

annual report 2020



ISO 9001:2015

NATIONAL WAGES AND PRODUCTIVITY COMMISSION

Department of Labor and Employment



About the cover

The cover describes the 2020 environment and the organization's transition to the new normal with the accelerated adoption of FIRE technologies to ensure service continuity amid disruption.

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OUR ORGANIZATION

The NWPC was created by virtue of Republic Act 6727 or the Wage Rationalization Act in July 1989. It mandates the setting of minimum wages to protect vulnerable workers from undue low wages and the promotion of productivity and gainsharing between workers and enterprises.

The law also provides that minimum wages shall be set on a regional basis, taking into

consideration a prescribed set of relevant factors that balance the needs of workers and employers' capacity to pay. For this purpose, the law created the National Wages and Productivity Commission (NWPC) and the 17 Regional Tripartite Wages and Productivity Boards (RTWPBs).

The NWPC is an agency attached to the Department of Labor and Employment (DOLE) for policy and program coordination.





MANDATE

The major functions of the NWPC are to act as adviser to the President and Congress on matters relating to wages, incomes, and productivity; formulate policies and guidelines on wages, incomes, and productivity; and review regional minimum wage levels set by the RTWPBs based on prescribed rules and guidelines.

Meanwhile, the RTWPBs are responsible for setting regional minimum wages and for implementing productivity improvement programs.

VISION

Justly remunerated and productive Filipino workforce in globally competitive enterprises.



MISSION

Set minimum wage that protects workers' welfare.
Promote enterprise and workers' productivity.



CORE VALUES

Makatao (People-Centric)

Empower people within the organization and the people we serve to make them the best they can be

Malikhain (Innovative)

Promote and encourage members of the organization to engage in innovative behaviors and practices

Mahusay (Excellence)

Pursue better ways of doing things and endeavor to exceed expectations of the public we serve



MESSAGE FROM THE SECRETARY

The Department of Labor and Employment faced one of its biggest challenges in 2020 – mitigating the severe impact of the COVID 19 pandemic on the employment and livelihood of Filipinos.

Soon after the entire Luzon was placed under enhanced community quarantine on March 17, 2020, we immediately set our sight to preserving jobs and incomes. The Department wasted no time in extending assistance to retrenched and temporarily displaced workers due to establishment closures and adoption of flexible work arrangements.

The Department immediately rolled out its emergency employment program or the Tulong Panghanapbuhay sa Ating Disadvantaged/ Displaced Workers (TUPAD), provided cash assistance for formal sector workers under the Covid-19 Adjustment Measures Program (CAMP) and for displaced OFWs under the Abot Kamay Ang Pagtulong (AKAP) Program.

As part of the DOLE family, the NWPC has done its share by exercising caution and due diligence in minimum wage setting, while aggressively helping MSMEs improve their productivity. By building capacities of workers and MSMEs in the area of productivity improvement, we hope to evolve our MSMEs into becoming more resilient, flexible and agile economic units that could contribute to job generation as the country recovers and transitions to a better normal.

I would like to congratulate the NWPC and the Regional Boards for the delivery of its commitments, notwithstanding the physical restrictions and safety and health risks, which you have managed quite well.

As your Chairperson, let me also congratulate you for achieving PRIME-HRM Bronze Award; for an unqualified COA opinion for two successive years, and; for maintaining your ISO 2001:2015 certification.

Looking forward, I trust that the Commission and the Boards will continue to implement their wage and productivity mandates, consistent with the policy thrust of the Department and with a vision to helping the country accelerate its recovery agenda.

Thank you.



MESSAGE FROM THE UNDERSECRETARY

The Covid pandemic put to risk the jobs of thousands of workers nationwide as businesses reeled from the physical restrictions and the rising cost of doing business. At the height of the economy's struggle to survive the backlash of the health crisis, government recovery programs were rolled out to help both workers and enterprises transition to the new normal.

This is evident in the way the NWPC poured its efforts in redesigning its programs and services to overcome restrictions that would have otherwise impeded its delivery. In the area of wages, I commend the collaborative efforts of the Commission and the Boards in amending existing rules to ensure coherence with legal frameworks, and to adapt to advancements in digital technology. Such milestone, alongside the Board's vigilance and informed assessment of regional socio-economic conditions, would strengthen the basis for their decision on wage issues.

The deep and broad expertise of NWPC in productivity promotion also helped workers and enterprises rethink their work arrangement, employee engagement, technological investments, and data-driven decisions to better navigate the path to a new normal.



Maximizing collaboration and social media platforms have been the best way to promote productivity especially during lockdowns when people are spending more time online and demanding more online content. We hope to create more digital footprints that would in turn create more productivity advocates.

My deepest gratitude also goes to the dedicated tripartite partners as well as to the hardworking and creative officers and staff of NWPC and Regional Boards for their engagement and support in shaping responsive and relevant wage and productivity policies and programs especially amid the pandemic.

MESSAGE FROM THE EXECUTIVE DIRECTOR

The year 2020 is a year like no other with the COVID-19 pandemic changing the way we live and work. Nonetheless, we focused our efforts in crafting urgent and responsive approaches to implement our twin mandates of minimum wage setting and promotion of productivity.

In response to the health crisis, we attended first to the needs of our people by implementing health and internal policies anchored on the resolutions issued by the COVID-19 Interagency Task Force and the Department of Labor and Employment. Health and safety protocols called for the need to streamline our procedures and services for our internal and external clients. We rapidly embraced remote work and digitalized our programs and services.

At the onset of the pandemic, we equipped our staff with knowledge and skills on various digital tools to ensure remote collaboration given the physical restrictions and quarantine measures. For the first time, we held our National Productivity Conference via online featuring sessions that discussed the impact of the pandemic on the labor market, and national and firm-level initiatives and responses to mitigate the effects of the pandemic and to leverage the opportunities presented by the crisis. I am proud that our webinar series reached thousands of online viewers through different digital platforms.

We also take pride in the enormous efforts we put to develop training modules that are designed to improve business enterprises' processes, enable workers' performance and unlock productivity. Our training modules on business continuity planning is a risk/disaster-proofing strategy designed to build more resilient enterprises. Existing modules were increasingly infused with digital technology in support of the unavoidable digital technology transition of MSMEs.

Our advocacy initiatives remained engaging and conveyed messages of hope and optimism amid lockdowns and uncertainties. Through the social media, we reached out to workers from different demographics in different work arrangements and HR practitioners on maintaining positive work attitudes and driving productivity in alternative work arrangements.

As we turned bolder in the execution of our mandate, we also steered our organization towards quality and excellence in human resource and financial management. The NWPC was conferred the prestigious PRIME-HRM bronze award for attaining Level 2 – Maturity in all of the core human resource management systems. Another unqualified opinion, the highest audit rating from the Commission on Audit (COA), was also given to NWPC.

This health crisis left us lessons on agility, resilience and bouncing back better. The challenge inspired us as an organization to strive harder for diligence and excellence in the way we deliver our mandates to realize the outcomes of high and rising levels of productivity growth and commensurate wage growth.



