

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
as of March 31, 2011

MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
<b>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</b>					
<b>A. Development of Wages and Productivity Policies</b>					
1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments/position/technical papers on Legislative Bills on Wages and Productivity	> Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Prepared comments/position paper on House Bill nos.1155,1156,2382, 3112, 1113, 1708, 1742, 1816 and 3992		
2. Facility Evaluation (FE) and Time & Motion Studies (TMS) (Work Improvement and Measurement Study)	> Guidelines on FE / TMS issued/published > Report prepared > Capacity building conducted > 50% of requests received from firms served	> Guidelines on FE/TMS issued/published	> Draft guidelines on FE / WIMS (formerly TMS) submitted  > 29 out of the 62 requests acted upon/served (46.77% of request)	94%	
<b>B. Minimum Wage Review and Determination</b>					
1. Review/Monitoring of socio-economic situation in the region	> 64 Regional Wage price situationer reports/ 4 consolidated reports prepared	> 16 Regional Wage price situationer reports/ 1 consolidated report prepared	> 16 Regional Wage Price Situationer/ 1 consolidated report prepared  > 17 wage simulations prepared	100%	
2. Issuance of Wage Orders/ Implementing Rules/Advisories	> Wage orders/Implementing Rules reviewed/issued (as necessary)		> 1 Wage Order issued (RB-II)		WO RTWPBII-14 issued on Jan 19, 2011 and took effect on Feb. 4, 2011
3. Two-Tiered Wage System (TTWS)	> Consultation/orientation with NTIPC > MOA forged > Report prepared > Guidelines (procedural and technical) for estimating floor wage developed > Capacity building conducted > TTWS pronounced during Labor Day Celebration > Pilot testing conducted > TTWS implemented	> Consultation/orientation with NTIPC > MOA forged	> TTWS presented to NTIPC for consultation/discussion and received unanimous support  > Coordinated with DOLE-IAC on Statistical Matters for the joint presentation of the 2009 Poverty Threshold Estimates and the results of the study on the Evaluation of the Use of the Criteria & Outcome of Min. Wage Policies  > Convened a pre-Technical Integration Workshop with the social partners, selected RTWPBs and ILO to identify key policy, legal and operational issues.	100%	

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	WHOLE YEAR	1st QUARTER	1st Qtr.		
<b>C. Disposition of Wage Exemption Cases</b>					
1. Wage Exemption Cases filed with the Regional Boards	> 85 % Disposition rate > Turn-around time		> 224 out of 241 applications for exemption disposed or 92.95 % disposition rate (2010 Wage Order issuance)	92.95%	
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 85 % Disposition rate  > Turn-around time		> 1 out of 2 appeal/MR on exemption disposed or 50% disposition rate		
<b>D. Conduct of Policy Researches</b>					
1. Evaluation of the Empirical Framework for Minimum Wage Determination (in coordination with UP Statistical Foundation)	> Final Report prepared > Capacity building conducted	> Final Report prepared > Capacity building conducted			Final report still with consultant
2. Study on CBAs	> Report prepared/submitted	> Concept note prepared > Data gathering	> 190 CBAs on wage and wage related benefits gathered		
3. Productivity Agenda/Roadmap - Phase I : Data Gathering	>	> Concept paper prepared > Inventory report prepared	> Concept paper prepared > Inventory of productivity programs/ policies prepared		
4. Green Productivity (GP)	> Module developed > Trainers' training conducted > Technical assistance rendered/provided	> Guidelines prepared	> Draft guidelines on the implementation of the Pledge of Support of concerned signatories		
5. Evaluation of ISTIV Program	> Survey results/report prepared/ submitted	> Questionnaire revised/finalized	> Questionnaire revised/finalized		
6. Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained		> Database updated/maintained		

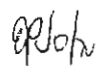

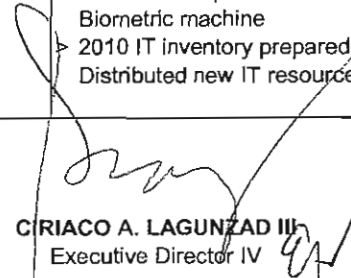
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<b>MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services</b>					
A. Program Development					
1. Development and Implementation of Green Productivity (GP) for MSMEs	> Green Productivity developed and implemented	> GP Module developed > Trainers' training conducted	> Forum on Greening Industry practices conducted > IEC materials designed and produced (T-shirts, bag)		Module development transferred to 2nd quarter Activity was replaced with the conduct of Forum on GP
2. Greening Our DOLE Program	> GP at DOLE Module developed	> Module design prepared	> Briefing/Orientation materials prepared and presented during DOLEwide Corporate Planning Exercise > Meetings attended > Concept paper and Guidelines on the Green Our DOLE Program prepared  > Admin. Order on the structure prepared		Work target for this activity was revised based on development of programs in DOLE. Technical assistance will be rendered instead  AO # 96 on Green Our DOLE Program issued on March 11, 2011
3. ISTIV Upgrading (Integration of ILO-SIB)  ILO "Succeeding in Business Program" (SIB)	> ISTIV/ILO-SIB upgrade/ integrated > Report prepared	> Trainers' Training conducted  > Module developed	> Trainers' Training conducted with participants from NWPC/RTWPBs (17) and 12 partner firms		ILO-SIB module will be integrated in the ISTIV PAP module  ISTIV will be rebranded/ redefined as program label.
4. Expansion of Service Quality (SQ) to Hotel and Restaurant Supply Chain	> Module developed > Pilot test conducted > Orientation conducted		> Research conducted > Pilot test conducted in Dapitan City, Zamboanga		Trainers Training was facilitated by Mr. Charles Bodwell, ILO Enterprise Development Specialist

