments are contained in a memorandum submitted to Secretary last 12 Sept. 2013<br/>                     &gt; 67 public hearings/consultations conducted</p>   |
|  |   |   |   |   |   | > 10 public hearings/consultations conducted   | > 13 public hearings/ consultations conducted                                  | > 35 public hearings/consultations conducted  | > 9 public hearings/consultations conducted   |            |   |

| MFOI/Strategies/Programs/Projects  | Whole Year   | TARGETS   |  |                                  |  | ACCOMPLISHMENTS  |   |   |  | % Accompl. | as of December 30, 2013  |
|--|--|---|--|----------------------------------|--|--|---|---|--|------------|--|
|  |  | 1st Quarter   | 2nd Quarter                                  | 3rd Quarter                      | 4th Quarter                                  | 1st Quarter  | 2nd Quarter   | 3rd Quarter   | 4th Quarter  |            |  |
| 3. Two-Tiered Wage System (2TWS)   | > Monitoring of performance/compliance of RTWPB on their commitments under   |   |  |                                  |  | > Poverty threshold and average wage above minimum wage the private establishments for the 2TWS prepared/updated<br>> Wage advisory of RTWPB-NCR reviewed /evaluated | > Median average of daily basic pay for all regions generated<br><br>> Comments on wage advisory issued by RB-CAR prepared<br><br>> 2TWS orientation in Cotabato City conducted ( May 1)<br>> Meeting with SecLab re: Adjusted Poverty Threshold and Ave. Wage convened/ presented (May 2)<br><br>> 3 Area- based consultations conducted | > Coordinated/validated with RBs the commitments as a result of the Area-based Consultations<br><br>> Finalized Memo to SecLAB re: RBs' Commitments/Outputs during Area-based Consultations<br><br>> Comments on wage advisory of RB XII prepared | > RB-VI consultation meeting on 2nd Tier of 2 TWS and reconstitution of Productivity Advocates Network participated (Oct 2-3, 2013 Iloilo City)<br><br>> Coordinated with / reports consolidated re RBs commitments under the 2TWS<br><br>> Comments on wage advisory of RB III prepared | 100%       | 2TWS Orientations conducted in the ff.:<br>- Cebu (Feb. 5, 2013)<br>- Cotabato City (May 1)<br>- Iloilo City (Oct. 2-3)<br>- IV-B (Nov. 5)<br>- NCR (Nov. 12)<br>- La Union (Nov. 14-15) |
| a. Bus Transport Industry  |  | > LSCC monitored/ consolidated                      | > 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<br><br>> Briefing on 2TWS conducted in Cebu (Feb. 5)                    | > Status of bus companies with issued LSCC updated<br><br>> RBs status of implementation requested<br>> Meeting with DOLE QC-FO re DD 118-12 update (June 26)   | > Status of bus companies with issued LSCC updated<br><br>> Finalized survey results and prepared report<br><br>> Coordinated with MMDA on the statistics on road accidents from 2011-2012  | > Status of bus companies with issued LSCC updated   | 100%       |  |
|  | > 100% of request of bus operators and drivers/conductors on the part-fixed, part performance compensation schemes in compliance with DOLE DO No. 118-2012 (demand-driven) acted upon within the prescribed process cycle time |   |  |                                  |  |  |   |   | > 733 request of bus operators and drivers acted upon  | 100%       |  |
| b. Facility Evaluation (FE) and Time & Motion Studies (TMS)                  | > Guidelines on FE and TMS issued/published  |   |  |                                  |  | > Guidelines on FE & TMS forwarded to SecLab on March 22 for signature   | > Guidelines on FE & TMS signed (April 1)   |   |  |            |  |
| > FE   | > 100% of applications received from firms with complete supporting documents acted upon   |   |  |                                  |  | > 99 applications acted upon - 63 out of 99 or 64% issued orders   | > 85 applications acted upon - 35 out of 88 or 41% issued orders  | > 87 applications acted upon - 62 out of 87 or 60% issued orders  | > 65 applications acted upon - 37 out of 64 or 57.8 % issued orders  | 100%       | > 214 applications acted upon - 187 out of 214 or 87.3% issued orders  |