FAST FACTS

Wage Orders

- 1** Wage order for private establishment workers
- 2** Wage orders for domestic workers
- 45%** 29 out of 64 wage rates above 2018 poverty threshold

PBIS

- Productivity-based incentive schemes**
- 633** MSMEs provided with technical assistance in PBIS (**182%**)
- 26** Policy advocacy sessions on PBIS conducted

Productivity Toolbox

8,878
MSMEs provided with orientation (**142%**)

2,690
MSMEs provided with training (**122%**)

1,682
MSMEs trained with PIPs/ action plans implemented (**63%**)

Information and Advocacy

357,795
Clients reached through various information drive (**133%**)

Digital Media Presence

1,088,364
Facebook followers

National Productivity Webinar Series

9
Webinar sessions with experts and practitioners from industry, academe, government agencies and international organizations

Webinars for New Modules

10
Webinar sessions for productivity training new modules

Recruitment and Placement

14
Employees hired

15
Employees promoted

Staff Development

88%
Personnel who completed the required minimum 8 hours training credit

GAD Webinars

2
Sessions on gender sensitivity, awareness, and development.

Recognition

Unqualified COA Opinion

PRIME-HRM Maturity Level II

Maintenance of ISO 9001:2015 Certification



The NWPC and the RTWPBs continued to implement the Two-Tiered Wage System (TTWS), where the 1st tier is the mandatory minimum wage while the 2nd tier is the voluntary productivity-based incentive scheme.

Wage Orders Issued

In 2020, one (1) wage order and implementing rule were issued. RTWPB II, granted a P5 to P25 increase in the minimum wage of workers in private establishments. With this, the region's new minimum wage in non-agriculture now range from P345 to P370. To date, minimum wages for non-agricultural establishments in the country is P537 in NCR and ranges from P282 to P420 in areas outside NCR.

Productivity-Based Incentive Schemes

The second tier is implemented through the issuance of wage advisories by the RTWPBs. Since 2013, all regional boards have issued at least one industry/sector specific advisory in agriculture (plantation), agribusiness, mining, manufacturing, transportation and storage facilities, tourism and tourism-related industries, hotels, restaurants and resorts, higher education institutions, and sardine (canning) industries.

For 2020, the NWPC enhanced its module to enable RTWPBs to conduct online technical assistance on productivity or performance-based incentive schemes. A total of 633 MSMEs nationwide were provided technical assistance by the RTWPBs.

Wage Orders for Domestic Workers

New wage orders for domestic workers were issued by RTWPBs II and XII. RTWPB II granted a P500 minimum wage increase, bringing the monthly minimum wage in the region to a range of P3,500 to P4,000 a month. Meanwhile, after RTWPB XII approved a P1,500 increase, the new monthly minimum wage for domestic workers no range from P3,500 to P4,000 and P3,500.

The domestic workers' minimum wage rates in the country now range from P2,000 to P5,000.

Facility Evaluation (FE)

To ensure the fair and reasonable valuation of facilities customarily provided by employers to their employees such as board, lodging, and other articles and services, the RTWPBs conducted FE to 13 applicant-establishments for which FE Orders were issued.

Time and Motion Studies (TMS)

The RTWPBs received and processed 13 applications/requests for the conduct of Time and Motion Studies (TMS) for the purpose of setting fair and reasonable piece-rates.





PRODUCTIVITY PROMOTION IN TIME OF CORONA

A banner program of the NWPC and the Boards in the area of productivity promotion is the Productivity Toolbox, a package of technical assistance and training services intended to build the knowledge and capacities of workers and enterprises on productivity concepts, tools and techniques, and measurement.



Continued efforts to promote productivity among MSMEs benefitted 13,000 employers and workers in 11,568 MSMEs through orientation and training under the Productivity Toolbox. Majority or 72% (9,413 out of 13,000 training beneficiaries) are female.



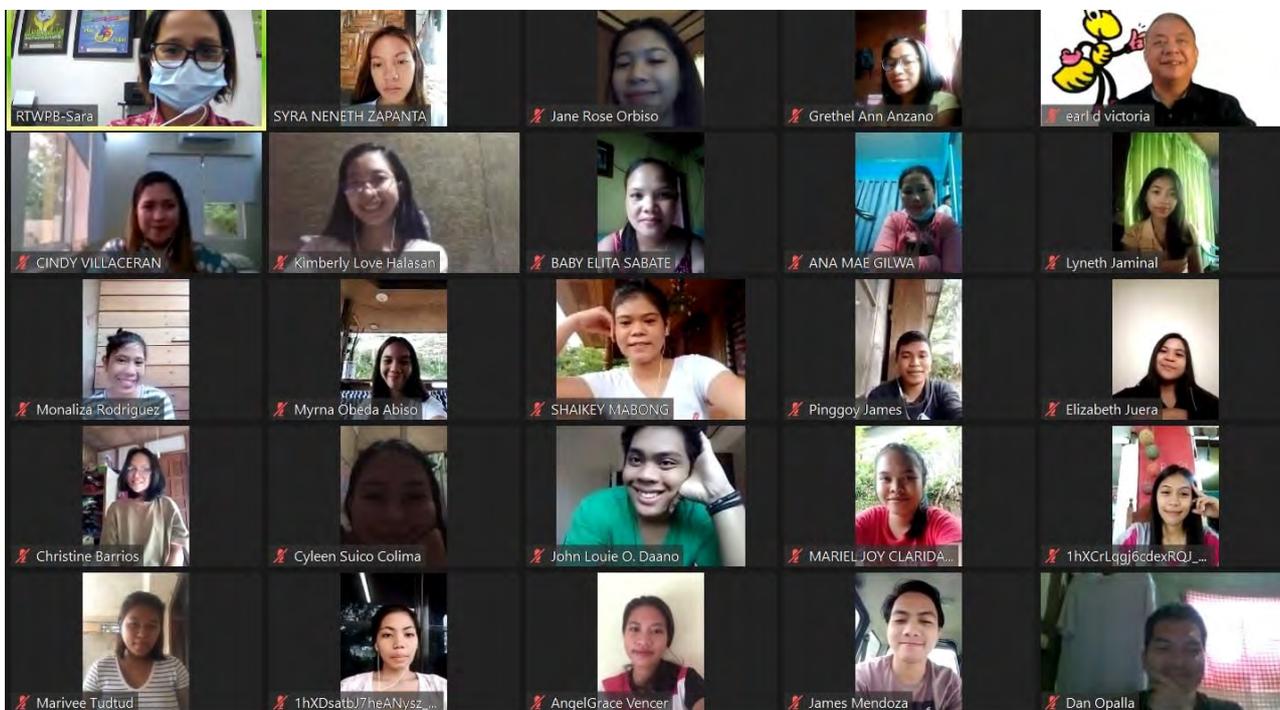
The NWPC also abridged its training modules to suit a webinar format from an 8-hour face-to-face training to 1.5 hours virtual training. Nine (9) modules were redesigned and deployed to the Regional Tripartite Wages and Productivity Boards (RTWPBs) for rollout to micro, small, and medium enterprises.

A total of 41 webinars on various productivity tools and technologies (e.g., *7S of good housekeeping, social media marketing, leaner management, work-life balance for work from home, etc.*) were attended by 2,217 participants from 1,906 MSMEs.

Business Continuity Planning and Management

To help MSMEs manage the impact the COVID-19 pandemic, the NWPC and RTWPBs conducted training on Business Continuity Planning and Management, initially, to firms undergoing rehabilitation and/or re-configuration of business processes. MSMEs were taught various strategies and systems to help them manage shocks from disruption to recovery.