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MFO/Strategies/Programs/Projects	TARGETS		ACCOMPLISHMENTS	% Accomp.	Remarks
	WHOLE YEAR	1st QUARTER	1st Qtr.		
5. Simplified Productivity Module for TAV	<ul style="list-style-type: none"> <li>&gt; Module developed</li> <li>&gt; Pilot test conducted</li> <li>&gt; Orientation conducted</li> </ul>		<ul style="list-style-type: none"> <li>&gt; Participated in the Strategic Planning Exercise on One Locality, One Industry, One Service Quality Program of Dapitan City (expanding SQ to tourism supply chain)</li> <li>&gt; Necessary revisions discussed</li> <li>&gt; Session guide drafted</li> </ul>	40.25%	
6. Productivity Gainsharing Module	<ul style="list-style-type: none"> <li>&gt; Gainsharing module developed</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Gainsharing module presented/evaluated</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Research on gainsharing conducted</li> <li>&gt; Gainsharing module prepared and presented for comments</li> </ul>		
B. Conduct of Productivity Training/Orientation Programs	<ul style="list-style-type: none"> <li>&gt; 6,000 firms benefited from Productivity Orientation Services</li> </ul>		<ul style="list-style-type: none"> <li>&gt; <b>2,415</b> firms provided with productivity technology trainings/orientation benefiting <b>6,542</b> workforce</li> <li>a. Training and consulting services: <ul style="list-style-type: none"> <li>- <b>79</b> SMEs on ISTIV-Productivity Awareness Program benefiting <b>572</b> workforce</li> <li>- <b>40</b> SMEs on 5S training benefitting <b>336</b> workforce</li> <li>- <b>47</b> firms provided on SQ for KEGs training benefiting <b>312</b> workforce</li> <li>- <b>209</b> microenterprises provided with ISTIV- Bayanihan training benefiting <b>246</b> workforce</li> </ul> </li> <li>b. Productivity Orientation Services <ul style="list-style-type: none"> <li>- <b>390</b> microenterprises under TAV benefiting 408 workforce</li> <li>- <b>259</b> firms provided with Productivity 101 training benefiting <b>1,306</b> workforce</li> <li>- <b>1,391</b> firms provided with productivity awareness raising programs/ orientations benefiting <b>3,362</b> workforce</li> </ul> </li> </ul>		
C. Diskwento Caravan	<ul style="list-style-type: none"> <li>&gt; Diskwento caravan conducted/organized (as per request)</li> </ul>		<ul style="list-style-type: none"> <li>&gt; 4 Diskwento caravans conducted benefiting 2,649 workers/buyers (RBs X and XIII)</li> </ul>		

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	WHOLE YEAR	1st QUARTER	1st Qtr.		
<b>D. Awareness raising projects/activities</b>					
1. Productivity Olympics (PO)	> 9 PO winners awarded	> Criteria and guidelines revised	> Proposed new set of criteria for the PO 2011 reviewed	100%	
2. Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 3 Learning sessions	> 3 Learning sessions conducted benefitting 204 participants from 124 companies		
3. Operasyon PAWIS/ Productivity IEC Materials	> 150,00 clients reached thru the following: - IEC materials produced - mass media activities benefitting number of participants - wage clinique/seminars/public fora no. of participants benefitted - written/phone-in-queries/ responded/ attended to - Productivity IEC materials		> <b>63,173</b> clients reached thru the following: - 20,924 IEC materials produced - 65 mass media activities benefitting 23,160 participants - 28 wage clinique/seminars/public fora with 1,700 participants benefitted - 13,652 written/phone-in-queries/ responded/ attended - 3,737 Productivity IEC materials	42.11%	
4. Press Conference & Media Releases	> Press conferences and media releases conducted		> 5 press releases submitted to PIA for public consumption > 3 interviews responded (UN TV, ABS-CBN & GMA)		
5. Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained		> Network connection maintained		
Others:					
1. Internal Capacity Building			> Sent 19 officers and staff of the Commission and Regional Boards to 4 local trainings		
2. Acquisition of IT resources			> Installed and parallel tested the Biometric machine > 2010 IT inventory prepared > Distributed new IT resources		
Prepared by:  <b>ELVIRA P. JOTA</b> Chief, PMISD	Noted by:  <b>JEANETTE D. TANA</b> Director II	Approved by:  <b>CIRIACO A. LAGUNZAD III</b> Executive Director IV	Date:  <b>4-May-11</b>		

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MFO/Strategies/Programs/Projects	TARGETS			ACCOMPLISHMENTS		% Accompl.	As of June 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	1st Qtr.	2nd Quarter		
<b>MFO 1: Policies/guidelines/standards formulation on Wages and Productivity</b>							
<b>A. Development of Wages and Productivity Policies</b>							
1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments/position/technical paper on Legislative Bills on Wages & Productivity	> Comments/position/technical paper on Legislative Bills on Wages & Productivity	> Comments/position/technical paper on Legislative Bills on Wages & Productivity	> Prepared 9 comments/position paper on the following House Bills: 1155,1156,2382, 3112, 1113, 1708, 1742, 1816 and 3992	> Prepared 9 comments/position paper on the following House Bills: 4372, 1889, 3370 and Senate Bill Nos. 892, 2562, 632, 1351, 2062 and 2652	100%	18 comments/position papers prepared
2. Facility Evaluation (FE) and Work Improvement and Measurement Study-WIMS) formerly Time & Motion Studies > Facility Evaluation  > WIMS	> Guidelines on FE / TMS Issued/published > Report prepared > Capacity building conducted > 50% of requests received from firms served	> Guidelines on FE/TMS issued/published	> Report prepared	> Draft guidelines on FE / WIMS submitted	> 2 batches of WIMS training conducted in May-June in Quezon City and Laguna  > 58% of request acted upon No. of requests received - 78 No. of requests acted upon - 45  > 49% of request acted upon No. of requests received - 59 No. of requests acted upon - 29		
<b>B. Minimum Wage Review and Determination</b>							
1. Review/Monitoring of socio-economic situation in the region	> 64 Regional Wage price situationer/4 consolidated reports prepared	> 16 Regional Wage price situationer/1 consolidated reports prepared	> 16 Regional Wage price situationer/1 consolidated reports prepared	> 16 Regional Wage Price Situationer/1 consolidated report prepared  > 17 wage simulations prepared	> 16 Regional Wage Price Situationer/1 consolidated report prepared	100%	32 Regional Wage Price Situationer/2 consolidated reports prepared  17 wage simulations prepared
2. Issuance of Wage Orders/Implementing Rules/Advisories	> Wage orders/Implementing Rules reviewed/issued (as necessary)			> 1 Wage Order issued (RB-II, 2010 W.O.issuance)	> 4 WOs/IRRs (NCR, III, VI and VIII) issued  > 4 Board Resolutions (NCR, III, VI, and X) declaring the existence of supervening condition issued  > 16 wage consultations and 5 public hearings conducted		5 WOs/IRRs (NCR, II, III, VI and VIII) issued  4 Board Resolutions (NCR, III, VI, and X) declaring the existence of supervening condition issued  16 wage consultations and 5 public hearings conducted