| > TMS  | > 100% of applications received from firms with complete supporting documents acted upon   |   |  |                                  |  | > 24 applications acted upon - 12 out of 24 or 50% issued piece rate/production standard orders  | > 29 applications acted upon - 7 out of 29 or 24% issued piece rate/production standard orders  | > 44 applications acted upon - 15 out of 44 or 34% issued piece rate/production standard orders   | > 28 applications acted upon - 19 out of 30 or 63.3 % issued piece rate/production standard orders   | 100%       | > 64 applications acted upon - 53 out of 64 or 82.8 % issued piece rate/production standard orders   |
| Others:  |  |   |  |                                  |  |  |   |   |  |            |  |
| > Review of Rules of Procedure on Minimum Wage Fixing and Rules on Exemption |  |   |  |                                  |  |  | > RBs inputs/submissions consolidated<br>> RBs summary of comments prepared<br>> 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<br>> Turn-around time  |   |  |                                  |  | > 83% disposition rate achieved (43 out of 48 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)   | > 100% disposition rate achieved for 2012 issuance (191 out of 191 exemption disposed)<br><br>> 100% disposition rate achieved for 2013 issuance (47 out of 47 applications exemption received)  | 100%       | > 100% disposition rate achieved for 2012 (191) and 2013 Issuances (47). 238 out of 238 exemption received /   |
| 2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission      | > 98 % Disposition rate<br>> 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  | > 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 | > Report/documentation submitted | > Best practices on gainsharing consolidated | > Draft research abstract prepared<br>> Data gathered/analyzed and interpreted   | > Review of the draft research paper on -going  | > Gainsharing schemes currently being documented and reviewed   | > Documentation of Gainsharing schemes report of selected companies in the Phils. Submitted to the Directorate (Dec. 20)<br><br>> Documentation of gainsharing schemes of selected companies in the Phils. currently being reviewed and revised  | 100%       |  |

| MFO/Strategies/Programs/Projects   | TARGETS  |  |  |                                   |   | ACCOMPLISHMENTS   |  |   |   | % Accompl. | as of December 30, 2013  |
|--|--|--|--|-----------------------------------|---|---|--|---|---|------------|--|
|  | Whole Year   | 1st Quarter  | 2nd Quarter  | 3rd Quarter                       | 4th Quarter                             | 1st Quarter   | 2nd Quarter  | 3rd Quarter   | 4th Quarter   |            |  |
| 2. Assessment of Philippine Competitiveness in Global Spectrum (* formerly NWPC Productivity and Competitiveness Strategies) | > Research paper drafted   | > Research paper entitled: "Towards Increased Productivity and Competitiveness: A Study on Labor Market Efficiency Indicators on Wages and Productivity" | > Related materials/ documents reviewed            | > Research paper drafted          | > Related materials/ documents reviewed |   | > Framework presentation for SecLab prepared<br>> Draft research on national productivity and competitiveness strategies prepared  | > Continued the initial research on Philippine competitiveness<br>> Recently enrolled in the LEP as instructed by SecLab new initiative per Sec Lab<br>> Initial draft of concept paper developed   | > Research submitted to the Directorate (Dec. 13)<br>> Research on Philippine competitiveness and write-ups on-going revision   | 100%       |  |
| 3. Review of Productivity Incentives Act (RA 6971)   | > Proposed amendments to RA 6971 for the DOLE Legislative Agenda prepared/submitted to DLLO for sponsorship to |  |  |                                   |   | > Proposed amendments submitted to the Office of Asec. Aragon (Feb.6)   | > Amendments submitted to DOLE-DLLO for authorship/ sponsorship to Congress  | > Revised/submitted memorandum and proposed bill on RA 6971 to Usec. Rebecca Chato for endorsement to Congress  | > Proposed amendments to RA 6971 prepare submitted to Congress, BLR and DLLO<br>> Draft amendments presented to TIPC (Oct.18 & 25)<br>> Sectoral consultation on the proposed amendments conducted (Oct. 30)            | 100%       |  |