NWPC collaborated with the International Labour Organization for the development of a tutorial training program on Business Continuity Plan as well as for the conduct of a trainers' training online. The International Training Center – ILO organized a training of trainers for 113 NWPC and RTWPB officers and staff in September. Three batches to pilot run the modules were also done during the year.



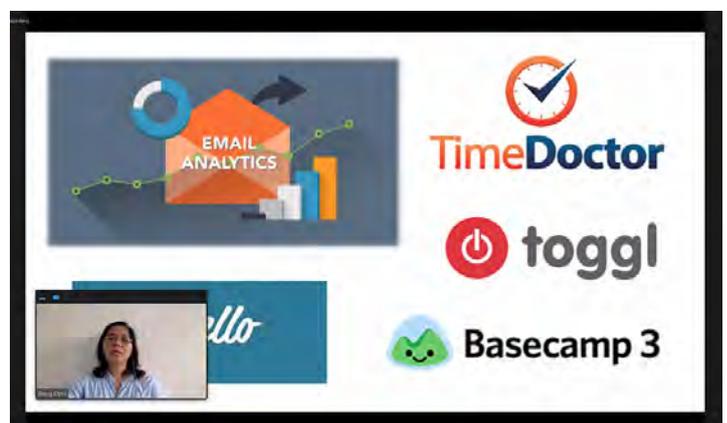
Development of Modules

The NWPC redesigned the following training modules with a focus on managing disruption to unlock productivity:

- 7S of Good Housekeeping: Setting the Pathway to a Safe Workplace in the Period of Pandemic
- Leaner Management in the New Normal
- Improving Productivity through Social Media Marketing: Tips on Creating Viral Posts
- Business Continuity Planning and Management: Driving Productivity in the Better Normal
- Green My Enterprise in the New Normal
- Service Quality: Building a Pandemic-Proof Customer Relations Service

New modules were also developed:

- Work Life Balance: Productive Work from Home
- Work Ethics of a Productive Worker
- Guide to Starting and Growing Your Online Business; and
- Tips for More Productive Online Shops



**MARKETING TRENDS & STRATEGIES
IN THE NEW NORMAL**
MSMEs Reboot
10 December 2020 | 1:30 - 3:00pm

MS. JAZMINE FLORES
CEO, Leadworks Sales and
Marketing Solutions Pty Ltd

Live via ZOOM and LIVE

Marketing Trends and Strategies in the New Normal

As part of DOLE's 87th founding anniversary, the NWPC offered a free webinar on "Marketing Trends & Strategies in the New Normal (MSMEs Reboot)" on 10 December 2020 via Zoom with Ms. Jazmine Flores, CEO of Leadworks Sales and Marketing Pty Ltd as speaker. It was attended by 474 MSMEs nationwide.

Ms. Flores shared her knowledge on how MSMEs can transition to the new normal as she spoke about marketing philosophy, trends and strategies. Attendees were also given a chance to participate in the 2021 Marketing Pitch Competition



NWPC and PHINMA Foundation Incorporation's training on Creating Catchy Sales Posts on Facebook

NWPC conducted a training on "Social Media Marketing" to PHINMA Foundation Inc. members on October 1, 2020 via Zoom. The Productivity Toolbox module was repackaged to be part of PHINMA's series of KABUHAYANihan trainings and was entitled "KABUHAYANihan Training Session 11: Creating Catchy Sales Posts on Facebook". Ms. Julie C. Llorente, of the Training and Technical Services Division served as resource person.

KABUHAYANihan is PHINMA's community collaboration in response to the COVID pandemic. NWPC is one of PHINMA's project partners, having previously received the ISTIV Bayanihan training through RTWPB-NCR.

MOU with BLE

The NWPC forged an MOU with the Bureau of Local Employment on July 21, 2020 for the integration of NWPC's "Work Ethics of a Productive Worker" training module into the JobStart, SPES and GIP programs.

This is a 4-hour training module on the basic concept of productivity, aims to cultivate a spirit of quality and productivity to the new entrants to the labor force.





Productivity Olympics Winners bag ASEAN Business Awards 2020

Four Productivity Olympics National Winners bagged various 2020 ASEAN Business Awards (ABA) held on November 13, 2020 at the Hanoi Daewoo Hotel in Vietnam. The event was livestreamed online at the official ABA social media channels. Launched in 2007 by the ASEAN Business Advisory Council, the annual ASEAN Business Awards recognize outstanding ASEAN companies and entrepreneurs that have made significant contributions to the regional economy.



The SME Excellence-Employment Award was won by: Motorline Trading Inc., led by Gerald Tactay (2017 National Winner for Small Establishment, Service Category, Region II) and 3D Container & Packaging Philippines Corp. led by Jaie Flores Ador (2019 National Winner for Small Establishment, Industry Category, Region IVA).

Mr. Philip Tan's Wellmade Motors and Development Corp. (2009 National Winner, Region VII) won the SME Excellence-CSR and the Family Business Awards.

This year, the ABA judging panel launched a new award category "Combating COVID-19", to recognize businesses that have contributed to the prevention of the pandemic. One of the winners is Baguio-Benguet Community Credit Cooperative led by Oscar Adversalo (2019 National Winner for Small Establishment, Service Category, CAR).



ADVOCACY

Business Continuity in Times of Disruption

NWPC held its first webinar on May 28, 2020 entitled "Unlocking Workforce Productivity amid Disruption". The first topic was on "Business Continuity Plan" where HR expert Ms. Raine Margarita Garcia talked about the concept, purpose and framework of business continuity plans. In the second presentation entitled "Business Continuity in Time of Disruption" HR expert Ms. Jourdane P. Hornilla talked about keeping people engaged and productive during disruption.

The second session was held June 26, 2020 entitled "Business Continuity Plan @ Work: Challenges and Lessons Learned." Resource person Ms. Estrella De Vera Raquin, Health, Safety, and Environment Country Lead, talked about the business continuity plan framework with emphasis on overcoming challenges on resources, safety and security of employees, and communication.



NATIONAL WAGES AND PRODUCTIVITY COMMISSION
Regional Tripartite Wages and Productivity Boards

e-Kapihan
SESSION 



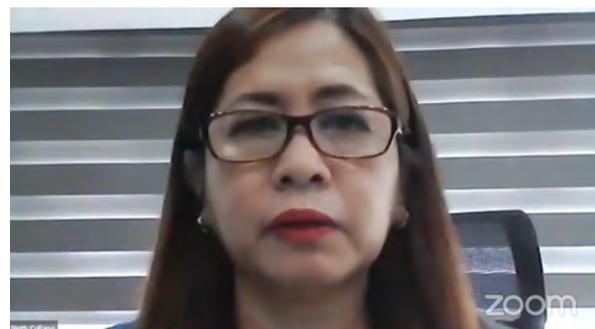
CREATING FIT FOR PURPOSE COMPENSATION PACKAGE IN TIME OF COVID

AUGUST 14 | 10:00 AM | VIA ZOOM

e-Kapihan Sessions on PBIS

NWPC conducted the e-Kapihan Session on Creating Fit-for-Purpose Compensation Packages in Time of COVID-19 on August 14, 2020 which featured good establishment practices in implementing well-designed and balanced compensation schemes to leverage employee performance, retention, and loyalty especially amid disruption.