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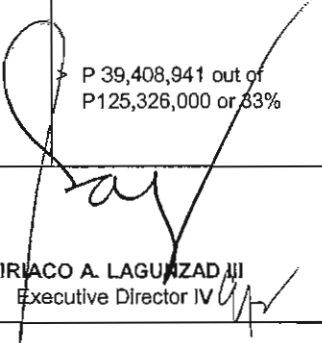
MFO/Strategies/Programs/Projects	TARGETS			ACCOMPLISHMENTS		% Accompl.	As of June 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	1st Qtr.	2nd Quarter		
3. Two-Tiered Wage System (TTWS)	<ul style="list-style-type: none"> <li>&gt; Consultation/orientation with with NTIPC</li> <li>&gt; Report prepared</li> <li>&gt; Guidelines (procedural and and technical for estimating floor wage developed</li> <li>&gt; Capacity building conducted</li> <li>&gt; TTWS pronounced during Labor Day Celebration</li> <li>&gt; Pilot testing conducted</li> <li>&gt; TTWS implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Consultation/orientation with NTIPC</li> <li>&gt; MOA forged</li> </ul>	<ul style="list-style-type: none"> <li>&gt; MOA forged</li> </ul>	<ul style="list-style-type: none"> <li>&gt; TTWS presented to NTIPC for consultation/discussion and received unanimous support</li> <li>&gt; Coordinated with DOLE-IAC on Statistical Matters for the joint presentaion of the 2009 Poverty Threshold Estimates and the results of the study on the Evaluation of the Use of the Criteria &amp; Evaluation of the Outcome of Mln. Wage Policies</li> <li>&gt; Convened a pre-Technical Integration Workshop with the social partners, selected RTWPBs and ILO to identify key policy, legal and operational issues</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted technical workshop attended by academe, ILO, labor and employer reps. and statistical communities and presented the ff. studies:                             <ul style="list-style-type: none"> <li>- Analysis of the Use of the Criteria and Outcomes of Minimum Wages</li> <li>- Conceptual and Empirical Framework of the Two-Tiered Wage System Reform</li> </ul> </li> <li>&gt; Report on TTWS prepared</li> <li>&gt; NWPC Resolution No. 2 on the Adoption and Implementation of TTWS issued</li> <li>&gt; Memo issued re use of povarty threshold as additional reference data for first tier (mandatory floor wage)</li> <li>&gt; Conducted 3 sectoral forum on the measurement of poverty threshold</li> </ul>	100%	
C. Disposition of Wage Exemption Cases							
1. Wage Exemption Cases filed with the Regional Boards	<ul style="list-style-type: none"> <li>&gt; 85 % Disposition rate</li> <li>&gt; Turn-around time</li> </ul>			<ul style="list-style-type: none"> <li>&gt; 224 out of 241 applications for exemption disposed or 92.95 % disposition rate (2010 round of WO issuance)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 89.19% disposition rate or 33 out of 37 applications for exemption disposed (2010 round of WO issuance)</li> <li>&gt; 28 applications for exemption received in June 2011 (2011 round of WO issuance)</li> </ul>	98%	257 out of 261 applications for exemption disposed (2010 round of WO issuance)
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commisssion	<ul style="list-style-type: none"> <li>&gt; 85 % Disposition rate</li> </ul>			<ul style="list-style-type: none"> <li>&gt; 1 out of 2 appeals/MR on exemption disposed or 50% disposition rate</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 100 % disposition rate (2 out of 2 appeals/MR on exemption disposed)</li> </ul>		
D. Conduct of Policy Researches							
1. Evaluation of the Empirical Framework for Minimum Wage Determination (in coordination with UP Statistical Foundation)	<ul style="list-style-type: none"> <li>&gt; Final Report prepared</li> <li>&gt; Capacity building conducted</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Final Report prepared</li> <li>&gt; Capacity building conducted</li> </ul>			<ul style="list-style-type: none"> <li>&gt; Report completed and presented during the technical workshop on TTWS</li> </ul>	100%	
2. Study on CBAs	<ul style="list-style-type: none"> <li>&gt; Report prepared/ submitted</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Concept note prepared</li> <li>&gt; Data gathering</li> </ul>		<ul style="list-style-type: none"> <li>&gt; 190 CBAs on wage and wage related benefits gathered</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 302 CBAs on wage and wage related benefits gathered</li> <li>&gt; Processing of CBAs gathered</li> </ul>	50%	492 CBAs on wage and wage related benefits gathered

