

**CY 2013 PHYSICAL PLAN  
NATIONAL WAGES AND PRODUCTIVITY COMMISSION**

DEPARTMENT OF BUDGETS  
**REVIEW**  
DEC 04 2012

BED No. 2

MAJOR FINAL OUTPUTS (MFOs)/ Programs/Activities/Projects (PAPS)	PERFORMANCE INDICATORS (Pis)	PREVIOUS YEAR ACCOMPLISHMENTS (CY 2012)		2013 PHYSICAL TARGETS	CY 2013 QUARTERLY PHYSICAL TARGETS			
		ACTUAL	ESTIMATE		1st	2nd	3rd	4th
		January - October 31	November 1- December					
<b>MFO 1: Policies/Guidelines/ Standards Formulation on Wages and Productivity</b>								
<b>A. Development of Wage and Productivity Policies</b>		> 144 out of 184 target (78%)	> 40 (to complete the 184 target for a 100% accomplishment)*	> 213	21	64	64	64
1. Two-Tiered Wage System (TTWS) - Minimum Wage Determination - Formulation of Wage Advisories	> Number of policies developed/ recommended/adopted based on existing rules and guidelines (Wage Orders/Implementing Rules/ Wage Resolutions/Wage Advisories, Piece Rate/Production Standard/FE Orders, Technical Papers/Comments on Bills)	- 11 Wage Orders and 8 Implementing Rules issued - 2 Guidelines issued (TTWS and Bus Transport) - 1 Department Order issued (Bus Transport) - 6 Comments on Bills/ILO Convention prepared/submitted	> Revised guidelines on FE and TMS for presentation to TEC					
2. Facility Evaluation (FE)		- 99 FE Orders issued	> 39 FE Orders/Piece Rate/ Production Orders and Wage Orders/ Resolutions issued					
3. Work Improvement and Measurement Study		- 25 Piece Rate/Production Orders issued						
<b>B. Disposition of Wage Cases</b>								
1. Wage Exemption Cases filed with the Regional Boards	> Wage exemption cases/appeals on wage order disposed within the prescribed period	> 89% disposition rate achieved (136 out of 153 applications for exemption received)	> 100% disposition rate (17 exemption cases)	> 100% disposition rate				100%
2. Appeals/MR on Wage Orders/ Exemption Cases filed with the Commission		> 100% disposition rate (5 out of 5 appeals/MR on wage orders/ exemption cases received)		> 100% disposition rate				100%
<b>MFO 2: Technical Assistance and Awareness-Raising Services on Wages and Productivity</b>								
<b>A. Conduct of Productivity Training and Orientation Programs</b>								
	> No. of firms benefited from Productivity Training/Orientation Services	> 8,411 MSMEs provided with trainings/ orientations - 2,163 firms benefited from trainings with 8,604 workforce - 6,248 firms benefited from orientations with 15,553 workforce	> 189 MSMEs provided with trainings/orientations	> 8,600 MSMEs provided with trainings/ orientations	860	3,440	3,440	860
	> No. of action plans formulated / implemented	> 1,753 action plans developed/ implemented	> 47 action plans developed/ implemented	> 20% of MSMEs trained with action plans developed/ implemented	-	720	900	180

\* Per our original submission to DBM the Target is 248 but the 64 wage review target was transferred to Support to Operations. The revised target for the Development of Wage and Productivity Policies is 184

