

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<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 papers on Legislative Bills on Wages and Productivity	<ul style="list-style-type: none"> <li>&gt; Crafting of the Q &amp; A on Convention 189 attended (June 15, 2012)</li> <li>&gt; Senate hearing re Convention 189 (Decent Work for Workers) attended (June 14, 2012)</li> <li>&gt; Meetings re DomWork updates and position paper of DOLE on ratification of ILO Convention 189 attended ( June 5, May 4, April 17, April 20 and 24, 2012</li> <li>&gt; Congressional interpellation of the Kasambahay Bill</li> <li>&gt; Congressional hearings attended (May 16, 2012)</li> </ul>		Kasambahay Bill passed on 3rd reading on May 29, 2012
2. National/Regional Policy Forum on Wages and Productivity	> Forum/Conference on Wages and Productivity conducted	<ul style="list-style-type: none"> <li>&gt; 4 Area-based orientations / workshops on TTWS conducted in the ff.               <ul style="list-style-type: none"> <li>- Baguio (Feb. 6, 2012)</li> <li>- Tagaytay (Feb. 24, 2012)</li> <li>- Cebu (March 1, 2012)</li> <li>- Davao March (7, 2012)</li> </ul> </li> </ul>	100%	
3. Wage and Productivity Policy Review	<ul style="list-style-type: none"> <li>&gt; Regional assessment and visit conducted</li> <li>&gt; Report prepared</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Conducted 8 regional visits in the ff. regions:               <ul style="list-style-type: none"> <li>- RB CAR -Baguio (May 17, 2012)</li> <li>- RB I - Pangasinan (May 16, 2012)</li> <li>- RB III- San Fernando, Pampanga (May 31, 2012)</li> <li>- RB IV-A Cabuyao, Laguna (May 24, 2012)</li> <li>- RB VII- Cebu City (May 17, 2012)</li> <li>- RB IX - Zamboanga City (May 21-22, 2012)</li> <li>- RB X - Cagayan de Oro (May 7-9, 2012)</li> <li>- RB-XI - Davao City (May 28, 2012)</li> </ul> </li> </ul>		
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	> 32 Regional Wage Price Situationer/ 2 consolidated reports prepared	50%	

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>2. Issuance of Wage Orders/ Implementing Rules/Advisories</p> <p>3. Two-Tiered Wage System (2TWS)</p> <p>&gt; Bus Transport Industry</p>	<p>&gt; Wage orders/Implementing Rules reviewed/issued (as necessary)</p> <p>&gt; 32 public hearings/consultations conducted</p> <p>&gt; Regional Data generated</p> <p>&gt; Area/Regional orientation briefing conducted</p> <p>&gt; Department Order/Guidelines issued on Compensation for the Bus Industry</p> <p>&gt; 2TWS implemented in NCR</p> <p>&gt; Implementation in other regions</p>	<p>&gt; Eight (8) wage orders and seven (7) implementing rules issued (RBs NCR, I, CAR, II, V, IV-A, VI and XII)</p> <p>&gt; 17 public hearings/consultations conducted</p> <p>&gt; Held study visit to Japan on Wages and Productivity on June 25-29, 2012</p> <p>&gt; Result of the study visit for presentation to the Secretary on July 9, 2012</p> <p>&gt; Model transitioning to 2TWS prepared</p> <p>&gt; Analysis of MW, PT and AW for all regions prepared</p> <p>&gt; Matrix of data for the 2nd tier prepared</p> <p>&gt; Data base updated</p> <p>&gt; 4 area-based orientations/workshops conducted:</p> <ul style="list-style-type: none"> <li>- Baguio (Feb. 6, 2012)</li> <li>- Tagaytay (Feb. 24, 2012)</li> <li>- Cebu (March 1, 2012)</li> <li>- Davao March (7, 2012)</li> </ul> <p>&gt; Regression model and analysis for all regions prepared</p> <p>&gt; Technical assistance to Safeway Bus Lines &amp; Franwill Transport (June 25, 2012) and Original Transport Service &amp; Multi-purpose Coop. (June 15, 2012) provided</p> <p>&gt; Orientation on DO 118-12 for Kapatiran ng mga Anak Pawis sa Bus Industry coconducted (June 22)</p> <p>&gt; Consultation meeting with bus operators on June 7 and 8, 2012</p> <p>&gt; Rapid audit of 21 bus companies in NCR conducted (May 7-18, 2012)</p> <p>&gt; Rapid audit reports from DOLE-NCR, III and IV-A consolidated</p> <p>&gt; DO issued on Jan. 13, 2012 &amp; published on Jan. 17, 2012 (Phil. Star), Operational Operational Guidelines signed Feb. 27, 2012 &amp; published Feb. 28, 2012 (Phil Daily Inquirer)</p> <p>&gt; Meetings with DOLE- TWG on Action Plan re DO 118-12 conducted</p>	<p>53.13%</p>	<p>Draft IR of RB I for deliberation of the Commission</p>