This session was replicated by the RTWPBs which partnered with national and regional Productivity Olympics winners and engaged executives and human resource managers of establishments with good business practices in their respective regions as speakers. In total, the NWPC and the RTWPBs conducted 26 sessions under this series.





Regional e-Kapihan Sessions in 2020	Date Conducted
National Capital Region	September 16 and 23
Cordillera Administrative Region	October 15 and 22
Ilocos Region	September 16 and 23
Cagayan Valley Region	September 16
Central Luzon Region	September 22 and October 28
CALABARZON Region	September 14
MIMAROPA Region	September 22
Bicol Region	September 4 and 23
Western Visayas Region	September 9
Central Visayas Region	August 28 and October 23
Eastern Visayas Region	November 25
Zamboanga Peninsula Region	September 30, November 17 and 19
Northern Mindanao Region	October 20
Davao Region	September 29 and October 23
SOCCKSARGEN Region	September 14
Caraga Region	September 23



2020 National Productivity Webinar Series

NWPC opened the biennial National Productivity Conference on September 3, 2020 in a webinar series. The conference themed “Driving Productivity in a Better Normal” focused on the impact of the pandemic on the world of work and corresponding national and firm-level responses from mitigation to recovery.

Local and foreign experts were invited as resource persons to this nine-part webinar series:

- ReCharge PH with NEDA Undersecretary Rosemarie G. Edillon (September 3) – the Philippine's balanced and whole-of-society approach to restart the economy amid the pandemic.
- Automating Workplaces in a Better Normal with DTI Undersecretary Rafaelita M. Aldaba (September 10) - how industries are leveraging automation and artificial intelligence (AI) during the pandemic.
- Technology-Enabled Solutions: Mitigation to Recovery with Engr. Nonilo A. Peña of DOST-PCIEERD (September 17) - information technology-based solutions for mitigating disasters.
- Future of Work in a Healthier and More Resilient Environment with Mr. Hideki Kagohashi of ILO Country Office Manila (September 24) - impact of the pandemic on the world of work, and the country’s responses to ensure that the future of work remains decent and more resilient.



- Employment Outlook Transitioning to a Better Normal with Mr. Sangheon Lee of ILO Geneva (October 1) – impact of the pandemic on employment and hours of work.
- Actionable Intelligence: Results Amid Uncertainty with Mr. Keith Carter of National University of Singapore (October 8) - transforming big data into actionable intelligence.
- Business Reconfiguration Leading Practices Transitioning to the New Normal with Ms. Jazmine Flores of Leadworks Sales and Marketing Solutions (October 15) - scalable practices for helping businesses recover and reboot post COVID19.
- Employee Engagement: Leading Practices Transitioning to the New Normal with Mr. Sean Zantua of J&J Philippines and Global Services Asia Pacific (October 22) - effective ways of keeping employees engaged and productive amid disruption.
- Automation: Leading Practices Transitioning to the New Normal with Ms. Iloisa Romaraog-Diga of Session Groceries (November 5) – adopting digital technologies for a progressive and sustainable agriculture sector.

A total of 5,577 Zoom attendees, 135,000 Facebook live views, and 1,096 YouTube views registered in the webinar series.



Topic and Date	Speaker	Zoom Attendees	FB Live Views	Youtube Views
ReCharge PH, September 3	Undersecretary Rosemarie G. Edillon National Economic Development Authority	506	15,000	254
Automating Workplaces in a Better Normal, September 10	Undersecretary Rafaelita M. Aldaba Department of Trade and Industry	850	18,000	123
Technology-Enabled Solutions: Mitigation to Recovery, September 17	Executive Director Enrico C. Paringit Philippine Council for Industry, Energy and Emerging Technology Research and Development (DOST-PCIEERD)	478	15,900	86
Future of Work in a Healthier and More Resilient Environment, September 24	Mr. Hideki Kagohashi ILO-Manila Enterprise Development Specialist	597	16,600	125
Employment Outlook Transitioning to a Better Normal, October 1	Mr. Sangheon Lee ILO Director of the Employment Policy Department	734	15,300	137
Actionable Intelligence: Results Amid Uncertainty October 8	Professor Keith Carter Associate Professor at the NUS School of Computing and Director of the NUS Fintech Lab	667	13,300	95
Business Reconfiguration: Leading Practices in Transitioning to the New Normal, October 15	Ms. Jazmine Flores Founder and CEO of Leadworks Sales and Marketing Solutions	766	16,000	113
Employee Engagement: Leading Practices in Transitioning to the New Normal October 22	Mr. Sean Zantua HR Director, J&J Philippines and Global Services Asia Pacific	456	16,000	153
Automation: Leading Practices in Transitioning to the New Normal November 5	Ms. Iloisa Romaraog CEO and Co-Founder of Session Groceries	521	8,300	10
TOTAL		5,575	135,000	1,096

NWPC Data Dissemination Fora and DOLE V-Cafe Segment on the Kasambahay Survey Results

The NWPC released the Kasambahay Survey highlights through a series of data dissemination fora on November 20 and 27, 2020 and by participating in a DOLE V-Café segment on December 02, 2020.



The fora presented the employment and working conditions of domestic workers in the country, highlighting persistent challenges to the implementation of Batas Kasambahay.

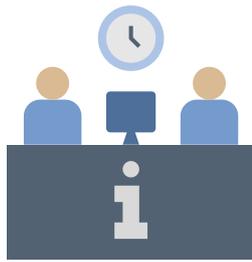
- About 4% or 4,500 are child domestic workers, of whom 0.4% are below 15 years old
- Only 2.5% (or about 35,000) of domestic workers have written employment contracts
- 83% of the 1.4 million domestic workers are not covered by any social security benefit
- About a third (36%) work 7 days a week, without the benefit of a rest day.
- Average monthly salary of domestic workers is P4,141, ranging from P2,681 in BARMM to P5,958 in NCR
- Only 42% of domestic workers are aware of Batas Kasambahay

DOLE Secretary Silvestre H. Bello III has instructed convening the Kasambahay or Domestic Work Inter-Agency Committee to study the survey results and to identify measures to address gaps in the implementation of Batas Kasambahay.

DOLE will also lobby with other government agencies to ensure implementation of the law.

Tamang Kaalaman sa Kita at Kakayanan (T3K)

To continuously raise awareness on wage and productivity policies and programs, the NWPC and RTWPBs ran the Tamang Kaalaman sa Kita at Kakayanan (T3K), a package of advocacy measures of public information assistance, IEC materials dissemination, wage clinics, seminars, public fora, press conference/briefings, media releases, radio guesting and interviews. The information drive reached 341,006 clients nationwide:



13,395

public information assistance



89,889

IEC materials



18,406

wage clinics, seminars,
and public fora



219,316

mass media activities

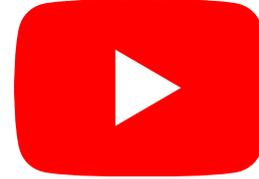
Frontline services, which include public information services, learning sessions and training/orientation programs, were rated “very satisfactory” or better by 9,783 clients out of 9,942 participants (98% response rate).