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<b>B. Advocacy and Information Campaign on Wages and Productivity</b>	> Number of clients informed/ educated/ provided with IEC services	> 204,874 clients reached	> 5,000 clients reached (105% estimated accomplishment)	> 10% increase over 2012 target or 225,500 clients	22,550	67,650	112,750	22,550
1 National Productivity Convention (NPC)/Productivity Olympics (PO)	> Number of convention held	> Conducted NPC on October 17-18 highlighted by the following: - Productivity Talks - 2013 Productivity Olympics Kick-off - Forum of Winners of Productivity Olympics - Trade Exhibit (17 exhibitors)	> Completed					
	> Number of beneficiary firms/clients participated to the PO/NPC	> Criteria and guidelines for the 2013 Productivity Olympics prepared	> Approved guidelines and criteria	> 96 regional beneficiary firms/client > 9 national winners > 5 special citations > 11 national finalists			96	x
	> Number of awards given							
2. Learning Sessions on Wages and Productivity	> Number of sessions conducted > Number of companies participated	> 16 Learning sessions conducted benefiting 902 participants from 447 companies	> completed	> 12 Learning Sessions	4	5	3	-
<b>SUPPORT TO OPERATIONS</b>								
<b>A. Minimum Wage Review</b>								
1 Review/Monitoring of Socio-Economic Situation in the Regions	> Number of quarterly regional socio-economic situationer prepared and submitted by RBs to CO > Reports on the regional socio-economic situationer consolidated	> 58 regional reports/3 consolidated reports prepared	> 6 regional reports/ 1 consolidated report	> 64 regional reports > 4 quarterly reports	16 1	16 1	16 1	16 1
<b>B. Conduct of Policy Researches</b>								
1. Impact of Minimum Wages on Collective Bargaining	> Number of research studies/reports conducted/ completed in support of issuance of policy/guidelines	> 6 Policy Researches completed > Report completed	> Completed	> 6 Policy Researches:  1. Evaluation of the Initial Implementation of Two-Tiered Wage System	x	x		6
2. Two-Tiered Wage System (TTWS) for Public Utility Vehicle (Taxi and Jeepney)	> Survey conducted > Report and policy recommendations prepared	> Conducted survey of 125 jeepney drivers, 84 taxi drivers & 15 taxi operators in coordination with DOLE-NCR > Draft report prepared	> Completed	2. Assessment of implementation of DO 118-12  3. Conceptual and empirical framework for determining minimum wage for domestic workers	x	x	x	x
3. Bus Transport Industry (2nd Tier)	> Formula for the 2nd tier developed	> 5 options/sample formula prepared	> Completed			x		



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- Development of training module for DOLE Frontliners	> Technical assistance rendered	> Forum on the Development of Productivity Frontliners/Specialists conducted > DOLE Productivity Specialists Trainers Training conducted > Orientation of participants for capacity building conducted	> One-on-one feedback sessions conducted, 18 participants interviewed	3. Module for Productivity Specialists Trainers' Training	x			
- Training/Orientation of DOLE ROs on ETAV program	> Technical assistance rendered		> Powerpoint for ETAV orientation revised based on comments > Finalized guidelines for presentation to Agency Heads	> Pilot testing of ETAV program > Training of DOLE ROs on ETAV	x	x		
2. Development and implementation of Communication Plan	> communication plan developed and implemented as planned	> 12 press conferences briefings > 11 media interviews > 49 press releases disseminated		> 2013 Communication Plan developed/ implemented as planned	x	x	x	x
<b>E. Maintenance/Review of Wages and Productivity Databases</b>	> Statistical database updated and published on time	> Database maintained/ updated on time	> Database maintained/ updated on time	> Maintenance/Review of Wages and Productivity Databases	x	x	x	x
<b>GENERAL ADMINISTRATIVE AND SUPPORT</b>								
<b>A. General Management and Support Services</b>								
1. Compliance to Anti-Red Tape Act (ARTA)	> Compliance to Anti-Red Tape Act	> Compliance to Anti-Red Tape Act	> Compliance to Anti-Red Tape Act	> Compliance to Anti-Red Tape Act	x	x	x	x
2. Compliance with Transparency Seal Requirements per GAA	> Posting of seven (7) transparency seal requirements in the website	> Transparency seal requirements posted in the website	> Updating of information posted in the website regularly	> Compliance with Transparency Seal Requirements	x	x	x	x
<b>B. Staff Resource Development</b>								
1. Strategic Performance Management System	> Office and Individual Performance Commitment Report implemented (OPCR/IPCR)	> OPCR with accomplishments as of October prepared/submitted to PS/FMS	> Completed report	> Strategic Performance Management System implemented	x	x	x	x

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2. Capacity Building for Internal Staff/ DOLE/NWPC/RTWPBs and Selected Private Companies	> 20% of staff send to trainings/seminars	> 10 capacity building programs conducted > 10 seminars/trainings attended by 33 officials/employees and 3 foreign seminars/study visits participated by 6 officials	> continuing	> 20% of staff send to trainings/seminars	x	x	x	x
	> 100% vacant positions with authority filled up	> 7 vacant positions filled up	> Completed the hiring process on the newly approved authority to fill up	> 100% vacant positions with authority filled up	x	x	x	x

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Date: 29 November 2012