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
<p>4. Facility Evaluation (FE) and Work Improvement and Measurement System (WIMS)</p> <p>&gt; FE</p> <p>&gt; WIMS</p>	<p>&gt; Guidelines on FE and WIMS issued</p> <p>&gt; Monitored/reviewed order issued by RBs/RD</p> <p>&gt; Report prepared</p> <p>&gt; 100% of requests received from firms with complete supporting documents served</p> <p>&gt; 100% of requests received from firms with complete supporting docs. served</p>	<p>&gt; Second tier fact sheet prepared</p> <p>&gt; Three (3) consultation meetings with Bus TWG, DOLE-TWG, drivers/conductors conducted ( Jan. 27 , Feb 14 &amp; 21, 2012)</p> <p>&gt; Conducted briefing/consultation for bus operators(San Jose del Monte, Bulacan to Baclaran/NAIA via EDSA and Sta Cruz via A. Bonifacio routes on March 9, 2012</p> <p>&gt; FE/TMS guidelines edited and submitted to the office of Usec Chato, for comments</p> <p>&gt; Draft guidelines on FE and WIMS presented to the Technical Executive Committee of the TIPC on 29 June 2012</p> <p>&gt; Training re Introductory Course on operations/ production management conducted Jan 29 - Feb. 8, 2012</p> <p>&gt; Capacity Building for Luzon Area on 2TWS and Productivity Technologies conducted June 18-22,2012 Clark, Pampanga</p> <p>&gt; 27 FE orders issued (31% out of 87 requests received)</p> <p>8 piece rate/production standard orders issued. (14.3% out of 56 requests received)</p>	<p>80%</p>	<p>20 applications from RBIVB were filed at DOLE IVB</p>
<p>C. Disposition of Wage Exemption Cases</p> <p>1. Wage Exemption Cases filed with the Regional Boards</p> <p>2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission</p>	<p>&gt; 100 % Disposition rate</p> <p>&gt; Turn-around time</p> <p>&gt; 100 % Disposition rate</p> <p>&gt; Turn-around time summary report prepared</p>	<p>&gt; 60% disposition rate (12 out of 20 applications for exemption received)</p> <p>&gt; 40% disposition rate (2 out of 5 appeals/MR on wage orders/exemption cases received)</p>	<p>60.00%</p> <p>40%</p>	
<p>D. Conduct of Policy Researches</p> <p>1. Impact of Minimum Wages on Collective Bargaining</p>	<p>&gt; Report prepared</p>	<p>&gt; Analysis of 141 CBAs re previous and current provisions on benefits, salaries and other items as included in the CBA index</p>		<p>report to be submitted on the 3rd qtr.</p>