| 4. Assessment of Initial Implementation of DO 118-12   | > Report prepared  |  | > Assessment conducted                             | > Report prepared                 |   | > Review of Initial issuances of Labor Standard Compliance Certificates (LSCCs)   | > Memo to RBs re submission of assessment sent<br>> Meeting with MMDA conducted re survey on bus transport industry which have been issued LSCC<br>> Survey conducted on (June 18-21)<br>> initial survey results encoded  | > Finalized/ submitted public utility bus survey assessment in the implementation of DO 118-12 (Sept. 24)   |   | 100%       |  |
| 5. Assessment of Initial Implementation of 2TWS  | > 2012 WOs reviewed<br>> Report/recommendation prepared  | > 2012 Wage Orders reviewed  | > Report/recommendation prepared                   |                                   |   | > Initial assessment conducted  | > Draft report revised/edited  | > Report recommendations submitted (June 27)<br><br>> Proposed methodology for computing the prevailing wage prepared/ presented to the Comm.   |   | 100%       |  |
| 6. Conceptual & Empirical Framework for Determining Minimum Wage for Domestic Workers  | > Guidelines prepared  |  | > Framework prepared                               |                                   |   | > Draft guidelines prepared for consultation with RBs   | > Focus Group Discussion with domestic workers conducted (June 20)<br>> Focus Group Discussion with individual employers and private employment agencies in coordination with QC PESO conducted (May 10)   | > Framework presented to the Commission (Sept. 23)  |   | 100%       |  |
| 7. Creation of Productivity Committee  | > Productivity Committee formed  |  |  |                                   |   |   |  |   | > Draft NWPC Resolution and Terms of Reference prepared and presented to the Commission<br><br>> Letter to productivity partners for inputs re Productivity Committee priority agenda prepared and forwarded ( Nov. 11) |            |  |
| 8. 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   | > Database updated/ maintained  | > Database updated/ maintained  | 100%       | > 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<br>> Action plans monitored/ evaluated  | > Activities coordinated for 1st batch of training   | > Activities coordinated for 2nd batch of training | Action plans/ monitored/evaluated | Action plans/ monitored/evaluated       | > Selected companies in RBs NCR, III, IV-A, VI, VII, X and XI evaluated/ validated for Singapore training<br>> Schedule of batches and list of participants prepared<br>> Administrative requirements coordinated/facilitated | > Monitoring/evaluation of private participants in regions NCR, III and IVA conducted/report prepared<br><br>> Advisory for Productivity Specialist Issued<br><br>> 15 NWPC/DOLE officers/ from private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore (May 8-17)<br><br>> Consolidated reports of Senior officials/CEOs and Program Managers (Batch 1) submitted to OSEC (May 29) | > 52 NWPC/DOLE officers and Managers/Supervisors from private sector attended Productivity Professionals Training in Singapore;<br><br>> 35 project proposals on productivity improvement programs prepared and monitored<br><br>> PIPs of participants monitored | > PIPs of participants monitored  | 100%       | > 102 NWPC/DOLE officers and Managers/Supervisors from private sector attended Productivity Professionals Training in Singapore;<br>> 35 project proposals on productivity improvement programs prepared and monitored |

| MFO/Strategies/Programs/Projects   | TARGETS   |             |             |             |             | ACCOMPLISHMENTS   |  |  |   | % Accompl.                            | as of December 30, 2013  |