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	WHOLE YEAR	1st QUARTER	2nd Quarter	1st Qtr.	2nd Quarter		
2. Greening Our DOLE Program (GODP)	> GODP module developed	> Module developed	> Technical assistance provided	> Concept paper and Guidelines on the Green Our DOLE program prepared > Admin. Order # 96 on the structure prepared/approved on March 11, 2011 > Meetings attended	> 12 entries on "Best Ideas on Productivity" evaluated > Concept paper and guidelines on GODP prepared/approved on 26 May 2011		
3. ISTIV Upgrading (Integration of ILO-SIB) ILO "Succeeding in Business Program" (SIB)	> ISTIV/ILO-SIB upgrade/integrated > Report prepared	> Trainers' Training conducted > Module developed		> Trainers' Training conducted with participants from NWPC/RTWPBs (17) and 12 partner firms, facilitated by Mr. Charles Bodwell, ILO Enterprise Devt Specialist	> Drafted the "New ISTIV" Program > Terminal report prepared/submitted		ILO-SIB will be used as a new module on Productivity Improvement Program
4. Expansion of Service Quality (SQ) to and Restaurant Supply Chain	> Module developed > Pilot test conducted > Orientation conducted		> Module developed	> Research conducted	> Module development on-going > SQ orientation conducted in Zamboanga City attended by tourist guides/tricycle drivers/porters		
5. Simplified Productivity Module for TAV	> Module developed > Pilot test conducted > Orientation conducted		> Module developed > Pilot test conducted	> Necessary revisions discussed > Session guide drafted	> Module reviewed/revised		
6. Productivity Gainsharing Module	> Gainsharing module developed	> Gainsharing module presented /evaluated		> Research on gainsharing conducted  > Gainsharing module prepared and presented for comments	> Gainsharing module revised based on comments		
B. Conduct of Productivity Training/Orientation Programs	> 6,000 firms benefited from Productivity Orientation Services			> 2,415 firms provided with productivity technology trainings/orientations benefiting 6,542 workforce	> 2,123 firms provided with productivity technology trainings/orientations benefiting 6,030 workforce	75.60%	4,538 firms provided w/ productivity technology trainings/orientations benefiting 12,572 workforce
C. Diskwento Caravan	> Diskwento caravan conducted organized (as per request)			> 4 Diskwento caravans conducted benefiting 2,649 workers/buyers (RBs X and XIII)	> 28 Diskwento caravans conducted benefiting 13,659 workers/buyers (RBs NCR, I, II, IVA, VI, VII, IX and XIII)		32 Diskwento caravans conducted benefiting 16,308 workers/buyers
D. Awareness raising projects/ activities							
1. Productivity Olympics (PO)	> 9 PO winners awarded	> Criteria and guidelines revised		> Proposed new set of criteria for the PO 2011 reviewed	> Proposed new set of criteria for the PO 2011 revised/		



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	WHOLE YEAR	1st QUARTER	2nd Quarter	1st Qtr.	2nd Quarter		
2. Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 3 Learning sessions	> 3 Learning sessions	> 3 Learning sessions conducted benefitting 204 participants from 124 companies	<ul style="list-style-type: none"> <li>finalized</li> <li>&gt; PO regional nominees monitored</li> <li>&gt; PO flyers/posters disseminated to RBs</li> </ul>	150%	9 Learning sessions conducted benefitting 536 participants from 330 companies
3. Operasyon PAWIS/ Productivity IEC Materials	> 150,00 clients reached			> <b>63,173</b> clients reached	> <b>39,380</b> clients reached	68.36%	<b>102,553</b> clients reached
4. Press Conference & Media Releases	> Press conferences and media releases conducted			<ul style="list-style-type: none"> <li>&gt; 5 press releases submitted to PIA for public consumption</li> <li>&gt; 3 interviews responded (UN TV, ABS-CBN &amp; GMA)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 12 press releases submitted to PIA for public consumption</li> <li>&gt; 12 Interviews responded</li> </ul>		<ul style="list-style-type: none"> <li>17 press releases submitted to PIA for public consumption</li> <li>15 interviews responded</li> </ul>
5. Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained			> Network connection maintained	> Network connection maintained		
<b>Management Support Services:</b>							
1. Internal Capacity Building				> Sent 89 officers and staff of the Commission and Regional Boards to 6 local and 2 foreign trainings	> Sent 87 officers and staff of the Commission and Regional Boards to 9 local and 1 foreign trainings		Sent 176 officers and staff of the Commission and Regional Boards to 15 local and 3 foreign trainings
2. Acquisition of IT resources				<ul style="list-style-type: none"> <li>&gt; Installed and parallel tested the Biometric machine</li> <li>&gt; 2010 IT inventory prepared</li> <li>Distributed new IT resources</li> </ul>			
3. Fund Utilization				> P32,010,392 out of P 144,817,000 or 22%	> P 39,408,941 out of P125,326,000 or 33%	45%	P 71,419,333 out of P 157,336,000
Prepared by:  ALICIA S. RESURRECCION Chief, PMISD	Noted by:  ELVIRA P. JOTA Director II	Approved by:  CIRILO A. LAGUNZAD III Executive Director IV					July 22, 2011

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MFO/Strategies/Programs/ Projects	TARGETS				ACCOMPLISHMENTS			% Accomp.	As of Sept. 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter	3rd Quarter		
<b>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</b>									
<b>A. Development of Wages and Productivity Policies</b>									
1. Comments/Position/Technical Papers on Legislative Bills on Wages and Productivity	> Comments/position/ technical paper on Legislative Bills on Wages & Productivity	> Comments/position/ technical paper on Legislative Bills on Wages & Productivity	> Comments/position/ technical paper on Legislative Bills on Wages & Productivity	> Comments/position/ technical paper on Legislative Bills on Wages & Productivity	> Prepared 9 comments/ position paper on the following House Bills: 1155, 1156, 2382,3112, 1113, 1708, 1742, 1816 and 3992	> Prepared 9 comments/ position paper on the following House Bills: 4372, 1889, 3370 and Senate Bill Nos. 892, 2562,632, 1351, 2062 and 2652	> Prepared 2 comments/ position paper on the ff. House Bills : 942, 3189,		21 comments/position papers prepared
2. Facility Evaluation (FE) and Work Improvement and Measurement Study-WIMS) formerly Time & Motion Studies > Facility Evaluation	> Guidelines on FE / TMS issued/published > Report prepared > Capacity building conducted > 50% of requests received from firms served	> Guidelines on FE/ TMS issued/ published	> Report prepared	> Report prepared > Capacity building	> Draft guidelines on FE / WIMS submitted	> 2 batches of WIMS training conducted in May-June in Quezon City and Laguna  > 58% or 45 out of 78 requests acted upon  > 49% or 29 out of 59 requests acted upon	> 43% or 70 out of 163 requests acted upon  > 42% or 29 out of 89 requests acted upon		10 FE applications withdrawn  4 WIMS applications withdrawn  Situationer/2 consolidated reports prepared
<b>B. Minimum Wage Review and Determination</b>									
1. Review/Monitoring of socio- economic situation in the the region	> 64 Regional Wage price situationer/ 4 consolidated reports prepared	> 16 Regional Wage price situationer/ 1 consolidated reports prepared	> 16 Regional Wage price situationer/ 1 consolidated reports prepared	> 16 Regional Wage price situationer/ 1 consolidated reports prepared	> 16 Regional Wage Price Situationer/ 1 consolidated report prepared  > 17 wage simulations prepared	> 16 Regional Wage Price Situationer/1 consolidated report prepared	> 16 Regional Wage Price Situationer/1 consolidated report prepared	75%	48 Regional Wage Price Situationer/ 3 consolidated reports prepared  17 wage simulations prepared
2. Issuance of Wage Orders/ Implementing Rules/ Advisories	> Wage orders/ Implementing Rules reviewed/issued (as necessary)				> 1 Wage Order Issued (RB-II , 2010 W.O. issuance)	> 4 WOs/IRRs (NCR, III, VI and VIII) issued	> 4 WOs (VII, X, XIII, ARMM) issued		9 WOs/ 8 IRRs issued > 8 WOs - 2011 WO issuance (NCR, III, VI, VII,VIII,X,XII & ARMM > 1 WO - 2010 WO issuance (RB II)

