

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

MFO/Strategies/Programs/ Projects	TARGETS				ACCOMPLISHMENTS			% Accomp.
	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>								
A. Development of Wages and Productivity Policies								
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,	
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	> 43% or 70 out of 163 requests acted upon	
> WIMS						> 49% or 29 out of 59 requests acted upon	> 42% or 29 out of 69 requests acted upon	
B. Minimum Wage Review and Determination								
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%
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	

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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>	> MOA forged		<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>- <i>Analysis of the Use of the Criteria and Outcomes of Minimum Wages</i></li> <li>- <i>Conceptual and Empirical Framework of the Two-Tiered Wage System Reform</i></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%
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</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</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</li> </ul>	98%

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					issuance)	WO issuance) > 28 applications for exemption received in June 2011 (2011 round of WO issuance)	WO issuance) > 49.42 % disposition rate (85 out of 172 applications disposed)	
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								
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		100%
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%
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	> Unprogrammed					> Survey conducted/report prepared > Focused group discussion	> Focused Group Discussion for Bus Drivers and Operators conducted Aug. 12 &	75%

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Bus Transport Industry (Metro Manila)						on the results of the study conducted in June 16, 2011 > Assessment report submitted and presented to Lab Sec	24, 2011	
8. Maintenance/Review of Wges and Productivity Database	> Database updated/maintained				> Database updated/maintained	> Database updated/maintained		
<b>MFO 2: Technical Assistance &amp; Awareness-Raising/ Capability Building Services</b>								
A. Program Development								
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 DOLE 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 entries on "Best Ideas on Productivity" evaluated > Concept paper & guidelines 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 Adminiistrative 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 developed		> Project implemented	> Trainers' Training conducted with participants from NWPC/ RTWPB (17) and 12 partner firms, facilitated by Mr. Charles Bodwell, ILO Enterprise Devt	> Drafted the "New ISTIV" Program > Terminal report prepared/ submitted	> 8 RBs conducted ILO-SIB trainings	100%

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4. Expansion of Service Quality (SQ) to and Restaurant Supply Chain	> Module developed > Pilot test conducted > Orientation conducted		> Module developed	> Orientation conducted	Specialist > Research conducted	> Module development on-going > SQ 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%
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	> Revised module prepared/ for approval	80%
B. Conduct of Productivity Training/ Orientation Programs	> 6,000 firms benefited from Productivity Trainings/Orientation Services				> <b>2,415</b> firms provided with productivity technology trainings/orientations benefiting <b>6,542</b> workforce	> <b>2,123</b> firms provided with productivity technology trainings/orientations benefiting <b>6,030</b> workforce	> <b>2,627</b> firms provided with productivity technology trainings/orientations benefiting <b>9,029</b> workforce	80% (Training)
C. Diskwento Caravan	> 1,500 Action plans developed / PIPs (Productivity Improvement Programs) > Diskwento caravan conducted organized (as per request)				> <b>257</b> action plans developed	> <b>525</b> action plans developed	> <b>772</b> action plans developed	118% (Training/ Orientation)
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 > PO regional nominees monitored > PO flyers/posters disseminated to RBs	> Documents of 25 out of 63 regional nominees screened /evaluated	95%
2. Learning Sessions on Wages & Productivity	> 12 Learning sessions	> 3 Learning sessions	> 3 Learning sessions	> 3 Learning sessions	> 3 Learning sessions conducted benefiting	> 6 Learning sessions conducted benefiting	> 4 Learning sessions conducted benefiting	108%

