

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
PHYSICAL REPORT OF OPERATIONS
 2nd Quarter 2013

MFO/Strategies/Programs/Projects	TARGETS			ACCOMPLISHMENTS		% Accompl.	Remarks / as of June 30, 2013
	Whole Year	1st Quarter	2nd Quarter	1st Quarter	2nd Quarter		
MFO 1: Policies/guidelines/ standards formulation on Wages and Productivity							
A. Development of Wages and Productivity Policies							
1. Comments/Position/ Technical/Papers on Legislative Bills on Wages and Productivity	> 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)	> Prepared position papers on the following HB and SB nos.: HB- 6685 HB- 6686 SB - 2921 (tripartism) SB - 2918 (conciliation/mediation) > Attended the following meeting: - Drafting of IRR of Kasambahay Law (Jan. 24) - Review of the Labor Code (March 6 & 12) - Public hearing in La Trinidad, Benguet on HB 375 (Jan 18) (P125 ATB wage increase)			4 comments/position papers prepared
2. National Policy Conference on Wages and Productivity	> National Policy Conference on Wages and Productivity conducted		> National Policy Conferenca on Wages & Productivity conducted		> Project concept paper prepared and submitted to agency head for approval		Policy conference on 2TWS will focus on wages and another conference on productivity is set on Oct. beck-to-back with PO's awarding.
B. Minimum Wage Review and Determination							
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 reports/1 consolidated report prepared	> 16 Regional wage price situationer/ 1 consolidated report prepared	> 16 Regional wage price situationer monitored/ 1 consolidated report prepared	50%	32 Regional wage price situationer monitored/ 2 consolidated reports prepared
2. Issuance of Wage Orders WOs / Implementing Rules (IRRs) Advisories	> WOs/IRRs/Advisories reviewed / Issued (as necessary) conducted			> 1 WO issued (RB-IV-B) 7 public hearings/consultations conducted	> 3 WOs issued (RB-IX, X, XIII) 5 public consultations conducted		4 wage orders issued 14 public hearings/consultations conducted
3. Two-Tiered Wage System (2TWS)	> Assessment report prepared			> Poverty threshold and average wage above minimum wage the private establishments for the 2TWS prepared/updated	> Median average of daily basic pay for all regions generated > Comments on wage advisory issued by RB-CAR prepared > 2TWS orientation in Cotabato City conducted (May 1) > Meeting with SecLab re: Adjusted Poverty Threshold and Ave. Wage attended (May 2)		

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a. Bus Transport Industry	> Report prepared > Technical assistance provided	> LSCC monitored/ consolidated	> LSCC monitored/ consolidated	> Compensation scheme of 7 bus companies in NCR & XI re implementation of DO 118-12 assessed > Briefing on 2TWS conducted in Cebu (Feb. 5)	> Status of bus companies with issued LSCC updated > RBs status of implementation requested		
b. Facility Evaluation 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)	100%	
> FE	> 100% of applications received from firms with complete supporting documents acted upon			> 90 applications acted upon - 61 out of 90 or 67% issued orders	> 38 applications acted upon - 38 out of 66 or 57.5% issued orders		99 out of 156 or 63% issued orders
> TMS	> 100% of applications received from firms with complete supporting documents acted upon			> 27 applications acted upon - 10 out of 27 or 37% issued piece rate/production standard orders	> 7 applications acted upon - 7 out of 8 or 87.5% issued piece rate/production standard orders		35 applications acted upon - 17 out of 35 or 48.5% issued piece rate/production standard orders
Others:							
> Review of Rules of Procedure on Minimum Wage Fixing and Rules on Exemption					> RBs inputs/submissions consolidated > RBs summary of comments prepared > Initial presentation to the Commission done		
C. Disposition of Wage Exemption Cases							
1. Wage Exemption Cases filed with the Regional Boards	> 98 % Disposition rate > Turn-around time			> 93% disposition rate achieved (43 out of 46 applications for exemption disposed)	> 100% disposition rate achieved (3 out of 3 applications for exemption disposed)		100% disposition rate achieved (46 out of 46 applications for exemption disposed)
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission	> 98 % Disposition rate > Turn-around time			> 50% disposition rate achieved (1 out of 2 appeals for exemption disposed)	> 100% disposition rate achieved (3 out of 3 appeals for exemption disposed)		100% disposition rate achieved (4 out of 4 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	> Draft research abstract prepared > Data gathered/analyzed and interpreted	> Review of the draft research paper on -going	60%	Five gainsharing schemes are targeted
2. National Productivity Framework (* formerly NWPC Productivity and Competitiveness Strategies)	> Research paper	> Research paper entitled: "Towards Increased Productivity and Competitiveness: A Study on Labor Market Efficiency	> Related materials/ documents reviewed		> Framework presentation for SecLab prepared > Draft research on national productivity and competitiveness strategies prepared	50%	Recently enrolled in the LEP as instructed by SecLab