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
2. Two-Tiered Wage System (TTWS) for Public Utility Vehicle (Taxi and Taxi)	<ul style="list-style-type: none"> <li>&gt; Report and policy recommendations prepared</li> <li>&gt; Department Order Issued</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Survey questionnaire prepared</li> <li>&gt; Office order in the conduct of survey issued</li> </ul>		
3. Bus Transport Industry	<ul style="list-style-type: none"> <li>&gt; Formula for the 2nd Tier prepared</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 5 options/sample formula prepared</li> </ul>		
4. Methodology for Estimating Labor Productivity (LP)	<ul style="list-style-type: none"> <li>&gt; Existing labor productivity measurements assessed</li> <li>&gt; Official measurement of LP prepared and presented to IACLIPS</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Existing Labor Productivity Measurement assessed</li> <li>&gt; Proposed measurements on Labor Productivity submitted to IACLIPS for approval of NSCB</li> </ul>		NSCB still awaiting for the position paper from TUCP re methodology to be used
5. Regional Productivity Assessment	<ul style="list-style-type: none"> <li>&gt; Assessment of regional productivity prepared</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Concept paper revised/guidelines prepared/ submitted to Dir. Satumba (May 15, 2012)</li> </ul>		
6. Impact Evaluation of ISTIV	<ul style="list-style-type: none"> <li>&gt; Report prepared</li> </ul>	<ul style="list-style-type: none"> <li>&gt; ISTIV survey reports consolidated/reviewed</li> <li>&gt; Conducted survey on the impact evaluation of the ISTIV training program in 4 companies at RB-IV-A:               <ul style="list-style-type: none"> <li>-Sealand Industrial Supply (May 5, 2012)</li> <li>-Sohbi Koghei Phils. (May 10, 2012)</li> <li>-EMS Components Assembly Inc. (May 15, 2012)</li> <li>-Sanon Fulton (Phils.) (May 15, 2012)</li> </ul> </li> <li>&gt; Survey framework submitted/approved (April 12, 2012)</li> </ul>		
7. Maintenance/Review of Wages and Productivity Databases	<ul style="list-style-type: none"> <li>&gt; Database updated/maintained</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Database for 2011 rebased and updated to base year 2000</li> <li>&gt; Webpage of Philippine Labor Productivity from 2009 to 2011 updated using base year 2000</li> <li>&gt; Webpage of Asian Labor Productivity from 2006-2010 updated</li> <li>&gt; Regional Labor Productivity by industry for 2007 to 2009 prepared and finalized</li> <li>&gt; Regional Labor Productivity by industry group edited</li> <li>&gt; Twelve (12) sets of statistical tables reviewed/ maintained</li> </ul>		<p>Labor Productivity by region to be updated by July 2012 on the release of GRDP National Accounts from NSCB</p> <p>data on wage rates (nominal and real) by sector and region</p>

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
<b>MFO 2: Technical Assistance and Awareness-Raising/Capability Building Services</b>				
<b>A. Program Development</b>				
> Development of Training Programs	> Guidelines on Standard Implementation of Productivity Programs issued	> Guidelines on Standard Implementation of Productivity Training Programs issued on April 23, 2012	100%	
- Issuance of Guidelines on Standard Implementation of Productivity Training Programs (LHP, TAV, ISTIV Plus, ISTIV Bayanihan, 5S, GP, SQ)		> Memo Guidelines on Standard Implementation issued		
		> 3 training project proposals drafted		
		- COMPASS training for ILO assistance		
		- Training of Trainers on Productivity for RBs CAR, I, II		
		- Revised GP module based on TOT workshop		
- Development of ISTIV Plus module	> ISTIV Plus module developed	> ISTIV Plus module developed	100%	
- Green Productivity Program	> Pilot tested in NCR and X	> Report on the conduct of Forum on Green Pathways prepared		
	> Report prepared	> Forum on Green Pathways to a Green Workplace, Greener Workforce and Trainers' Training on Green Productivity conducted (April 24-26, 2012)		
		> Pilot tested in RB X & NCR on Feb. 7-8 and Feb. 28-29, 2012 respectively	100%	
		> Submitted two (2) terminal reports on pilot tested regions (NCR & X)		
		> Revised GP module based on pilot test conducted		
- Productivity Training Framework	> Productivity training framework finalized	> Finalized Productivity Training framework (Jan. 6, 2012)		
<b>B. Conduct of Productivity Training/Orientation Programs</b>	> 7,000 firms benefited from Productivity Trainings and Orientations	> <b>3,804</b> firms benefited from productivity trainings and orientations benefiting <b>10,750</b> workforce	54.34%	
	> 1,500 Action plans (Productivity Improvement Program) developed	> <b>637</b> action plans developed	42%	
<b>C. Technical Assistance</b>				
- Development of training module for DOLE Frontliners	> Provision of productivity trainings for DOLE Frontliners	> Forum on the Development of Productivity Frontliners/Specialists conducted (Feb. 13, 2012)		

