



National Wages and
Productivity Commission
Department of Labor and Employment

2021

ANNUAL REPORT

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About NWPC

Creation

Republic Act No. 6727 or the Wage Rationalization Act created the NWPC and the RTWPBs. It mandated 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 was a policy shift from national to regional minimum wage setting, taking into consideration a prescribed set of relevant factors that essentially balance the needs of workers and the employers' capacity to pay within the requirements of the region's socio-economic development.

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

Mandate

The NWPC acts as adviser to the President and Congress on matters relating to wages, incomes, and productivity; formulates policies and guidelines on wages, incomes, and productivity; and reviews 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 (Excellent)

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

Message from the Secretary



The challenges we faced in two years of the pandemic highlighted the huge contribution of Filipino workers to our social and economic development, their vulnerability in the midst of the pandemic, and the mission and work of the DOLE.

The scale of the COVID-19 crisis required nothing less than a whole-of-government strategy. In 2021, the national government drew up the National Employment Recovery Strategy (NERS), a coordinated and

coherent approach among government agencies to address the adverse social and economic impact of the pandemic through employment recovery and improving labor market outcomes. The DOLE has been a significant contributor to realizing the goals of the NERS and is responsible for implementing strong social protection and job preservation programs, effective employment facilitation services, and livelihood support.

Armed with lessons from our experience, we redoubled our efforts in implementing mitigation strategies and social protection measures, including subsidies and cash assistance programs for establishments, displaced workers, low-income families, and cash-for-work arrangements for workers in the informal sector. We also continued to guide the industry to adopt safe and secure working conditions to help facilitate mobility and bolster business confidence.



These accomplishments were achieved through collaboration and partnership with other government agencies, our tripartite partners, communities, and the public. Within the DOLE organization, NWPC's contributions to our recovery effort have been invaluable. Its range of interventions focused on strengthening the competitiveness and adaptability of enterprises to meet the challenges of the new normal, through productivity improvement, training, and advocacy activities, were pivotal in the government's recovery strategy.

NWPC's relentless pursuit of its mandate, ably echoed at the local level by the RTWPBs, is also worthy of commendation. In 2021, it surmounted immense challenges to hold its first virtual awarding ceremony of the Productivity Olympics, recognizing MSMEs that demonstrated resiliency and resourcefulness in overcoming the difficult conditions that the pandemic brought.

Collectively, our achievements have contributed to paving the way to a clearer and more solid path toward recovery. Ahead of us, we will continue to build on this progress as DOLE remains committed to expanding its capacity to protect and empower Filipino workers, and to provide the services and support that they need.

As we pursue our shared goal of a strong and inclusive economic recovery, the welfare and dignity of Filipino workers remain central to everything we do. I am tremendously proud of everything that we have accomplished and the positive difference that we make for the Filipino workers. I am grateful to lead this work in collaboration with the NWPC, other offices and agencies of the Department, and all our tripartite partners.

Maraming Salamat at Mabuhay!

Message from the Undersecretary



In 2021, we remained engaged in addressing the major impacts arising from COVID-19. As a silver lining, the pandemic has provided us with opportunities to rethink and reimagine how we deliver our programs and services to respond to the urgent needs of workers and enterprises. All these are to the credit of the members of the NWPC and the RTWPBs.

In the past year, NWPC has contributed in accelerating economic recovery by focusing on enterprise development

and providing guidance for MSMEs to operate productively. Several training modules were developed and upgraded to help bolster the ability of MSMEs to remain open or resume business operations despite the uncertain and disruptive economic environment. The NPWC has also turned its attention to the future of work and the emerging business landscape, supporting MSMEs to upskill and capitalize on the opportunities of digitalization.

I have been impressed with how the NWPC and the RTWPBs were able to continue to deliver their mandates and existing commitments. For the most part of the year, face-to-face contact within the agency has remained limited, more so across the different regions. And yet they have tackled and delivered on the tremendous challenge of holding the 2021 Productivity Olympics as a tribute to the resiliency of our MSMEs, and a testimony to the dedication and commitment to public service of the NWPC and the RTWPBs.