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		Indicators on Wages and Productivity*					
3. Review of Productivity Incentive 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	100%	
4. Assessment of Initial Implementation of DO 118-12	> Report prepared		> Assessment conducted	> Review of initial issuances of Labor Standard Compliance Certificates (LSCCs)	> Memo to RBs re submission of assessment sent > Meeting with MMDA conducted re survey on bus transport industry which have been issued LSCC > Survey conducted on June 18-21 > initial survey results encoded	50%	Report on 3rd quarter
5. Assessment of Initial Implementation of 2TWS	> 2012 WOs reviewed > Report/recommendation prepared	> 2012 Wage Orders reviewed	> Report/recommendation prepared	> Initial assessment conducted	> Draft report revised/edited		
6. Conceptual & Empirical Framework for Determining Minimum Wage for Domestic Workers	> Guidelines issued		> Framework prepared	> Draft guidelines prepared for consultation with RBs	> Focus Group Discussion with domestic workers conducted (June 20) > Focus Group Discussion with individual employers and private employment agencies in coordination with QC PESO conducted (May 10)	50%	
7. Maintenance/Review of Wages and Productivity Databases	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained	> Database updated/maintained		
MFO 2: Technical Assistance and Awareness-Raising/ Capability Building Services							
A. Program Development/ Conduct of Training							
a. Training for Philippine Productivity Professionals (Singapore)	> Management of Philippine Productivity Professionals Training Program > Action plans monitored/ evaluated	> Activities coordinated for 1st batch of training	> Activities coordinated for 2nd batch of training	> Selected companies in RBs NCR, III IV-A, VI, VII, X and XI evaluated/ validated for Singapore training > Schedule of batches and list of participants prepared > Administrative requirements coordinated/facilitated	> Monitoring/evaluation of private participants in regions NCR, III and IVA conducted/report prepared > Advisory for Prod Specialist participants issued		50 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors) attended Productivity Professionals Training in Singapore: 35 project proposals on producti-

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<p>> Re-entry Plans (Nanyang/ Temasek Foundation (Singapore))</p> <p>b. DOLE Convergence Program on Productivity</p>	<p>> NWPC Slogans on Productivity prepared</p> <p>> DOLE slogan contest</p> <p>> Modules developed</p> <p>> Trainings conducted</p>			<p>> Concept note finalized</p> <p>> Meetings with concerned DOLE agencies on redesigned modules incorporating LMC attended/coordinated</p> <p>> Memo re conduct of Trainers' Training prepared</p>	<p>> 15 NWPC/DOLE officers/ private sector (CEOs, Managers/Supervisors attended Productivity Professionals Training in Singapore (May 6-17, 2013))</p> <p>> Consolidated reports of Senior officials/CEOs and Program Managers (Batch 1) submitted to OSEC (May 29)</p> <p>> Meeting with Sec. Baldoz and Mr. Gerald Yeo of Temasek Foundation Singapore to discuss follow-up training on Innovation and Entrepreneurship organized/ attended (May 29)</p> <p>> Powerpoint presentation on Program Managers' Report (Batch 1) submitted to OSEC (May 29)</p> <p>> Project brief on Innovation and Entrepreneurship submitted to OSEC (May 31)</p> <p>> Administrative assistance to Phil. Productivity Professionals (Singapore) rendered</p> <p>> Preliminary draft of slogan contest mechanics prepared</p> <p>Draft slogans (NWPC) prepared</p> <p>> Module developed</p> <p>Memo Order 55 s. 2013 dated May 17 re Deployment Convergence program issued</p> <p>> Project Framework on Strengthening Workplace Relations and Productivity Improvement prepared and forwarded to NCMB for comments</p> <p>> Post training meeting with NCMB attended re Deployment Convergence Training Program</p>	100%	<p>Productivity improvement programs prepared</p> <p>Trainers' Training conducted</p> <p>Firms for immersion activity in NCR, III and IV-A coordinated</p>