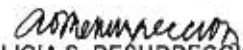


**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
D. Awareness raising programs/projects		<ul style="list-style-type: none"> <li>&gt; Provided 5S training in TESDA (June 6, 2012)</li> </ul>		
1 National Productivity Convention (NPC)	<ul style="list-style-type: none"> <li>&gt; National Productivity Convention conducted</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Establishments with gainsharing schemes coordinated</li> <li>&gt; Preparatory activities for the 2012 NPC prepared/ submitted</li> </ul>		scheduled in October 2012
2 Productivity Olympics (PO)	<ul style="list-style-type: none"> <li>&gt; Criteria guidelines/mechanics reviewed/ revised</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Regional Boards' comments for 2013 PO criteria and guidelines consolidated</li> <li>&gt; Guidelines/criteria for 2013 PO prepared and forwarded to Board Secretaries for comments</li> <li>&gt; Detailed scoring guide and profile of MSMEs drafted</li> </ul>		
3 Learning Sessions on Wages and Productivity	<ul style="list-style-type: none"> <li>&gt; 12 Learning sessions conducted</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 10 Learning sessions conducted benefiting 518 participants from 302 companies</li> </ul>	66.6%	
4 Wages and Productivity Information Campaign	<ul style="list-style-type: none"> <li>&gt; 165,000 clients reached</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 113,420 clients reached</li> </ul>	68.74%	
<b>Institutional Support</b>				
1 DOLE Incentivizing Compliance Program (ICP)		<ul style="list-style-type: none"> <li>&gt; Technical and administrative assistance rendered</li> <li>&gt; ICP Program Managers' meetings coordinated</li> <li>&gt; Report prepared and submitted</li> <li>&gt; Coordinated preparation of ICP Action Plans of concerned DOLE agencies (PS, LCO,HRDS)</li> <li>&gt; Coordinated drafting, review and finalization of TCCLS (BWC) and Child-Labor Free Enterprise (BWSC) Certification Guidelines.</li> </ul>		For clearance with Usec. R. Chato (LR Cluster) prior to approval of the Secretary
2. Integrated Development Program	<ul style="list-style-type: none"> <li>&gt; 4 quarterly reports on the status of cases filed against officials and employees submitted to HRDS</li> <li>&gt; 12 reports (36 forms) submitted to NCMB on regional disposition of cases for purposes of SENA</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 2 reports submitted to HRDS</li> <li>&gt; 6 reports (18 forms) submitted to NCMB</li> </ul>	50%	
3. Rationalization Plan		<ul style="list-style-type: none"> <li>&gt; Revision of the staffing pattern re-submitted to DBM on May 3, 2012 based on the discussion/agreements during the April 17, 2012 meeting with DBM-SPIB</li> </ul>		Pending at DBM