The same commitment has also been exemplified in their pursuit of effective governance. I congratulate NWPC for once again demonstrating sound and transparent financial management by earning its unqualified audit opinion from the Commission on Audit for four (4) consecutive years. Equally commendable are its efforts to streamline its processes and further accelerate its development towards digitalization, providing support for its employees to make remote working effective and productive, and managing internal occupational risks during the pandemic.

As we emerge from the crisis in the year ahead, I am hopeful that the NWPC and the RTWPBs will continue to exemplify dedication to challenge themselves to deliver timely and meaningful services and programs. Incorporating the spirit of tripartism, I am confident that they will continue to embody a culture of innovation and spearhead equitable policy responses and solutions on wages and productivity that improve the well-being of Filipino workers.

Message from the Executive Director



It is our pleasure to share with you the NWPC's 2021 Annual Report which highlights our agency's key achievements in 2021.

This year, as we continue to fulfill our mandate under the shared goal of sustainable and inclusive economic recovery and development, we offer insights into what we have accomplished to ensure the protection of workers' welfare and to empower enterprises to succeed amidst the crisis conditions brought by the pandemic.

Overcoming many of the challenges requires that we embody our core values: makatao, malikhain, at mahusay.

Unlike last year, a large part of our efforts in 2021 focused on promoting productivity improvements and supporting business recovery and employment preservation. To build resiliency, we recognized the importance not only of direct relief, but also of providing timely and relevant information, tools, and resources to our clients through various advocacy channels.

We tailored some of our existing training modules and developed new ones to serve the unique and specific needs of enterprises to bolster their competitiveness. We upgraded our technology and systems infrastructure to improve our capacity to collaborate and provide assistance and deliver our services via digital means. With restrictions in mind, we also adopted new and streamlined strategies and guidelines that enabled us to respond to requests for technical assistance from our clients.



Exemplifying our commitment to seek creative solutions in order to provide better programs and services to the public, the NWPC launched the Innotivity Bootcamp, a series of innovation and productivity webinars for newly-hired NWPC and RTWPB employees which yielded key innovation projects within our organization. We expect these initiatives to come to fruition in the following year.

Encouraged by the successful conduct of the National Productivity Conference in 2020, we also held our 8th Productivity Olympics this year. Despite significant challenges, we were able to virtually convene our stakeholders from 16 regions to recognize the resiliency of MSMEs which not only survived but thrived in the new business environment. Their stories help shed light on the value of our work and strengthened our resolve to deliver excellent public service.

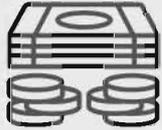
Our decision on wage-setting is continued to be informed by assessments of regional socioeconomic conditions by the Boards. Through a series of fora and webinars, we also engaged in productive dialogues about the impact of the pandemic, and strategies and policy interventions on several key labor issues - global and regional wage trends, human resource development, and labor rights and protection for gig economy workers, among others. The insights gained from these discussions will also help guide the minimum wage policy moving forward.

With pride, I announce that the NWPC also sustained organizational excellence. For the fourth year in a row, we received an unqualified audit opinion from the Commission on Audit, the highest audit rating bestowed to an agency. We supported our people to balance work demands with their physical and mental well-being. Through the challenging times, our officers and staff have continued to work effectively in delivering our programs and services within safe and secure workplace conditions.

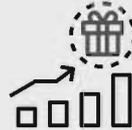
I extend my gratitude to our tripartite partners for their unwavering support which made it possible for us to achieve all our goals this year. As we look ahead, hopeful for a better year, we rely once again on their support in our shared pursuit to promote fair pay, worker rights, and productive employment. For our part, we vow to continually strengthen our initiatives, improve our internal operations, pursue fiscal responsibility, foster broader regional cooperation, and listen to the needs and demands of our stakeholders with continued prudence and equity.