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MFO/Strategies/Programs/ Projects	TARGETS			ACCOMPLISHMENTS			% Accomp.	As of Sept. 30, 2011	
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter			3rd Quarter
3. Two-Tiered Wage System (TTWS)	<ul style="list-style-type: none"> <li>&gt; Consultation/orientation with NTIPC</li> <li>&gt; Report prepared</li> <li>&gt; Guidelines (procedural &amp; technical for estimating floor wage developed</li> <li>&gt; Capacity building conducted</li> <li>&gt; TTWS pronounced during Labor Day Celebration</li> <li>&gt; Pilot testing conducted</li> <li>&gt; TTWS implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Consultation/orientation with NTIPC</li> <li>&gt; MOA forged</li> </ul>	<ul style="list-style-type: none"> <li>&gt; MOA forged</li> </ul>		<ul style="list-style-type: none"> <li>&gt; TTWS presented to NTPIC for consultation/discussion and received unanimous support</li> <li>&gt; Coordinated with DOLE-IAC on Statistical Matters for the joint presentation of the 2009 Threshold Estimates and the results of the study on the Evaluation of the Use of the Criteria and Evaluation of the Outcome of Minimum Wage Policies</li> <li>&gt; Convened a pre-Technical Integration Workshop with the social partners, selected RTWPBs and ILO to identify key policy, legal and operational issues</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 4 Board Resolutions (NCR, III, VI, and X) declaring the existence of supervening condition issued</li> <li>&gt; 16 wage consultations and 5 public hearings conducted</li> <li>&gt; Conducted technical workshop attended by academe, ILO, labor and employer reps and statistical communities and presented the ff. studies:                             <ul style="list-style-type: none"> <li>- Analysis of the Use of the Criteria and Outcomes of Minimum Wages</li> <li>- Conceptual and Empirical Framework of the Two-Tiered Wage System Reform</li> </ul> </li> <li>&gt; Report on TTWS prepared</li> <li>&gt; NWPC Resolution No. 2 on the Adoption and Implementation of TTWS issued</li> <li>&gt; Memo issued re use of poverty threshold as additional reference data for first tier (mandatory floor wage)</li> <li>&gt; Conducted 3 sectoral forum on the measurement of poverty threshold</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 1 Board Resolution (RB VII) declaring the existence of supervening condition issued</li> <li>&gt; Conducted series of discussion meetings/workshops with Mr. Sangheon Lee on the operational methodology for determining 1st and 2nd Tier of New Wage System Sept 6-9, 2011</li> <li>&gt; Presented to the Office of the Secretary the output of Mr. Sangheon Lee on the operational methodology for determining 1st and 2nd Tier</li> </ul>	50%	<ul style="list-style-type: none"> <li>5 Board Resolutions (NCR, III, VI, VII and X) declaring the existence of supervening condition issued</li> <li>16 wage consultations and 5 public hearings conducted</li> <li>The implementation of the Two-Tiered Wage System will undergo a two year transition plan</li> </ul>
C. Disposition of Wage Exemption Cases									
1. Wage Exemption Cases files with the Regional Boards	<ul style="list-style-type: none"> <li>&gt; 85 % Disposition rate</li> <li>&gt; Turn-around time</li> </ul>				<ul style="list-style-type: none"> <li>&gt; 224 out of 241 applications for exemption disposed or 92.95% disposition rate (2010 round of WO issuance)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 89.19% disposition rate or 33 out of 37 applications for exemption disposed (2010 round of WO issuance)</li> <li>&gt; 28 applications for exemption received in June 2011 (2011 round of WO issuance)</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 100% disposition rate or 261 out of 261 applications for exemption disposed (2010 round of WO issuance)</li> <li>&gt; 49.42 % disposition rate (85 out of 172 applications disposed)</li> </ul>	98%	<ul style="list-style-type: none"> <li>257 out of 261 applications for exemption disposed (2010 round of WO issuance)</li> <li>Bulk of applications were received in Aug. 2011</li> </ul>

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
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MFO/Strategies/Programs/ Projects	TARGETS				ACCOMPLISHMENTS			% Accomp.	As of Sept. 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter	3rd Quarter		
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 85 % Disposition rate				> 1 out of 2 appeals/MR on exemption disposed or 50% disposition rate	> 100 % disposition rate (2 out of 2 appeals/MR on exemption disposed)			
D. Conduct of Policy Researches								100%	
1. Evaluation of the Empirical Framework for Minimum Wage Determination with UP Statistical Foundation)	> Final Report prepared > Capacity building conducted	> Final Report prepared > Capacity building conducted				> Report completed and presented during the technical workshop on TTWS			
2. Study on CBAs	> Report prepared/ submitted	> Concept note prepared  > Data gathering			> 190 CBAs on wage and wage related benefits gathered	> 302 CBAs on wage and wage related benefits gathered > Processing of CBAs gathered started > 2 draft tables generated	> Generated CBA tables for review	50%	492 CBAs on wage and wage related benefits gathered
3. Productivity Agenda/ Roadmap - Phase I : Data Gathering	> Concept paper prepared > Inventory report prepared > Guidelines on the conduct of regional/ sectoral/fora prepared	> Concept paper prepared > Inventory report prepared > Guidelines on the conduct of regional/ sectoral/fora prepared	> Guidelines prepared		> Concept paper prepared  > Inventory of productivity programs/policies prepared	> Summary of report on government agencies productivity related programs drafted > Guidelines prepared		100%	
4. Green Productivity Program (GPP)	> Guidelines prepared > Pledge of Support/ MOA signed	> Guidelines prepared	> Draft guidelines of implementation of the MOA w/ concerned signatories		> Draft guidelines on the implementation of the Pledge of Support of concerned signatories	> Signing of Pledge of Support by concerned agencies completed		75%	
5. Evaluation of ISTIV Program	> Survey results/report prepared/submitted	> Questionnaire revised/finalized	> Survey conducted		> Questionnaire revised/ finalized		> Coordinated with RB IV-A re identification of 5 establishments as potential respondents in the conduct of survey Phase II		
6. RA 6971 (Productivity Incentives Act of 1990)	> RA 6971 status		> Proposed amendments to RA 6971 prepared			> Proposed amendments to RA 6971 prepared			
7. Rapid Assessment on Compensation and Working Conditions in the Bus Transport Industry (Metro Manila)	> Unprogrammed					> Survey conducted/report prepared > Focused group discussion on the results of the study conducted in June 16, 2011 > Assessment report submitted and presented to Lab Sec	> Focused Group Discussion for Bus Drivers and Operators conducted Aug. 12 & 24, 2011	75%	
8. Maintenance/Review of Wges and Productivity Database	> Database updated/ maintained				> Database updated/ maintained	> Database updated/ maintained			