|--|---|-------------|-------------|-------------|-------------|---|--|--|---|---------------------------------------|--|
|  | Whole Year  | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | 1st Quarter   | 2nd Quarter  | 3rd Quarter  | 4th Quarter   |                                       |  |
| <p>&gt; Re-entry Plans (Nanyang/ Temasek Foundation (Singapore))</p> <p>&gt; Phase 2: Training on Innovation and Enterprise</p> <p>b. DOLE Convergence Program on Productivity</p> <p>- NWPC-NCMB Convergence Training Program on Productivity Improvement and Labor Management Cooperation</p> <p>- Capacity Building Program for Labor Law Compliance Officers (LLCOs)</p> | <p>&gt; NWPC Slogans on Productivity prepared</p> <p>&gt; DOLE slogan contest</p> <p>&gt; Modules developed</p> <p>&gt; Trainings conducted</p> |             |             |             |             | <p>&gt; Concept note finalized</p> <p>&gt; Meetings with concerned DOLE agencies on redesigned modules incorporating LMC attended/ coordinated</p> <p>&gt; Memo re conduct of Trainers' Training prepared</p> <p>&gt; Redesigned training program for LLCO prepared</p> <p>&gt; 1,305 firms benefited from productivity trainings and orientations with 3,568 workforce</p> <p>&gt; 558 firms benefited from productivity trainings with 1,408 workforce</p> <p>&gt; 747 firms benefited from productivity orientations with 2,158 workforce</p> <p>&gt; 2,000 action plans/ productivity improvement programs developed/ installed</p> | <p>&gt; 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>&gt; Powerpoint presentation on Program Managers' Report (Batch 1) submitted to OSEC (May 29)</p> <p>&gt; Project brief on Innovation &amp; Entrepreneurship submitted to OSEC (May 31)</p> <p>&gt; Administrative assistance to Phil. Prod. Professionals (Singapore) rendered</p> <p>&gt; Preliminary draft of slogan contest mechanics prepared</p> <p>&gt; Draft slogans (NWPC) prepared</p> <p>&gt; Module developed</p> <p>Memo Order 55 s. 2013 drafted May 17 re Deployment Convergence program issued</p> <p>&gt; Project Framework on Strengthening Workplace Relations and Productivity Improvement prepared and forwarded to NCMB for comments</p> <p>&gt; Post training meeting with NCMB attended re Deployment Convergence Training Program</p> <p>&gt; Productivity training for LLCO conducted (June 21 &amp; 28)</p> <p>&gt; Training on Wages for LLCO conducted (June 19)</p> <p>&gt; Productivity module for LLCO developed</p> <p>Dry-run conducted (May 23 &amp; 28)</p> <p>&gt; 2,156 firms benefited from productivity trainings and orientations with 4,728 workforce</p> <p>&gt; 354 firms benefited from productivity trainings with 1,298 workforce</p> <p>&gt; 1,804 firms benefited from productivity orientations with 3,430 workforce</p> <p>&gt; 280 actions plans / PIPs developed/ installed</p> | <p>&gt; 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 29-30)</p> <p>&gt; Project proposal on Phase 2 (Training on Innovation and Enterprise) prepared</p> <p>&gt; Trainers' Training conducted</p> <p>Firms for immersion activity in NCR, III and IV-A coordinated</p> <p>&gt; Productivity training for LLCO conducted (July 5 &amp; 19, Sept 25)</p> <p>&gt; 2,884 firms benefited from productivity trainings and orientations with 7,212 workforce</p> <p>&gt; 1,843 firms benefited from productivity trainings with 3,108 workforce</p> <p>&gt; 1,021 firms benefited from productivity orientations with 4,104 workforce</p> <p>&gt; 82 actions plans / PIPs developed/ installed</p> | <p>&gt; Launched on "Let's Talk Productivity" advocacy segment to promote productivity with In DOLE (Oct. 24)</p> <p>&gt; Project Brief and endorsement of SecLab drafted (Oct 11)</p> <p>&gt; Final project proposal with endorsement of SecLab prepared/submitted (Oct. 16)</p> <p>&gt; Project proposal submitted to Temasek Foundation on Oct. 16</p> <p>&gt; Productivity training for LLCO conducted (October 4)</p> <p>&gt; Training on Wages for LLCOs conducted (Oct. 2)</p> <p>&gt; 4,205 firms benefited from productivity