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<p>3. Operasyon PAWIS/ Productivity IEC Materials</p> <p>4. Press Conference &amp; Media Releases</p>	<p>conducted</p> <p>&gt; 150,00 clients reached</p> <p>&gt; Press conferences and media releases conducted</p>				<p>204 participants from 124 companies</p> <p>&gt; <b>63,173</b> clients reached</p> <p>&gt; 5 press releases submitted to PIA for public consumption</p>	<p>332 participants from 206 companies</p> <p>&gt; <b>39,380</b> clients reached</p> <p>&gt; 12 press releases submitted to PIA for public consumption</p>	<p>175 participants from 99 companies</p> <p>&gt; <b>85,053</b> clients reached</p> <p>&gt; 18 media release uploaded in PIA website</p> <p>&gt; 10 good news reports submitted to DOLE-LCO and Director II</p>	125%
<p>5. Maintenance of NWPC Network (LAN and I Internet Connections)</p> <p><b>Management Support Services:</b></p> <p>1. Internal Capacity Building</p> <p>2. Acquisition of IT resources</p> <p>3. Fund Utilization</p>	<p>&gt; Network connection maintained</p>				<p>&gt; 3 interviews responded (UN TV, ABS-CBN &amp; GMA)</p> <p>&gt; Network connection maintained</p> <p>&gt; Sent 89 officers and staff of the Commission and Regional Boards to 6 local and 2 foreign trainings</p> <p>&gt; Installed and parallel tested the Biometric machine</p> <p>&gt; 2010 IT inventory prepared</p> <p>Distributed new IT resources</p> <p>&gt; P32,010,392 out of P 144,817,000 or 22%</p>	<p>&gt; 12 interviews responded</p> <p>&gt; Network connection maintained</p> <p>&gt; Sent 87 officers and staff of the Commission and Regional Boards to 9 local and 1 foreign training</p>	<p>&gt; 2 interviews responded (GMA, ABS-CBN, DZRB, DZMM)</p> <p>&gt; Network connection maintained</p> <p>&gt; Sent 83 officers and staff of the Commission and Regional Boards to 13 local and 1 foreign training</p> <p>&gt; Conducted training for social partners on Work Improvement and Measure- ment with 7 pax from labor sector, 4 from management and 5 from government</p> <p>&gt; P 115,851,000 out of P 157,336,000 or 74%</p>	74%
Prepared by:	Noted by:				Approved by:			
<b>ALICIA S. RESURRECCION</b> Chief, PMISD	<b>ELVIRA P. JOTA</b> Director II				<b>CIRIACO A. LAGUNZAD III</b> Executive Director IV			

As of Sept. 30, 2011

21 comments/position  
papers prepared

10 FE applications  
withdrawn

4 WIMS applications  
withdrawn

Situationer/2 consolidated  
reports prepared

48 Regional Wage Price  
Situationer/ 3 consolidated  
reports prepared

17 wage simulations  
prepared

9 WOs/ 8 IRRs issued  
> 8 WOs - 2011 WO  
issuance (NCR, III, VI,  
VII,VIII,X,XIII & ARMM  
> 1 WO - 2010 WO  
issuance (RB II)

As of Sept. 30, 2011
5 Board Resolutions (NCR, III, VI, VII and X) declaring the existence of supervening condition issued
16 wage consultations and 5 public hearings conducted
The implementation of the Two-Tiered Wage System will undergo a two year transition plan
257 out of 261 applications for exemption disposed (2010 round of WO issuance)



As of Sept. 30, 2011

Bulk of applications were  
received in Aug. 2011

492 CBAs on wage and  
wage related benefits  
gathered

As of Sept. 30, 2011

ILO-SIB will be used as  
a new module on  
Productivity Improvement  
Program

As of Sept. 30, 2011

Productivity Trainings  
No. of firms - **4,789**  
No. of pax benefitted  
- **15,828**

Productivity Orientations  
No. of firms - **2,376**  
No. of pax benefitted  
- **5,772**

**1,554** action plans developed

36 Diskwento caravans  
conducted benefiting  
26,809 workers/buyers

Awarding of National  
Winners on Oct. 27, 2011

**13** Learning sessions  
conducted benefiting

As of Sept. 30, 2011

711 participants from  
429 companies

**187,606** clients reached

35 press releases  
submitted to PIA and DOLE  
LCO

Since July

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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

10-Oct-11