FAST

Two-Tiered Wage System



Tier 1 - Minimum wage rates above the poverty threshold

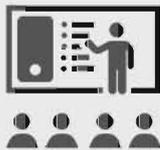


Tier 2 - Productivity Based- Pay Incentive Schemes

- **45%** or 29 out of 64 MWRs above **2018** PT
- **98.4%** or 63 out of 64 MWRs above **2015** PT
- **100%** or 93 out of 93 MWRs above **2012** PT

- **1,000** MSMEs provided with technical assistance on PBIS
- **149** MSMEs with PBIS installed
- **114** MSMEs with PBIS documented

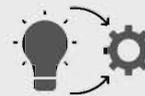
Productivity Toolbox



Productivity Orientation



Productivity Training



PIP/Action Plans Implemented

161% or 10,852 MSMEs oriented with 11,139 participants (M: 3,518 | F: 7,621)

146% or 3,320 MSMEs trained with 3,927 participants (M: 1,225 | F: 2,702)

66% or 2,197 MSMEs with PIP/action plans implemented

Productivity Olympics



Regional Winners

148 Regional Winners submitted by the RTWPBs



National Finalists

30 National Finalists selected by the National Screening Committees



National Winners

9 National Winners

FACTS

Advocacy Services



Tamang Kaalaman sa Kita at Kakayanan (T3K)

148% or 400,370
clients reached through information drive



Digital Presence

1,166,667
Facebook followers

490
YouTube subscribers

Productivity Webinar Modules



2 new
productivity modules



6 upgraded
productivity modules

Recruitment and Placement



15
personnel promoted

4 CO | **11** RTWPB



55
new personnel hired

13 CO | **42** RTWPB

GAD Webinars



8 sessions
on gender sensitivity,
awareness and development

212
Female

93
Male

Good Governance - Recognitions



Unqualified Audit Opinion



ISO 9001:2015 Certification

Minimum Wage Setting

Two-Tiered Wage System

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 (PBIS).



Minimum Wage Rates

As of December 2021, 29 out of 64 (45%) minimum wage rates of all rates were equal to or higher than the 2018 poverty threshold, while the rest of the 35 minimum wage rates are below the poverty threshold.

Based on the socio-economic assessment done by the RTWPBs, they decided to defer the issuance of Wage Orders to allow businesses to recover from the adverse impact of the pandemic and to preserve jobs.



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. This brings to 25 total advisories issued.

In 2021, the NWPC continued to enhance its module to enable RTWPBs to conduct online technical assistance on productivity or performance-based incentive schemes. A total of 1,000 MSMEs nationwide were provided technical assistance by the RTWPBs, which resulted in the adoption of performance or productivity-based incentive schemes (PBIS) by 149 MSMEs.

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 facilities for purposes of allowing such to be considered part of wages, the RTWPBs conducted Facility Evaluation (FE) to 19 applicant-establishments.

Time and Motion Studies (TMS)

The RTWPBs received and processed 12 applications/requests in 2021 for the conduct of Time and Motion Studies (TMS). They provided technical assistance on TMS to requesting enterprises in determining production standards or standard rates for output-based or piece-rate workers.

PRODUCTIVITY



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 15,066 employers and workers in 14,172 MSMEs through orientation and training under the Productivity Toolbox. Of which, 10,323 beneficiaries or 69% were female and the remaining 4,743 beneficiaries or 31% were males.

The NWPC also abridged its training modules to suit a webinar format from an 8-hour face-to-face training to 1.5 hours of virtual training. Two webinar modules were developed and deployed to the RTWPBs for roll-out to MSMEs. Three modules were also upgraded.

PROMOTION

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
REGIONAL WAGES AND PRODUCTIVITY BOARD
PRODUCTIVITY OLYMPICS
NEW NORMAL