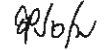
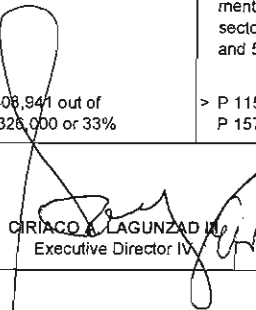
NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
PHYSICAL REPORT OF OPERATIONS  
as of Sept. 30, 2011

MFO/Strategies/Programs/ Projects	TARGETS				ACCOMPLISHMENTS			% Accomp	As of Sept. 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter	3rd Quarter		
<b>MFO 2: Technical Assistance &amp; Awareness-Raising/ Capability Building Services</b>									
<b>A. Program Development</b>									
1. Development and Implementatin of Green Productivity (GP) for MSMEs	> Green Productivity developed and implemented	> GP Module developed > Trainers' training conducted		> Project implemented	> Forum on Greening Industry practices conducted > IEC materials designed and produced (T-shirts, bag)	> Forum on Greening Industry practices conducted/report prepared > GP modules for enterprises developed > Green Productivity Program Framework prepared > IEC materials developed/ produced	> Revised GP module -For Training of Trainers -For Enterprise Training  > Project Proposal on Training of Trainers on GP revised/ submitted	90%	
2. Greening Our OOLE Program (GODP)	> GODP module developed	> Module developed	> Technical assistance provided	> Technical assistance provided	> Concept paper & Guidelines on the Green Our DOLE program prepared > Admin. Order # 96 on the structure prepared/ approved on March 11, 2011 > Meetings attended	> 12 entres on "Best Ideas on Productivity" evaluated > Concept paper & guidellnes on GODP prepared/approved on 26 May 2011	> Assisted HRDS in the development of GODP Training of Trainers module  > Developed Revised Operational Framework  > Awarded 3 top winners and 6 consolation prizes of "Best Ideas on GP Contest"  > Conducted orientation for the Administrative Service, DOLE on GODP, Green Productivity Concept and 5S of Good Housekeeping	100%	
3. ISTIV Upgrading (Integration of ILO-SIB) ILO"Succeeding in Business Program" (SIB)	> ISTIV/ILO-SIB upgraded/integrated > Report prepared	> Trainers' Training conducted > Module developod		> Project implemented	> Trainers' Training conducted with participants from NWPC/ RTWPB (17) and 12 partner firms, facilitated by Mr. Charles Bodwell, ILO Enterprise Devt Specialist	> Drafted the "New ISTIV" Program > Terminal report prepared/ submitted	> Conducted 8 ILO-SIB trainings	100%	ILO-SIB will be used as a new module on Productivity Improvement Program
4. Expansion of Service Quality (SQ) to and Restaurant Supply Chain	> Module developed > Pilot test conducted > Orientation conducted		> Module developed	> Orientation conducted	> Research conducted	> Module development on-going > SO orientation conducted In Zamboanga City attended by tourist guides/tricycle drivers/porters	> Report prepared re SQ for Supply Chain pilot tested	90%	
5. Simplified Productivity Module for TAV	> Module developed > Pilot test conducted > Orientation conducted		> Module developed > Pilot test conducted	> Orientation conducted	> Necessary revisions discussed > Session guide drafted	> Module reviewed/ revised	> Simplified module for TAV developed/presented to Directors	100%	

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MFO/Strategies/Programs/ Projects	TARGETS				ACCOMPLISHMENTS			% Accomp.	As of Sept. 30, 2011
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter	3rd Quarter		
6. Productivity Gainsharing Module	> Gainsharing module developed	> Gainsharing module presented /evaluated			> Research on gainsharing conducted	> Gainsharing module revised based on comments	> Revised module prepared/ for approval	80%	
B. Conduct of Productivity Training/ Orientation Programs	> 6,000 firms benefited from Productivity Trainings/Orientation Services				> 2,415 firms provided with productivity technology trainings/orientations benefiting 6,542 workforce	> 2,123 firms provided with productivity technology trainings/orientations benefiting 6,030 workforce	> 2,627 firms provided with productivity technology trainings/orientations benefiting 9,029 workforce	80% (Training)	Productivity Trainings No. of firms - 4,789 No. of pax benefitted - 15,828
	> 1,500 Action plans developed / PIPs (Productivity Improvement Programs)				> 257 action plans developed	> 525 action plans developed	> 772 action plans developed	118% (Training/ Orientation)	Productivity Orientations No. of firms - 2,376 No. of pax benefitted - 5,772 1,554 action plans developed
C. Diskwento Caravan	> Diskwento caravan conducted organized (as per request)				> 4 Diskwento caravans conducted benefiting 2,649 workers/buyers (RBs X and XIII)	> 28 Diskwento caravans conducted benefiting 13,659 workers/buyers (RBs NCR, I, II, IVA, VI, VII, IX and XIII)	> 4 Diskwento caravans conducted benefiting 7,501 workers/buyers		36 Diskwento caravans conducted benefiting 26,809 workers/buyers
D. Awareness raising projects/ activities									
1. Productivity Olympics (PO)	> 9 PO winners awarded	> Criteria and guidelines revised		> Regional finalist processed/screened	> Proposed new set of criteria for the PO 2011 reviewed	> Proposed new set of criteria for the PO 2011 revised/ finalized	Documents of 25 out of 63 regional nominees screened /evaluated	95%	Awarding of National Winners on Oct. 27, 2011
						> PO regional nominees monitored			
						> PO flyers/posters disseminated to RBs			
2. Learning Sessions on Wages & Productivity	> 12 Learning sessions conducted	> 3 Learning sessions	> 3 Learning sessions	> 3 Learning sessions	> 3 Learning sessions conducted benefiting 204 participants from 124 companies	> 6 Learning sessions conducted benefiting 332 participants to 206 companies	4 Learning sessions conducted benefiting 175 participants to 99 companies	108%	13 Learning sessions conducted benefiting 711 participants from 429 companies
3. Operasyon PAWIS/ Productivity IEC Materials	> 150,00 clients reached				> 63,173 clients reached	> 39,380 clients reached	> 85,053 clients reached	125%	187,606 clients reached
4. Press Conference & Media Releases	> Press conferences and media releases conducted				> 5 press releases submitted to PIA for public consumption	> 12 press releases submitted to PIA for public consumption	> 18 media release uploaded in PIA website		35 press releases submitted to PIA and DOLE LCO
							> 10 good news reports submitted to DOLE-LCO and Director II		Since July