Advocacy Through Social Media Management



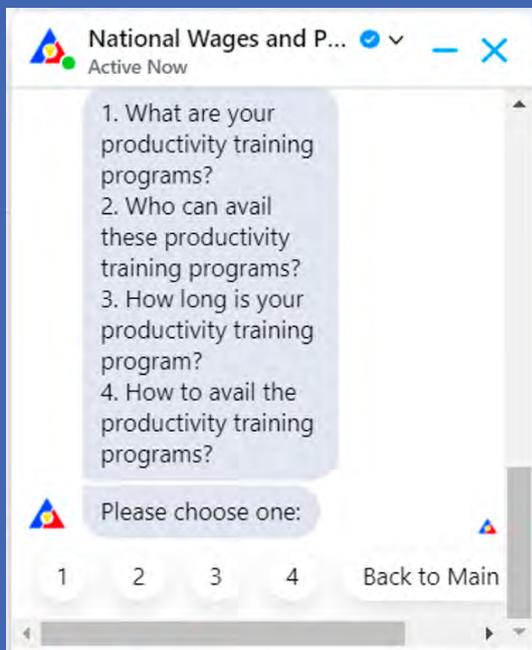
Facebook Page

In 2020, the NWPC's Facebook page reached 1,088,364 followers with 395,147 average reach per post.



YouTube Channel

To strengthen its advocacy initiative, the NWPC launched its YouTube channel on August 27, 2020. The 12 videos uploaded during the year garnered 394 subscribers and 2,240 views by the end of 2020.



Chatbot

Launched on July 08, 2020, the NWPC Chatbot is an online artificial intelligence service to help the public with concerns on wages and productivity. Accessed through NWPC-Facebook's messenger service, the Chatbot provides quick answers to queries on current minimum wage rates and various productivity training and technical services offered by the NWPC and the Regional Boa.

Learning Sessions

In 2020, the NWPC organized two learning sessions attended by 145 participants from 73 companies.

- Observing Labor Standards to Improve Productivity / Designing Productivity Programs for Workers in Alternative/Flexible Work Arrangements (February 14)
- Handling Administrative Cases (February 28)

With the looming COVID-driven health concerns of workers and establishments, the conducted learning sessions in webinar format on the topic "Compensability of COVID19 under the Employees' Compensation Program" on 19 August 28, 2020 handled by Mr. Alvin C. Garcia, Public Relations Officer IV of the Employees' Compensation Commission. A total of 500 participants attended the webinar while its Facebook live gained 36k views.





POLICY, RESEARCH, TECHNICAL ADVICE AND NETWORKING

Comments on House and Senate Bills and Wage-Related News Articles

In 2020, the NWPC submitted policy inputs and recommendations to the Senate and House of Representatives on bills relating to wages, income and productivity.

- Amendatory bill to Productivity Incentives Act of 1990 or R.A. 6971 (HoR – House Bill No. 6406 filed Cong. Mark Go)
- Senate Bill No. 1513 "An Act Integrating Labor Education in the Tertiary Education Curriculum filed by Senator Villanueva
- Amended Draft Substitute HB 2476 "Providing Enhanced Protection, Security, And Benefits for Media Workers"
- House Bill No. 1670 (Hon. Luis Raymond F. Villafuerte, Jr.) seeks to introduce exception to the normal hours of work of eight hours a day "when the exigency of business operations or national emergency requires adoption of alternative work arrangements" but not exceeding 48 hours a week.
- Senate Bill No. 153 "An Act Allowing the Adoption of Alternative Work Arrangements (AWA), Amending for the Purpose Presidential Decree No. 442, Otherwise Known as the Labor Code of the Philippines, as Amended
- House Bill No. 6660 or an Act Granting Hazard Pay to Workers in Critical Industries During A State of Calamity or Emergency or Public Health Emergency
- House Bill No. 309 An Act Instituting a Thirty-Five (35) Hour Working Week Scheme as an Alternative Work Arrangement for Employees in the Private Sector
- House Bill No. 1670 "An Act Amending Article 83 of PD 442, Otherwise Known as the Labor Code of the Philippines, as amended

- House Bill Nos. 29, 2240 and 3368 “Magna Carta for Workers in the Informal Economy” Senate Bill No. 482 on Rural Employment Assistance
- HB No. 6660 An Act Granting Hazard Pay to Workers in Critical Industries During a State of Calamity or Emergency or Public Health Emergency
- HB No. 6660 An Act Granting Hazard Pay to Workers in Critical Industries During a State of Calamity or Emergency or Public Health Emergency
- House Bill Nos. 3160, 3478, 3655, 3955 “An Act Providing for Nurses To Be Allocated with Raised Salaries by Upgrading the Minimum Salary Grade Level of all Public Nurses from SG 11 to 15 in All Public Hospitals and Other Government Institutions, and Increasing the Salary Rate of All Private Nurses in All Private Hospitals and Health Institutions
- House Bills Nos. 1319, 2193 and 3627 “An Act Prohibiting the Boundary System of Paying Wages to Drivers and Conductors in Buses, Jeepneys and Other Types of Mass Transport System and Providing Penalties Therefor”
- House Bill No. 1904 “An Act Increasing the Normal Work Hours Per Day Under a Compressed Work Week Scheme, Amending Articles 83, 87 and 91 of PD 442, Otherwise Known as the Labor Code of the Philippines, as Amended
- Two (2) online wage-related news articles from picodi.com surveys entitled, “Minimum Wages Around the World” and “Average Wages: in which country people earn the most?”

Conduct of Research and Technical Papers

The NWPC’s Policy and Research Service conducted the following researches in 2020.

Completed Researches

- Study on the Methodology for Estimating Hourly Wages
- Rapid Online Survey on Productivity of Work-from-Home Arrangements
- Development of Empirical Framework for Setting Domestic Workers’ Minimum Wages – Part 1 (rider survey to the October 2019 LFS conducted)
- Pre-test on Productivity Improvement Program and Gainsharing Practices (PIP/GIS Survey) - Online survey
- Virtual Learning Readiness Survey – Online survey
- Impact of Work-from-Home Arrangements on Productivity

Continuing Researches

- Assessment of the Implementation of the Minimum Wage Policy
- Development of Empirical Framework for Setting Domestic Workers’ Minimum Wages – Part 2 (Empirical Framework)
- Wage and Productivity Practices of Barangay Micro-Business Enterprises
- Feasibility Study on the Accreditation of Third-Party Service Providers for the Conduct of Facility Evaluation and Time and Motion Study
- PIP/GS Survey Rider with PSA

Guidelines

- NWPC Guidelines No. 02, Series of 2020 or the Operational Guidelines in the Conduct of Time and Motion Studies
- NWPC Guidelines No. 03, Series of 2020 or the Operational Guidelines in the Conduct of Facility Evaluation
- Omnibus Rules on Minimum Wage Determination
- Guidelines in the Conduct of Tele or Videoconference during Commission Meetings
- Interruption of Periods for the Filing of Documents
- Guidelines in the Conduct of Tele or Video Conference Meetings of the Regional Tripartite Wages and Productivity Boards

Modules

- Two modules for Labor Inspectors' Training (national and regional)

Statistical Reports and Data Visualization

- National and Regional Infographics on Macroeconomic and Labor Market Indicators
- Monographs on Industry Pay and Benefits
- Wage Statistics
- Labor Productivity Statistics



COMMISSION AT WORK

In 2020, the Commission reviewed and passed upon one (1) wage order and implementing rules for minimum wage earners in private establishments and two (2) wage orders and implementing rules for domestic workers.