trainings and orientations with 8,128 workforce</p> <p>&gt; 406 firms benefited from productivity trainings with 3,803 workforce</p> <p>&gt; 3,799 firms benefited from productivity orientations with 4,525 workforce</p> <p>&gt; 1,788 action plans/PIPs developed/ installed</p> | <p>100%</p> <p>109.0%</p> <p>105%</p> | <p>Basic Productivity training for LLCOs conducted on the following:</p> <p>&gt; Productivity Training:</p> <p>- June 21 &amp; 28</p> <p>- July 5 &amp; 19</p> <p>- Sept. 24</p> <p>- Oct. 4</p> <p>&gt; Training on Wages:</p> <p>- June 19</p> <p>- Oct. 2</p> <p>&gt; 10,532 firms benefited from productivity trainings and orientations with 23,634 workforce</p> <p>&gt; 3,161 firms benefited from productivity trainings with 9,417 workforce</p> <p>&gt; 7,371 firms benefited from productivity orientations with 14,217 workforce</p> <p>&gt; 2,106 actions plans / PIPs developed/ installed</p> |

| MFO/Strategies/Programs/Projects                      | TARGETS   |   |   |   |   | ACCOMPLISHMENTS  |   |   |   | % Accompl. | as of December 30, 2013  |
|---|---|---|---|---|---|--|---|---|---|------------|--|
|   | Whole Year  | 1st Quarter                                   | 2nd Quarter                                   | 3rd Quarter                               | 4th Quarter                               | 1st Quarter  | 2nd Quarter   | 3rd Quarter   | 4th Quarter   |            |  |
| C. Technical Assistance                               | > Technical Assistance rendered   |   |   |   |   | > 5S training at Rizal Technological University conducted (January 4)  | > Acted as resource speaker on SQ in the Luzon Tourism Congress (May 22)                            | > 3 batches of 5S trainings at BCDA conducted (Apr. 11, 19 & 25)  | > SQ training for Tourism Value Chain in Coron, Palawan conducted benefiting 682 participants (Oct. 20-22)        |            |  |
|   |   |   |   |   |   | > Productivity Roadmap   |   | > Orientation on Productivity Programs at TUPAS (Sept. 17)  | > Acted as resource speakers on wages and productivity for Labor Management Committee at Subic, Zambales (Oct. 4) |            |  |
| D. Awareness-Raising Programs/Projects                |   |   |   |   |   |  |   |   |   |            |  |
| 1. Productivity Olympics (PO) 2013                    | > 2013 PO conducted   |   | Guidelines reviewed/finalized                 | 2013 PO pre-activities conducted          | 2013 PO conducted                         | > Office Order and Memo re conduct of PO 2013 w/ different committee and tasking/activities prepared   | > Pre-Olympics papers, documents, and other requirements prepared                                   | > 48 Productivity National Olympics nominees evaluated / validated  | > Post evaluation organized/conducted (Oct. 28)   | 100%       | > Conducted National Productivity Olympics on Oct. 24 highlighted by the following events:<br>- Awarding of Winners (10) SMMEs<br>- Program Launch of Let's Talk Productivity<br>- Trade Exhibit (17 exhibitors)<br>- Forum on the Employment Impact of 2015 ASEAN Integration |
|   |   |   |   |   |   | > IEC and other promotional materials distributed to RBs   | > Composition of NSC and NJP reviewed/ revised  | > Briefing on the PO Criteria and Mechanics of Evaluation conducted on July 23 for NSC and NJP and for internal evaluators on July 26 | > Letter to Usec. Maglaya re DTI's DZMM show on MSMEs to feature PO winners                                       |            |  |
|   |   |   |   |   |   |  | > Monitoring and technical assistance provided to RBs   | > Provided technical assistance to RBs on the documentation and evaluation of Regional PO Winners                                     | > Initial meeting, schedule and required materials for the production discussed                                   |            |  |
|   |   |   |   |   |   |  | > Criteria, mechanics of NSC and NJP composition identified and presented to the Commission         | > Coordinated and facilitated the evaluation of the regional finalists by the National Screening Committee                            | > PO briefing with DTI Asec. Lantayona for DZMM program conducted (Nov. 22)                                       |            |  |