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 PHYSICAL REPORT OF OPERATIONS  
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MFO/Strategies/Programs/ Projects	TARGETS			ACCOMPLISHMENTS			% Accomp	As of Sept. 30, 2011	
	WHOLE YEAR	1st QUARTER	2nd Quarter	3rd Quarter	1st Qtr.	2nd Quarter			3rd Quarter
5. Maintenance of NWPC Network (LAN and Internet Connections)  Management Support Services: 1. Internal Capacity Building  2. Acquisition of IT resources  3. Fund Utilization	> Network connection maintained				> 3 interviews responded (UN TV, ABS-CBN & GMA)  > Network connection maintained  > Sent 89 officers and staff of the Commission and Regional Boards to 6 local and 2 foreign trainings  > Installed and parallel tested the Biometric machine > 2010 IT inventory prepared Distributed new IT resources  > P32,010,392 out of P 144,817,000 or 22%	> 12 interviews responded  > Network connection maintained  > Sent 87 officers and staff of the Commission and Regional Boards to 9 local and 1 foreign training  > P 39,408,941 out of P125,326,000 or 33%	> 2 interviews responded (GMA, ABS-CBN, OZRB, DZMM)  > Network connection maintained  > Sent 83 officers and staff of the Commission and Regional Boards to 13 local and 1 foreign training  > Conducted training for social partners on Work Improvement and Measurement with 7 pax from labor sector, 4 from management and 5 from government  > P 115,851,000 out of P 157,336,000 or 74%	74%	17 interviews responded  Sent 259 officers and staff of the Commission and Regional Boards to 28 local and 4 foreign trainings  P 115,851,000 out of P 157,336,000
Prepared by:  ALICIA S. RESURRECCION Chief, PMISD	Noted by:  ELVIRA P. JOTA Director II	Approved by:  CIRIACÓ A. LAGUNZAD III Executive Director IV							10-Oct-11

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**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of December 29, 2011*

MFO /Strategies / Programs / Projects	TARGETS		ACCOMPLISHMENTS	% ACCOM.	REMARKS (as of Dec. 29, 2011)
	WHOLE YEAR	4th QUARTER	4th Qtr.		
<b>MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity</b>					
<b>A. Development of Wages &amp; Productivity Policies</b>					
1. Comments/Position/ Technical Papers on Legislative Bills on Wages and Productivity	> Comments/Position/ Technical Papers on Legislative Bills on Wages and Productivity	> Comments/Position/ Technical Papers on Legislative Bills on Wages and Productivity			> 21 comments/position papers prepared
2. Facility Evaluation (FE) and Work Improvement and Measurement Study-WIMS) formerly Time & Motion Studies > Facility Evaluation	> Guidelines on FE / > TMS issued/published > Report prepared > Capacity building conducted > 50% of requests received from firms served		> WIMs training conducted to selected stakeholders (labor and management sector)		> 3 batches conducted
> WIMS				100%	> 194 requests received and acted upon. 141 FE orders issued (72.68% of requests received)
				100%	> 83 requests received & acted upon. 41 piece rate/production standard orders issued (49.4% of requests received)
<b>B. Minimum Wage Review and Determination</b>					
1. Review/Monitoring of socio economic situation in the region	> 64 Regional Wage Price Situationer reports/ 4 consolidated reports prepared	> 16 Regional Wage Price Situationer/ 1 consolidated report prepared	> 16 Regional Wage Price Situationer/ 1 consolidated report prepared	100%	> 64 Regional Wage Price Situationer / 4 consolidated reports prepared
2. Issuance of Wage Orders/ Implementing Rules/ Advisories			> 6 WOs (VII, IX, X, XI, XIII, ARMM) issued		> 11 WOs/ 8 IRRs issued - 10 WOs (NCR, III, VI, VII, VIII, IX, X, XI, XIII & ARMM) issued under 2011 round of WO issuance - WO RB II issued under- 2010 round
					> 5 Board Resolutions (NCR, III, VI, VII and X) declaring the existence of supervening condition issued
			4 wage consultations/public hearings/deliberations conducted		> 41 wage consultations/public hearings/deliberations conducted
3. Two-Tiered Wage System (TTWS)	> Consultation/orientation with NTIPC > Report prepared > Guidelines (procedural & technical for estima-	>	> Held Study Visit in October 2011 to Fair Work Australia to study applicability of wage system to Philippine setting	100%	