The Commissioners also approved the Omnibus Rules on Minimum Wage Determination; Guidelines in the Conduct of Tele or Videoconference during Commission Meetings; Interruption of Periods for the Filing of Documents; and Guidelines in the Conduct of Tele or Video Conference Meetings of the Regional Tripartite Wages and Productivity Boards.

The Commission likewise, issued resolutions on: 1) Amending Certain Provisions of Resolution No. 01, Series of 2007 and Resolution No. 01, Series of 2014 on the Category of Calamity such as Natural and Human-Induced Disasters, 2) Legal Coverage of Family Drivers (Amending NWPC Resolution No. 1, Series of 2017) Resolution on the Use of Family Income in the Two-Tiered Wage System, 3) Supplement to Resolution No. 04, Series of 2020 on the Use of Family Income in the Two-Tiered Wage System and 4) Requesting the Social Security System to Cover Domestic Workers Working for a Particular Household and those with Multiple Employers in a Scheme Similar to and Comparable to Workers in Private Enterprises.

NWPC welcomes new Commissioner

NWPC welcomed Mr. Jose J. Suan as new Commissioner representing the workers' sector, replacing former Commissioner Cedric R. Bagtas. Mr. Suan took his oath of office on March 9, 2020. Commissioner Suan formerly served as workers' representative for the Regional Tripartite Wage and Productivity Board in Zamboanga Peninsula. He is also the labor sector representative of the Board of Directors of the Zamboanga City Special Economic Zone Authority. Currently, he is president of the Philippine Integrated Industries Labor Union and part of NEDA's Regional Development Council-IX.



GOOD GOVERNANCE

Ensuring a Safe and Secured Workplace

The NWPC and RTWPBs strictly implemented health and safety protocols during the community quarantine periods in 2020. The Management Support Service issued office orders on health protocols (No. 13 and 13-A), contact tracing (No. 13B), alternative work arrangements (No. 14), and interim guidelines on personnel action. These guidelines are aligned with the minimum health standards of the Department of Health and with the DOLE-DTI Interim Guidelines on workplace prevention and control of COVID-19.



Adoption of Flexible Work Arrangement

In compliance with guidelines issued by the Inter-Agency Task Force on COVID-19 and Civil Service Commission Memorandum Circular No. 10 on the interim guidelines for the adoption of alternative work arrangements, NWPC issued Office Order No. 14 entitled “Internal Guidelines in the Implementation of Alternative Working Arrangements During the Period of State of National Emergency Due to COVID-19 Pandemic.”

To ensure compliance with physical distancing and while under enhanced community quarantine, NWPC employees reported for work on a rotational basis with at least two (2) personnel reporting for each division each day. All employees reporting for work submitted to health checks. Shuttle services were provided to NWPC employees, automatic alcohol dispensers and air purifiers were strategically placed within the workplace. Daily disinfection of the office premises was also conducted.

With the change of quarantine status from enhanced to general community quarantine, the adoption of alternative work arrangement remained while ensuring the accomplishment of program and projects.

PRIME-HRM Bronze Award

The NWPC was conferred with PRIME-HRM Bronze Award, having met Level 2 - Maturity in all of the four (4) core HRM systems as validated during the onsite assessment by the CSC- NCR at the NWPC on November 29 and December 3, 2018.

PRIME-HRM is a program that encourages government agencies to strive for excellence in the area of good governance to ensure efficient and effective public service delivery.



Among the organization's perks under the PRIME – HRM Level II are the following: 1) authority to approve appointments, subject to post audit; 2) 20% discount on HRMO or agency representative on trainings and conferences conducted by the Civil Service Institute; 3) endorsement or recommendation for scholarship grants offered by other institutions; 4) nomination to CSC's certification program for HRMOs subject to the guidelines to be issued by the Commission; 5) exclusive membership to community of learners; and 6) announcement of NWPC's programs and projects bureau-wide through the CSC website.



Unqualified Audit Opinion

NWPC received its third unqualified COA opinion having satisfied the state auditor in all material respects, which means compliance in form and content with all statutory accounting and auditing rules and regulations of the agency's true and fair reflection of its financial condition, position, and operations.

The Commission on Audit (COA) considers "unqualified opinion" as the highest post-audit assessment bestowed upon an agency.

NWPC maintains its ISO 9001:2015 Certification

NWPC passed the first blended surveillance audit round via zoom on June 25, 2020 and on-site audit on August 20, 2020 as requirement for NWPC's continued certification to ISO 9001:2015. The audit results showed 7 positive findings, 14 opportunities for improvement and with no non-conformities. The auditees were top management, internal audit team, HR training and competence and Regional Boards - NCR, CAR, VI, X and XII.



Pneumonia Immunization Program

To protect and better equip its officers and staff against the COVID-19 virus, NWPC offered free pneumonia vaccine to its employees on October 8, 12, and 16. The vaccine was administered by partners from the Bureau of Working Conditions (BWC).

Annual Physical Examination in the Time of Pandemic

NWPC conducted its Annual Physical Examination, with the help of the provider Asia Pacific Medical and Diagnostics Inc, in the NWPC premises on November 17 & 18, 2020. To comply with imposed health protocols, registration was done digitally using barcodes, lab gowns were used by the employees and medical personnel, plastic barriers were used in the administration of clinical and laboratory tests. These are on top of the basic health protocols like the use of face mask/shield, and social distancing.



Sana All Series: Employee Engagement

The NWPC organized a series of webinars as part of its human resource development program with the theme, "Sana ALL (Activities for Leisure and Lifestyle) Series."

The topics discussed were: Plantito/Plantita (October 30), Pet Lovers (November 6), Oilbularyo (November 19), Travellers (December 4), and Master Chef (December 11)



Gender and Development Webinar

In compliance with the requirements on Gender and Development for government organizations, NWPC organized a GAD webinar series on December 2020.

The first session on 10-11 December entitled "Deepening Session on Gender and Development" was attended by NWPC Directors, RTWPB Board Secretaries, and Division Chiefs. The second set of sessions "Gender Sensitivity and Awareness Orientation" was held on 14-15 December for all NWPC and RTWPB personnel "

Ms. Gichelle A. Cruz, an independent GAD consultant under the PCW's GAD Resource Pool Batch 2 served as speaker for all the sessions.



Webinar on Building Emotional, Mental Resilience, and Tranquility

NWPC's Management Support Services Department, in coordination with Director Tonette Arriola of the Civil Service Commission, organized webinars on mental health during the pandemic:

- Building Emotional and Mental Resilience in Times of Pandemic (July 3, 2020)
- Tranquility at the Workplace and at the Home (November 23, 2020)

Both sessions were handled by Dr. Margie Holmes and moderated by Atty. Jamie-Lyn Jamias, Director II of the Management Support Services.

HALIKA, USAP TAYO!

BUILDING EMOTIONAL RESILIENCE DURING THE PANDEMIC





STAFF DEVELOPMENT

RTWPB Region XII

Online capacity building programs were implemented in 2020 to enhance the knowledge and skills of NWPC and RTWPB officers and staff on digital platforms, rules on minimum wage setting, new and redesigned productivity improvement training modules, and networking.