|   |   |   |   |   |   |  |   | > Coordinated/prepared materials & necessary requirements for the PO National Judging Panel and PO Awarding Ceremonies                | > PO documents, IEC, AVPs and Criteria/mechanism forwarded to DTI for DZMM program (Dec. 13)                      |            |  |
|   |   |   |   |   |   |  |   |   | > Past PO winners for DZMM identified (Dec. 13)   |            |  |
| 2. Learning Sessions on Wages and Productivity        | > 12 Learning sessions conducted  | > 4 Learning sessions conducted               | > 4 Learning sessions conducted               | 3 Learning sessions conducted             | 1 Learning sessions conducted             | > 6 Learning sessions conducted benefiting 336 participants from 209 companies   | > 3 Learning sessions conducted benefiting 170 participants from 110 companies                      | > 3 Learning sessions conducted benefiting 181 participants from 105 companies  | > 3 Learning sessions conducted benefiting 141 participants from 93 companies (Nov)                               | 141%       | 17 Learning sessions conducted benefiting 871 participants from 606 companies  |
|   |   |   |   |   |   |  |   |   | > 2 Learning Sessions conducted benefiting 96 participants from 62 companies (Oct)                                |            |  |
| 3. Wages and Productivity Information Campaign        | > 225,000 clients reached   |   |   |   |   | > 41,708 clients reached   | > 84,467 clients reached  | > 68,197 clients reached  | > 45,135 clients reached  | 106%       | > 239,507 clients reached<br>- 83,809 on IEC materials disseminated<br>- 109,877 mass media activities conducted<br>- 46,021 public information assistance provided  |
| Institutional Support                                 |   |   |   |   |   |  |   |   |   |            |  |
| 1. Integrity Development Program                      | > 4 quarterly reports on the status of cases filed against<br>> 12 reports (36 forms) submitted to NCMB on regional disposition of cases  | > 1 report submitted<br>> 3 reports submitted | > 1 report submitted<br>> 3 reports submitted | 1 report submitted<br>3 reports submitted | 1 report submitted<br>3 reports submitted | 1 quarterly report submitted to HRDS<br>> 3 consolidated reports (9 forms) submitted   | > Report submitted to HRDS<br>> 3 consolidated reports (9 forms) submitted                          | > Report submitted to HRDS<br>> 3 consolidated reports (9 forms) submitted  | > 3 consolidated reports (9 forms) submitted  | 100%       | > 12 consolidated reports (36 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<br>> One TV/radio appearance per month<br><br>> 36 press releases disseminated/posted   |   |   |   |   | > 5 media interviews responded re Kasambahay bill, Wage Issuance, 2TWS, PO and Holidays (GMA 7, ANC-Channel 11, PTV-5 and regional networks) | > 3 media interviews with Solar News, PTV 4 Business World Online, PTV 5 (2) and regional networks  | > 2 Phone patch radio/TV interview re WO-NCR-16 (Sept 6 - DZMM & ABS-CBN)<br>> 5 media interviews with regional networks              | > 2 media interviews with Unang Hirit and Kape at Balita responded<br>> 1 media interview with regional network   |            | > 12 media interviews responded  |
|   |   |   |   |   |   | > 8 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website   | > 19 press releases disseminated/uploaded to the website  | 11 press releases disseminated  | 8 press releases disseminated   | 100%       | > 48 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   | 7 entries on Good News submitted  | 111%       | > 40 entries on Good News submitted  |