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c. Capacity building for LLCOs				> Redesigned training program for LLCO prepared	> Productivity training for LLCO conducted (June 21 & 28) > Training on Wages for LLCO conducted (June 19) Productivity module for LCCO developed Dry-run conducted (May 23 & 28)	100%	
B. Conduct of Productivity Training/Orientation Programs	> 9,600 firms benefited from Productivity Trainings and Orientations - 2,800 - productivity training - 6,800 - productivity orientation > 2,000 action plans/productivity improvement programs developed/installed			> 1,305 firms benefited from productivity trainings and orientations with 3,566 workforce - 558 firms benefited from productivity trainings with 1,408 workforce - 747 firms benefited from productivity orientations with 2,158 workforce	> 2,158 firms benefited from productivity trainings and orientations with 4,728 workforce - 354 firms benefited from productivity trainings with 1,298 workforce - 1,804 firms benefited from productivity orientations with 3,430 workforce 260 actions plans / PIPs developed/ installed	36%	3,463 firms benefited from productivity trainings and orientations with 8,294 workforce
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) Powerpoint presentation in SQ for Luzon Tourism Congress prepared (May 22)		3 batches of 5S trainings at BCDA conducted (Apr. 11, 19 & 25)
D. Awareness-Raising Programs/Projects 1 Productivity Olympics (PO) 2013	> 2013 PO conducted		> Guidelines reviewed/ finalized	> Office Order and Memo re conduct of PO 2013 with different committee and tasking/activities prepared > IEC and other promotional materials distributed to RBs	> Pre-Olympics papers, documents, and other requirements prepared > Composition of NSC and NJP reviewed/ revised > Monitoring end technical assistance provided to RBs > Criteria, mechanics of NSC and NJP composition identified and presented to the Commission	60%	
2 Learning Sessions on Wages and Productivity	> 12 Learning sessions conducted	> 4 Learning sessions conducted	> 4 Learning sessions conducted	> 6 Learning sessions conducted benefiting 336 participants from from 209 companies	> 3 Learning sessions conducted benefiting 170 participants from from 110 companies	75%	9 Learning sessions conducted benefiting 506 participants from from 319 companies