**NATIONAL WAGES AND PRODUCTIVITY COMMISSION**  
**PHYSICAL REPORT OF OPERATIONS**  
*as of June 29, 2012*

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accompl.	Remarks
4. Communication Program (Press conference/briefings)	<ul style="list-style-type: none"> <li>&gt; at least once a month presscon/briefings monthly</li> <li>&gt; at least 12 times TV/radio appearances/guestings</li> <li>&gt; 36 press releases disseminated/posted</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 9 press conferences/briefings organized/conducted</li> <li>&gt; 7 media interviews responded to press re: Wage and other related issues</li> <li>&gt; 42 press releases disseminated/posted to LCO, PIA, tri-media and NWPC website</li> </ul>	<p style="text-align: center;">75%</p> <p style="text-align: center;">58.33%</p> <p style="text-align: center;">116.67%</p>	
5. Good News Reporting	<ul style="list-style-type: none"> <li>&gt; 3 Good News Reporting per month</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 21 entries on Good News submitted to DOLE-LCO and DOLE-PS</li> </ul>	<p style="text-align: center;">58.33%</p>	
6. Financial Management	<ul style="list-style-type: none"> <li>&gt; Allotment utilization</li> <li>&gt; Cash utilization</li> <li>&gt; Monthly status of accounts submitted to FMS</li> <li>&gt; Status of actions taken on COA annual audit reports submitted to FMS quarterly</li> </ul>	<ul style="list-style-type: none"> <li>&gt; 42% (based on Annual Budget)</li> <li>&gt; 77% (based on Jan-June Cash Program)</li> <li>&gt; Submitted monthly to FMS</li> <li>&gt; 2010 Consolidated Annual Audit Report submitted to DOLE on May 11, 2012</li> </ul>		
7. Human Resource Development Interventions	<ul style="list-style-type: none"> <li>&gt; Capacity building of the staff</li> <li>&gt; Vacant positions filled up</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Sent 213 officers and staff of the Commission and Regional Boards to 13 local and 3 foreign trainings</li> <li>&gt; 5 vacant positions filled up</li> </ul>		
8. Green our DOLE Program (GODP)	<ul style="list-style-type: none"> <li>&gt; GODP implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Orientation on 5S conducted</li> <li>&gt; Big 5S day launched</li> <li>&gt; 5S audit conducted</li> <li>&gt; GODP plan prepared/submitted to DOLE</li> </ul>		
9. Gender and Development (GAD)	<ul style="list-style-type: none"> <li>&gt; 2013 GAD Plan prepared/submitted</li> <li>&gt; 2012 approved GAD Plan implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; GAD Plan submitted to Phil. Commission on Women (PCW)</li> <li>&gt; GAD Plan approved by PCW for endorsement to DBM</li> <li>&gt; Lecture on Cervical Cancer Awareness conducted, participated by 23 NWPC employees (female - 13, male -10) and 45 participants from private companies (Female-38, Male-7) March 30, 2012</li> <li>&gt; Lecture on Reproductive Health for Women conducted, attended by 18 employees (Female- 13, Male- 5) April 2, 2012)</li> </ul>		
10. Implementation of the Application Systems	<ul style="list-style-type: none"> <li>&gt; Project Monitoring and Evaluation System (PMES) and Wage Information System (WageIS) developed/implemented</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Inception Report reviewed and approved</li> <li>&gt; Systems Analysis Report reviewed and approved</li> <li>&gt; Initial Systems prototype design evaluated by the User's Review Group and Steering Com. members</li> </ul>	<p style="text-align: center;">70%</p>	

NATIONAL WAGES AND PRODUCTIVITY COMMISSION  
 PHYSICAL REPORT OF OPERATIONS  
 as of June 29, 2012

MFO/Strategies/Programs/Projects	Year 2012 TARGETS	ACCOMPLISHMENTS	% Accomp.	Remarks
11 Acquisition of IT resources	> ISSP implemented	> IT Resource acquisition prepared/approved > Public bidding for the procurement of IT resources started June 21, 2012		
12 Maintenance of NWPC Network (LAN and Internet Connections)	> Network connection maintained	> Network connection maintained		
Prepared by:   ALICIA S. RESURRECCION Chief, PMISD	Noted by:   ELVIRA P. JOTA Director II, MSD	Approved by:   CIRIACO A. LAGUNZAD Executive Director IV	Date:	5-Jul-2012

fn: 2012 physical reports  
 planning 2012 physical report of oper june2012