| 5. Financial Management                               | > 100% Fund utilization<br><br>> Cash utilization<br><br>> Monthly SAOB submitted to FMS every 5th day of the following month report submitted to FMS<br><br>> Monthly status of accounts |   |   |   |   | > Allotment utilized<br>PS - 34 %<br>MOOE - 19 %<br>CO - 100 %<br>Total - 31%  | > Allotment utilized (as of June 25, 2013)<br>PS - 50 %<br>MOOE - 38 %<br>CO - 100 %<br>Total - 50% | > Allotment utilized (as of Sept. 2013)<br>PS - 78 %<br>MOOE - 65 %<br>CO - 100 %<br>Total - 71 %                                     | > Allotment utilized (as of Dec. 2013)<br>PS - 97 %<br>MOOE - 93 %<br>CO - 93 %<br>Total - 95 %                   |            |  |
|   |   |   |   |   |   | > 91% cash utilization based on cash program   | > 90% cash utilization base on cash program   | > 92 % cash utilization base on cash program  | > 92 % cash utilization base on cash program  |            |  |
|   |   |   |   |   |   | > Monthly SAOB report submitted to DOLE-FMS (Feb 4, Mar 1, April 3)  | > Monthly SAOB report submitted to DOLE-FMS (May 3, Jun 3, July 2)                                  | > Monthly SAOB report submitted to DOLE-FMS (Aug. 5, Sept 5, Oct 1)   | > Monthly SAOB report submitted to DOLE-FMS (Jan.6)   |            |  |
|   |   |   |   |   |   | > Monthly status of accounts submitted to DOLE-FMS   | > Monthly status of accounts submitted to DOLE-FMS  | > Monthly status of accounts submitted to   | > Monthly status of accounts submitted to   |            |  |

| MFO/Strategies/Programs/Projects  | TARGETS  |             |             |             |             | ACCOMPLISHMENTS   |  |   |  | % Accompl.   | as of December 30, 2013 |
|---|--|-------------|-------------|-------------|-------------|---|--|---|--|--|-------------------------|
|   | Whole Year   | 1st Quarter | 2nd Quarter | 3rd Quarter | 4th Quarter | 1st Quarter   | 2nd Quarter  | 3rd Quarter   | 4th Quarter  |  |                         |
| 6. Human Resource Development Interventions   | submitted to FMS every 1st working day of the following month<br>> Status of actions taken on COA annual audit reports submitted to FMS<br>> Capacity building programs implemented<br>> 20% of officers/staff sent to training<br><br>> Vacant positions (w/ DBM authority to hire) filled up |             |             |             |             | (Jan 30, Feb 26, Mar 25)<br>> 2011 Consolidated AAR submitted to DOLE-FMS<br><br>> One (1) internal capacity building program conducted by NWPC benefiting 36 participants from CO and RBs<br>> Five (5) local seminars/training attended by 42 employees (27%)<br><br>> CSC review class for NWPC/RTWPS employees conducted<br>> 31 vacant positions filled up with approved authority | (April 23, May 24, June 25)<br>> Report on Consolidated AAR submitted to DOLE-FMS submitted May 3<br><br>> 5 local seminars/trainings attended by 15 employees and 1 foreign forum attended by 1 employee (10%)<br><br>> 1 vacant position filled up with approved authority (Comelec) | DOLE-FMS (Jul 26, Aug. 23, Sept 24)<br>> Report on consolidated AAR as of Sept 19, 2013 submitted to DOLE FMS<br><br>15 local seminars/trainings attended by 77 employees and 1 foreign forum attended by 1 employee (Bangkok)<br><br>52 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore<br><br>> 8 vacant positions filled up /signed by SecLab<br>> 9 positions reclassified under the Rationalization Plan /signed by SecLab<br><br>> Waste management system implemented<br><br>> 5S Day implemented every Friday<br><br>> Tree planting cum Team Building Activities conducted on July 4, 2013 in Rodriguez, Rizal in coordination with PENRO-Rizal | DOLE-FMS (Dec. 23)<br>> 3 local seminars/trainings attended by 5 employees<br><br>> 1 foreign training attended by one officer (Japan)<br><br>> 5 vacant positions filled up with approved authority<br><br>> Waste management system implemented<br><br>> 5S Day implemented every Friday   | 28 local seminars/trainings attended by 137 employees and 3 foreign trainings attended by 3 employees (Thailand, Italy and Japan)<br><br>102 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore<br><br>> 45 vacant positions filled up<br>> 20 vacant positions to be filled up<br>DED IV - 1<br>Spvg. LEO - 1<br>Atty. IV - 8<br>LEO III-2<br>LEO II - 2<br>Comp. Programmer - 1<br>Admin. Assl I - 5 |                         |