Capacity Building

Recognizing the need for new competencies to ensure the agency's continuing preparedness to implement existing and new policies and programs on wage and productivity, officers and staff from the Central Office and the Boards were sent to different international and local trainings, fora, seminars, and workshops.

- Training of Trainers on How to Conduct a Webinar Using Zoom (June 10)
- That Thing Called Canva (July 2)
- Creating Fit for Purpose Compensation Package in Time of COVID (August 14)
- Orientation on Digital Certificate (August 18)
- Online Capacity Building on Estimating Annual Poverty Threshold (October 16)
- Data Dissemination Forum on the Kasambahay Rider Module Results (November 20)
- Deepening Session on Gender and Development (December 10-11)
- Gender Sensitivity and Awareness Orientation (December 14-15)

Zoom

The Training and Technical Services Division (TTSD) together with the Planning and Information Division (PID) conducted a webinar on Setting up and Conducting a Zoom Webinar on June 10, 2020 for the officers and staff of the central office and regional boards. It was moderated by Mr. Jerome P. Lucas, OIC-Chief of PID.

That Thing Called Canva

A webinar entitled “That Thing Called Canva” was conducted on July 02, 2020 for officers and staff of the central office and regional boards. It was moderated by Mr. Jerome P. Lucas and facilitated by Ms. Zulaizah Genesis M. Lahan of the Planning and Information Division.

Public Sector Continuity Planning Workshop

In July 2020, the NWPC organized a public sector continuity planning workshop for the NWPC Directors and Division Chiefs. The workshop aimed to create a plan that would ensure continuity of programs and services delivery during an emergency or disaster.



Online Capacity-Building on Estimating Annual Poverty Thresholds

The NWPC, in partnership with the Philippine Statistics Authority, conducted the Online Capacity-Building on Estimating Annual Poverty Thresholds on October 16, 2020 and was attended by the technical staff of NWPC's Policy and Research Service and the Secretariat of the Regional Boards.



Hiring and Promotion

NWPC was able to acquire 54 new plantilla positions in 2020: 16 Information Technology Officer I for each of the Regional Boards, 1 Information Systems Analyst II for the Planning and Information Division, 19 Administrative Assistants (16 for the Regional Boards and 3 for the Central Office) and 18 Drivers (16 for the Regional Boards and 2 for the Central Office).

During the year, 15 personnel were promoted (7 from Central Office and 8 from Regional Boards) and 14 new hires joined the organization (7 from Central Office and 7 from Regional Boards).

Promoted	Position	New Hires	Position
Marquez, Recto Ilagan	Admin. Aide IV	Razon, Crisanto Sarte	Admin. Assistant III
Mackay, Michelle Irish Dela Cruz	Admin. Officer V	Escobar, Maricel Villanueva	Accountant III
Milo, Clodualdo Jr., Formentera	Labor & Employment Officer III	Rosel, Alexandra Jesica Calvento	Admin Officer V
Mana-ay-Badilla, Grace N.	Attorney V	Casimiro, Jenecis Ballesteros	Admin. Assistant III
Visitacion, Franz Allan Arcoda	Labor & Employment Officer III	Tanbengco, Hency Lua	Attorney IV
Endencia, Joan Angelica Oloya	Labor & Employment Officer III	Ibanez, Reena May	Admin. Assistant I
Rubite, John Rowen Sermeno	Labor & Employment Officer I	Vitalicio, Rita Salve	Admin. Assistant I
Fulgencio, Marvie Magpantay (RTWPB-CAR)	Board Secretary VI	Itutud, Ran Robert Valenzona (RTWPB-NCR)	Admin. Assistant I
De Belen, Maria Elena Anila (RTWPB-IVA)	Labor & Employment Officer III	Avila, Edgardo Alpapara (RTWPB-IVA)	Admin. Assistant III
Walag, Ma. Vergel Bersabe (RTWPB-X)	Board Secretary VI	Dizon, Rafael James Fermin (RTWPB-IX)	Attorney IV
Rivera, Evelyn Ignacio (RTWPB-X)	Labor & Employment Officer III	De La Rita, Joseph Reyvin Visaya (RTWPB-X)	Admin. Assistant I
Arañez, Cecilia Cañar (RTWPB-X)	Administrative Assistant III	Deocareza, Lougelyn Guzman (RTWPB-XII)	Admin. Assistant I
Damondamon, Xena Blanch Castro (RTWPB-XI)	Administrative Assistant III	Viloria, Mary Grace Javison (RTWPB-XII)	Admin. Assistant I
Burgos, Ethel Sigrid Alinsub (RTWPB-XI)	Information Technology Officer I	Jamero, Claire (RTWPB-XIII)	Attorney IV
Dugando, Christine Billones (RTWPB-XII)	Administrative Assistant III		

Capacity Building Programs Attended by NWPC and RTWPB Officers and Staff

Leadership

- CES Congress: Thriving Leadership- Spirit-Led Stewardship Towards the Better Normal
- How To Start 2021 Right
- Leadership in Time of Diversity: Understanding age, Gender, and Personality in Managing People
- Developing Outstanding Leadership Skills
- Leadership Excellence Series 2020: Rebuild and Redefine
- Design Thinking for the Public Sector
- 2020 Webinar Series for Career Executive Service Officers
- Supervisory Development Course (SDC): Track 1
- Supervisory Development Course (SDC): Track 2
- Problem Solving and Decision-Making Techniques
- Webinar on Public Sector Leaders and HR Forum: Public Service Continuity and Recovery
- Strategic and Critical Thinking
- Performance and Results Management
- Public Sector Productivity: An Introduction

Wage and Productivity

- Regional Dissemination Forum on 2019 GRDP/GRDE
- Data Dissemination Forum on the Kasambahay Rider Module Results
- Coaching / Mentoring on Time and Motion Study
- Capacity Building on Estimating the Annual Poverty Threshold
- Encore Course on Time and Motion Studies
- Defy the Trying Times: Be Productive, Be Secured, Collaborate
- Upskilling to Succeed: ASEAN MSMEs in the Digital Economy
- ToT on Service Quality: Building a Pandemic-Proof Customer Relations Service
- Kapatid Mentor ME Online Program: Government Services Forum
- Philippine Recovery and Forward Plan 2021-2022
- ILO Online Training: Supporting SMEs during COVID-19
- Introducing Wage Subsidies and Basic Income Guarantee
- Webinar: Transforming Tourism and Hospitality Management: Taking Back Control!
- Public Sector Innovation Laboratory Masterclass: Innovation for a Futuristic Government
- The Economics of COVID and its Implications to Productivity to Countries in Asia and the Pacific
- How Korea Has Been Handling the COVID19 Situation
- 18th Development Policy Research Month Kickoff Forum on "Bouncing Back Together: Innovating Governance for the New Normal"
- Revised ISTIV Values Module
- Webinar on Capacity Building as Key to Ensuring Pandemic Productivity
- Webinar on Creating Fit for Purpose Compensation Package in time of COVID-19
- The Future of Work in the New Normal
- Guide to Starting and Growing Your Online Business: Tips for More Productive Online Shops
- Webinar on Work Ethics of Productive Worker
- Leaner Management in the New Normal
- Webinar on "7 steps to E-Commerce Enable Your Business"
- Business Continuity Plan (BCP) Series 1: Unlocking Workforce Productivity amid Disruption
- Advancing the Digital Economy for Sustainable Growth in Asia
- 7S of Good Housekeeping: Setting the Pathway to a Safe Workplace in the Period of Pandemic