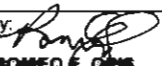
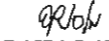
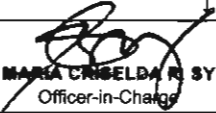
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3 Wages and Productivity Information Campaign	> 225,000 clients reached			> 41,708 clients reached	> 84,467 clients reached	56%	126,175 clients reached
Institutional Support							
1. Integrity Development Program	> 4 quarterly reports on the status of cases filed against > 12 reports (36 forms) submitted to NCMB on regional disposition of cases	> 1 report submitted > 3 reports submitted	> 1 report submitted > 3 reports submitted	1 quarterly report submitted to HRDS > 3 consolidated reports (9 forms) submitted	> 3 consolidated reports (9 forms) submitted		6 consolidated reports (18 forms) submitted
2. Rationalization Plan	> Rationalization Plan approved and implemented			> Rationalization Plan approved and implemented			
3. Communication Program (Press conference/briefings)	> One presscon/briefing per month conducted > One TV/radio appearance per month > 36 press releases disseminated /posted			> 3 media interviews responded re Kesambahay bill and Holidays (GMA 7, ANC-Channel 11, PTV-5) > 8 press releases disseminated/ posted to LCO, PIA, tri-media and NWPC website	> 5 media interviews with Solar News, PTV 4, Business World Online, PTV 5 (2) > 19 press releases disseminated/ uploaded to the website	58%	8 media interviews responded 27 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	55%	20 entries on Good News submitted
5. Financial Management	> 100% Fund utilization > Cash utilization > Monthly SAOB submitted to FMS every 5th day of the following month report submitted to FMS > Monthly status of accounts submitted to FMS every 1st working day of the following month > Status of actions taken on COA annual audit reports submitted to FMS			> Allotment utilized PS - 34 % MOOE - 19 % CO - 100 % > 91% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS (April 3) > Monthly status of accounts submitted to DOLE-FMS > 2011 Consolidated AAR submitted to DOLE-FMS	> Allotment utilized (as of June 25,2013) PS - 50 % MOOE - 38 % CO - 100 % > 90% cash utilization based on cash program > Monthly SAOB report submitted to DOLE-FMS (July 2) > Monthly status of accounts submitted to DOLE-FMS (June 25) > Report on Consolidated AAR submitted to DOLE-FMS submitted May 3	50%	

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6. Human Resource Development Interventions	<ul style="list-style-type: none"> > Capacity building programs implemented > 20% of officers/staff sent to training 			<ul style="list-style-type: none"> > One (1) Internal capacity building program conducted by NWPC benefiting 38 participants from CO and RBs > Five (5) local seminars/training attended by 42 employees > CSC review class for NWPC/RTWPB employees conducted 	<ul style="list-style-type: none"> > 5 local seminars/trainings attended by 15 employees and 1 foreign forum attended by 1 employee 		10 local seminars/trainings attended by 87 employees and 1 foreign forum attended by 1 employee (Bangkok)
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> > Vacant positions (w/ DBM authority to hire) filled up > GODP implemented 			<ul style="list-style-type: none"> > 31 vacant positions filled up with approved authority > Waste management system implemented > 5S Day implemented every Friday > Film entitled "The Impossible Dream" on the damage of natural calamity in Thailand shown 	<ul style="list-style-type: none"> > 1 vacant position filled up with approved authority (Comelec) > Waste management system implemented > 5S Day implemented every Friday > Preparations for the Tree Planting activity and proposed visit on the seedlings planted last year on-going 		continuing
9. Gender and Development (GAD)	<ul style="list-style-type: none"> > 204 GAD Plan and Budget prepared and submitted > 2013 approved GAD Plan implemented 			<ul style="list-style-type: none"> > 2014 GAD Plan and Budget Proposal submitted to DOLE-PS (March 1) > Film showing and dance work out exercise conducted in celebration of the Women's Month 	<ul style="list-style-type: none"> > PCW endorsed 2014 NWPC GAD Plan and Budget received 		
10. Development/Implementation of the Application Systems	<ul style="list-style-type: none"> > Project Monitoring Evaluation System (PMES) and Wage Information implemented > Administrative, Management & Information System and Financial Management System implemented 			<ul style="list-style-type: none"> > Prototype version of the system reviewed > On-line testing conducted reviews, comments submitted to the consultant for revision > Attendance monitoring and personnel management system implemented > eNGAS and payroll system maintained 	<ul style="list-style-type: none"> > Revision/Test on-going 		
11 Acquisition of IT resources	<ul style="list-style-type: none"> > ISSP implemented 			<ul style="list-style-type: none"> > IT resources delivered IT inventory on-going > Services of network specialist commissioned 		100%	

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12 Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained			> Network and internet connections maintained	> Network and internet connections maintained	100%	
Prepared by:  ROMEO E. OMS Chief, PID	 ELVIRA P. JOTA OIC -Deputy Exec. Director		Approved by:	 MARIA CRISelda R. SY Officer-in-Charge			8-Jul-13

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