| 7. Green our DDLE Program (GODP)  | > GODP implemented   |             |             |             |             | > Waste management system implemented<br><br>> 5S Day implemented every Friday<br><br>> Film entitled "The Impossible Dream" on the damage of natural calamity in Thailand shown  | > Waste management system implemented<br><br>> 5S Day implemented every Friday<br><br>> Preparations for the Tree Planting activity and proposed visit on the seedlings planted last year on-going   | > Waste management system implemented<br><br>> 5S Day implemented every Friday<br><br>> Tree planting cum Team Building Activities conducted on July 4, 2013 in Rodriguez, Rizal in coordination with PENRO-Rizal   | > Waste management system implemented<br><br>> 5S Day implemented every Friday   |  |                         |
| 8. Gender and Development (GAD)   | > 2014 GAD Plan and Budget prepared and submitted<br><br>> 2013 approved GAD Plan implemented  |             |             |             |             | > 2014 GAD Plan and Budget Proposal submitted to DOLE-PS (March 1)<br>> Film showing and dance work out exercise conducted in celebration of the Women's Month  | > PCW endorsed 2014 NWPC GAD Plan and Budget received  | > Finalized arrangements on the conduct of Moral Renewal Seminar in coordination with Lay 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  |  |  |                         |
| 9. Development/Implementation of the Application Systems  | > Project Monitoring Evaluation System (PMES) and Wage Information implemented<br><br>> Administrative, Management & Information System and Financial Management System implemented  |             |             |             |             | > Prototypa version of the system reviewed<br>> On-line testing conducted reviews, comments submitted to the consultant for revision<br>> Attendance monitoring and personnel management system implemented<br><br>> eNGAS and payroll system maintained  | > Revision/Test on-going<br><br>> Attendance monitoring and personnel management system implemented  | > Revision/test on -going<br><br>> Attendance monitoring and personnel management system implemented  | Pilot test on-going  | 90%  |                         |
| 10. Acquisition of IT resources   | > ISSP Implemented   |             |             |             |             | > IT resources delivered<br>> IT inventory on-going<br>> Services of network specialist commissioned  | > Inventory of IT resources conducted<br><br>> Report of Network Specialist evaluated and recommendation submitted to management for consideration   | > Survey conducted re RBs IT requirements<br><br>> Network and internet connections maintained  | > List of IT resources to be acquired prepared<br><br>> Bidding process conducted  | 100%   |                         |
| 11. 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   | > Network and internet connections maintained  |  |                         |
| Others:<br>> Development of Income Support Framework in coordination with ILS<br><br>> Compliance with Labor Laws Livelihood Assistance<br><br>> DOLE -FFCCIII Partnership Agreement and Action Plan on Productivity Enhancement Compliance with Labor Laws and Livelihood Assistance |  |             |             |             |             |   |  |   | > Provided technical assistance on the wage component of the framework<br><br>> Orientation on 2TWS and Productivity Training Program with FFCCIII officials re implementation of MUA (5 Nov. Federation Center)<br><br>> Organized orientation on 2TWS and Productivity Training Program with FFCCIII officials and members on Nov. 19 held in Manila Federation Center |  |                         |
| Prepared by:<br><br>LOURDES M. SECILLANO<br>Chief, PID   | Noted by:<br><br>PATRICIA P. HORNILLA<br>Deputy Executive Director   |             |             |             |             | Approved by:<br><br>MARIA CRISEKDA R. SY<br>Executive Director IV  |  |   |  |  | January 6, 2014         |