MFO /Strategies / Programs / Projects	TARGETS		ACCOMPLISHMENTS	% ACCOM.	REMARKS (as of Dec. 29, 2011)
	WHOLE YEAR	4th QUARTER	4th Qtr.		
	<ul style="list-style-type: none"> <li>ling floor wage developed</li> <li>&gt; Capacity building conducted</li> <li>&gt; TTWS pronounced during Labor Day Celebration</li> <li>&gt; Pilot testing conducted</li> <li>&gt; TTWS implemented</li> </ul>		<ul style="list-style-type: none"> <li>Prepared database re GVA-</li> <li>&gt; Total Componsation and Employed Person as factor to the 2nd-tier</li> </ul>		
C. Disposition of Wage Exemption Cases					
1. Wage Exemption Cases filed with the Regional Boards	85 % Diaposition rate Turn-around time			100%	> 100% disposition rate under 2010 WO issuance (261 cases)
			54.3 % disposition rate (101 out of 188 applications disposed)	100%	> 100% disposition rate (186 out of 186 cases under 2011 Wage Order issuance)
2. Appeals/MR on Wage Orders/ Exemption Ceses filed with the Commission	85 % Disposition rate		>		
D. Conduct of Policy Researches					
1. Evaluation of the Empirical Framework for Minimum Wage Determination with UP (Statistical Foundation)	Final Report prepared Capacity building conducted			100%	> completed
2. Study on CBAs	Report prepared/ submitted			50%	> continuing (included in the 2012 Resaarch agenda)
3. Productivity Agenda/ Roadmap - Phase I : Data Gathering	Concept paper prepared Inventory report prepared Guidelines on the conduct of regional/ sectoral/ fora prepared			100%	
4. Green Productivity Program (GPP)	Guidelines prepared Pledge of Support/ MOA signed			100%	
5. Evaluation of ISTIV Program	Survey results/report prepared/submitted		> Developed impact evaluation framework Survey conducted in two companies in Rgeion IV-A using the revised survey instrument	70%	> 3 pilot companies still to be surveyed
6. RA 6971 (Productivity Incentives Act of 1990)	RA 6971 status				
7. Rapid Assessment en Compensation and	Unprogrammed		Signed on Nov. 11 joint state-ment of workers, operators &	100%	Department Order published on 17 January 2012 to be effective on

MFO /Strategies / Programs / Projects	TARGETS		ACCOMPLISHMENTS	% ACCOM.	REMARKS (as of Dec. 29, 2011)
	WHOLE YEAR	4th QUARTER	4th Qtr.		
Working Conditions in the Bus Transport Industry (Metro Manila)			concerned government agencies Draft Department Order on guidelines for the implementation of labor standards in the public bus transport industry prepared and presented to the Technical Executive Committee of TIPC for comments		01 February 2012. Operational guidelines to be issued before 01 February 2012.
8. Maintenance/Review of Wages and Productivity Database <b>MFO 2: Technical Assistance &amp; Awareness-Raising/ Capability Building Services</b>	Database updated/ maintained		Database updated/ maintained	100%	
A. Program Development		Report prepared			
1. Development and Implementation of Green Productivity (GP) for MSMEs	Green Productivity developed and implemented			80%	Trainers' Training re-scheduled for 2012 due to decision to pilot the module
2. Greening Our DOLE Program (GODP)	GODP module developed			100%	DOLE-HRDS is the lead agency in implementing GODP. NWPC to assist HRDS in the finalization of GODP Action Plan
3. ISTIV Upgrading (Integration of ILO-SIB) ILO "Succeeding in Business Program" (SIB)	> ISTIV/ILO-SIB upgraded/integrated Report prepared			100%	In coordination with ILO
4. Expansion of Service Quality (SQ) to and Restaurant Supply Chain	Module developed Pilot test conducted Orientation conducted			90%	
5. Simplified Productivity Module for TAV	Module developed Pilot test conducted Orientation conducted			100%	
6. Productivity Gainsharing Module	Gainsharing module developed			80%	
B. Conduct of Productivity Training/ Orientation Programs	6,000 firms benefited from Productivity Trainings/Orientation Services		> 1,373 firms provided with productivity technology trainings/orientations benefiting 6,163 workforce	142%	8,538 firms provided with productivity technology trainings/orientations benefiting 27,764 workforce
	1,500 Action plans developed / PIPs (Productivity Improvement Programs)		> 206 action plans developed	117%	1,760 action plans developed
C. Diskwento Caravan	> Diskwento caravan conducted organized (as per request)		> 4 Diskwento caravans conducted benefiting 8,600 workers/buyers		A total of 14 diskwento carevens were organized in NCR for 2011 in coordination with DTI, DOLE-NCR,

MFO /Strategies / Programs / Projects	TARGETS		ACCOMPLISHMENTS	% ACCOM.	REMARKS (as of Dec. 29, 2011)
	WHOLE YEAR	4th QUARTER	4th Qtr.		
D. Awareness raising projects/ activities					and PESO benefiting 62,172 workers/ buyers generating total sales of P5,239,297.90
1. Productivity Olympics (PO)	> 9 PO winners awarded	PO winners awarded	> 9 national winners , 5 special citations and 11 regional finalists awarded	100%	
2. Learning Sessions on Wages & Productivity	> 12 Learning sessions conducted	> 3 Learning sessions conducted	> 2 Learning sessions conducted benefiting 71 participants to 44 companies	125%	> 15 Learning sessions conducted benefiting 782 participants to 473 compenies
3. Operasyon PAWIS/ Productivity IEC Materials	> 150,00 clients reached		> 20,346 clients reached	138%	> 207,952 clients reached
4. Press Conference & Media Releases	> Press conferences and media releasas conducted		> 16 press releases disseminated/published for public consumption	141.70%	51 press releases issued
			8 good naws reports submitted to DOLE-LCO and Director II	100%	started July 2011
			> 2 interviews responded	158.30%	
5. Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained		> Network connection maintained		
<b>Management Support Services:</b>					
1. Internal Capacity Building			Sent 36 officers and staff of the Commission and Regional Boerds to 6 local and 1 foreign training		> Sent 295 officers and staff of the Commission and Regional Boerds to 34 local and 5 foreign trainings
2. Acquisition of IT resources					
3. Fund Utilization			> 96% utilization rates or P153,034,000 out of P159,226,000		> 96% utilization ratee or P153,034,000 out of P159,226,000
Prepared by:					Date:
ALICIA S. RESURRECCION Chief, PMISD	CIRIACO A. LAGUNZAD III				December 29, 2011

In: 2011 4th Qtr.Plannig/Physical Report of Operations