New Media, Communication, and Data Analytics

- Webinar on Fact Check 2020: How to spot Fake News?
- Workshop on Data Analytics and Machine Learning for Productivity
- Effective Strategies on Becoming Excellent Online Speakers and Communicator in the New Normal
- Webinar on Building Resilient MSMEs through Data and Communication
- Google Mail Tips and Tricks: Parts 1 and 2
- Conducting and Setting-Up a Webinar
- Microsoft Users Team Training with SharePoint Overview
- 10 Productivity Apps to Boost your Work Experience
- Livestreaming Tips for your Webinars and Online Courses
- How to Make Engaging Presentations
- Fact Checking in the Time of Coronavirus
- Hashtag Social Media Marketing: Building Standout Marketing Campaigns
- Orientation on Digital Certificates
- Virtual Experience Plus: An Online Workshop
- Supporting SMEs during COVID-19 Modular Learning Course
- Webinar on Maximizing the Power of Power Point in Designing Effective Instructional Materials
- Leveraging on Technological Innovation for Disaster-proof and Sustainable Enterprises
- Webinar on Cybersecurity 101 and Philippine National Public Key Infrastructure (PNPKI) Orientation
- Webinar: Upskilling for Digital Transformation
- 2-Day Extensive Google Forms
- How to Design Engaging Presentation for Work: An Introductory Course
- Webinar on Safe Guarding Your Data in the New Normal
- What More Can We Do in this Pandemic?



- Writing Hacks: How to Write Engaging Content that Will Turn Words into Dollars
- Webinar on Fake News and Information Literacy: A Journalistic Perspective
- Creative Interactive Presentation using MS Powerpoint
- Dashboarding and Visuals using Google Sheets
- Fact Checking in the Time of Coronavirus
- Google Forms with Sheets Integrations
- Database Management
- How Technology Supersedes this New Norm
- Introduction to Google Classroom
- How to Broadcast Online Sessions via OBS
- Social Media Marketing for Government Agencies
- Advance features of Google Mail and Google Calendar
- DOST Coursera Online Orientation-Seminar
- ToT on Social Media Marketing: Creating More Viral Contents
- That Thing Called Canva
- How to Create Wicket Content in a Dash
- How to Project Your Best Self During Online Meetings
- PhilExport Webinar on FIRE Project
- Effective Communication for Webinars and Online Meetings
- Basic Customer Service Skills

Human Resource, Employee Engagement, and Workplace Culture

- 2017 ORA-OHRA Webinar
- Webinar on Rapid Culture Change: The Bruce Lee Way
- Building Resilience and Managing Stress for Productive Change
- Psychological Safety and Sensitivity in the Workplace
- Workplace Mental Health and Psychosocial Considerations for Family Welfare Advocates
- The Role of HR in the New Normal by CSC
- Orientation on the Interim Guidelines on Human Resource Actions for the period of State of Calamity
- Webinar on Work Life Balance
- Tips to Overcome Shyness
- Webinar: Coping with the New Normal: Harmonizing the Expectations Versus Reality
- Revive & Thrive: "Breaking Barriers: Skills and Tips to Navigate the Digitalized Workplace"
- How to Manage Politics and Conflicts and Work
- Learn about Current Digital Workplace Trends
- 5 Tips to Overcome Shyness
- Hustle kahit Hassle: How to Win in the Corporate World
- Reinvent in Time for Success. Learn. Improve. Pivot
- Webinar on Soapmaking

Business Continuity, Health, and Safety

- Webinar on Workplace Cooperation amidst the New Normal
- Webinar and LunchChat with CSC: Alternative Working Arrangement
- PHIVOLCS Infobot: Tsunami Hazards and Risks in the Philippines
- PHIVOLCS Infobot: Tsunami Preparedness and Proper Response
- Bridging Work in the New Normal: Towards a Crisis-Responsive Employment Services
- Webinar on Appreciating Risk Management in the Time of the Pandemic
- Learning Session for DOLE Drivers on Safety Measures Amid COVID-19 Pandemic
- Business Continuity Amid COVID: A Singapore Experience on Supply Chain Management
- ILS COVID 19 Revive & Thrive: "Between Resilience & Transformation: Understanding Workers-powered' Mental Health Care
- Convergence Webinar: Building Resilience in the Workplace
- Business Continuity Planning and Management Driving Productivity in the Better Normal
- Business Continuity Plan (BCP) Series 2: Transitioning to the New Normal
- Flex & Telecommute it: Alternative Working Arrangements and other modes of Labor Preservation Webinar
- Post-CoViD 19 Sense Making in an Age of Fear and Uncertainty
- Mental Health and Sustainability in the Workplace
- Webinar: Innovation as the New Normal
- NWPC Business Continuity Planning Workshop
- Post Pandemic: Digitalizing the BCP for Manufacturers in Malaysia
- Coping with the New Normal: A Webinar on Managing Mental Health in the Workplace
- Webinar on Public Sector Leaders and HR Forum: Public Service Continuity and Recovery
- Virtual Forum: Ready to Recover
- How to Ask for Help in the Time of Pandemic
- Mental Health and Psychosocial Considerations During the COVID 19 Pandemic & Next Steps to Moving Forward
- Zoomba at Iba Pa for Senior Citizens: Making the Digital World Age-Inclusive

Labor Laws and Programs

- Mandatory Continuing Legal Education
- Labor Laws 101- Capacity Building for DOLE Personnel
- Harmony in the World of Work: Dispute Resolution Strategies for the New Normal
- New Normal Labor Relations Challenges for Companies
- Employees Compensation Seminar
- DOLE's Initiatives in Preserving Employment
- Skills Enhancement and Advanced Training for Single Entry Assistance Desk Officer (SEADO)
- Webinar on Basic Occupational Healthy Safety and Health
- Orientation on the Single-Entry Approach Management Systems (SENAMS)

Gender and Development

- ALL aVAWt VAW: 2020 18-day Campaign Day to End VAW Virtual Kick-Off
- VAWal 'Yan, Respeto Dapat!: Know your rights under the Anti-VAWC Act
- Bawal Bastos Dito: Anti-Sexual Harassment Law and Safe Spaces Act
- Gender and Development Webinar Series
- The GAD Agenda: Formulating the GAD Strategic Framework and Plan
- Gender Responsive Planning and Budgeting
- GAD Webinar on Fundamentals of Gender Mainstreaming: Review of Policy Imperatives on GAD and GM Concepts

Good Governance

- CY 2018 Financial Reports Preparation and Upgrading e-NGAS and e-Budget Systems
- Using Strategic Foresight for Anticipatory Risk Management
- Orientation on the 2020 Performance-Based Bonus (PBB) Guidelines
- QMS Workshop on the TUVR Audit Findings
- Documented Information Controller with TUV Rheinland Certified Qualification
- Webinar on Understanding Intellectual Property (IP)
- Virtual Forum on Philippine Civil Service @120: Public Sector in the Age of Digital Transformation
- COA Briefing on Appraisal and Disposal of Unserviceable Properties
- Kwentong Lingkod Bayani - The Growing Seed within Us: Championing the Shared Values of Patriotism
- Internal Audit Webinar Series 1 and 2



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