BOUNCE BACK BETTER

RTWPB NCR Dallsay Moog



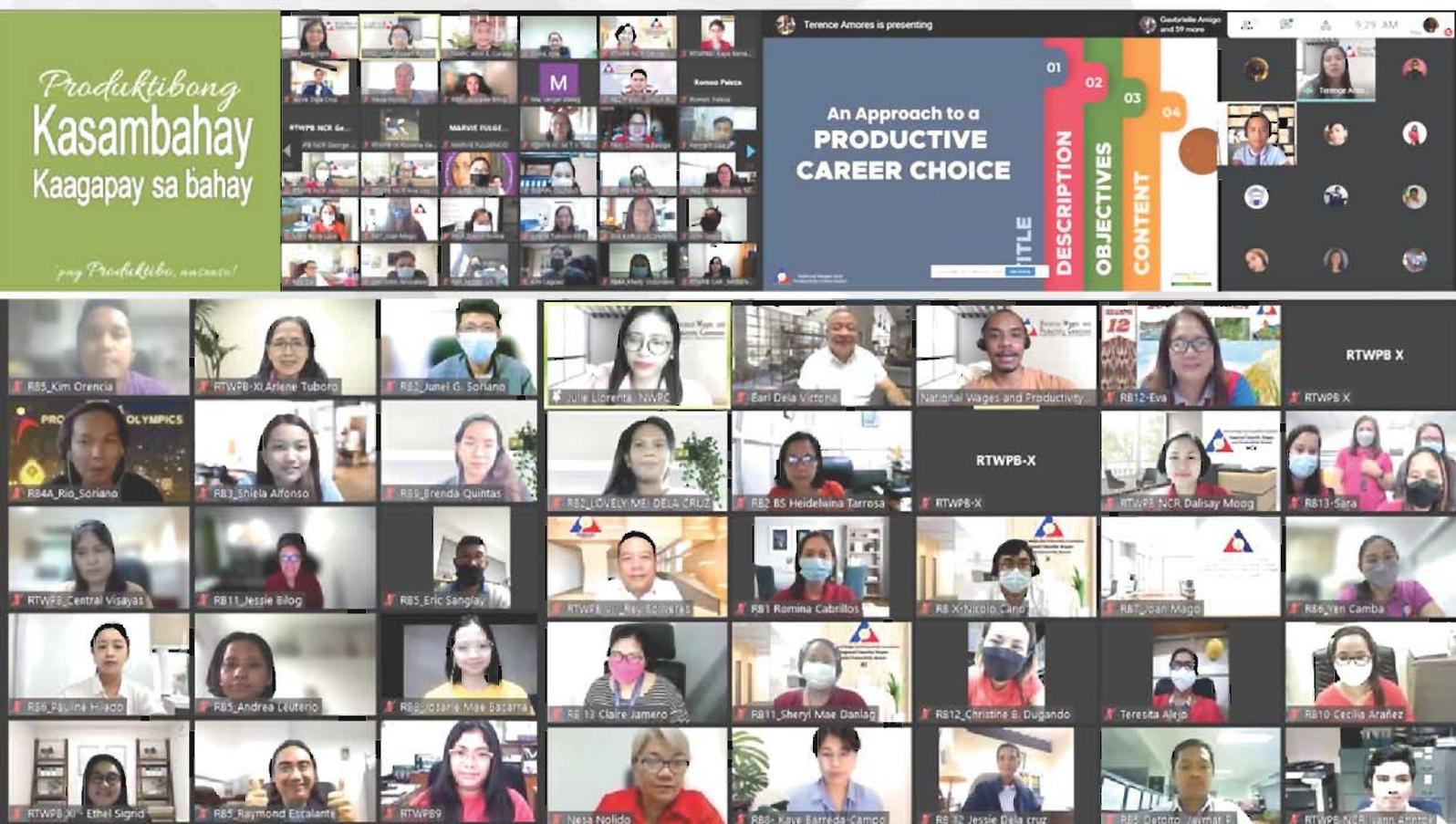
Development of Modules

The NWPC developed two (2) webinar modules with a focus on managing disruption to unlock productivity:

- Productive Career Choice
- Improving Productivity of Domestic Work

Moreover, the NWPC did a run-through of six (6) upgraded training modules:

- ISTIV Values for Smarter and Productive Workforce (November 04)
- ISTIV Bayanihan - Bookkeeping (November 05)
- ISTIV Bayanihan - Stock Control (November 05)
- ISTIV Bayanihan - Costing and Pricing (December 21)
- Retail and Visual Merchandising (December 21)
- ISTIV Succeeding in Business (December 22)



Business Continuity Resiliency Planning (BCRP) Training Program



One of the new modules in the Productivity Toolbox, targeted at those who want to learn how to ensure the continuity of their businesses amidst COVID-19, is the Business Continuity Resiliency Planning (BCRP) training program.

The BCRP, due to the need of many MSMEs to cope with the pandemic, became one of the top three training modules availed in 2021. It was, in fact, the most availed in Regions II, IX, and X. All in all, the 83 orientations and training on BCRP benefited 2,454 participants from 2,196 MSMEs nationwide.

The BCRP is part of the agency's contribution to helping enterprises, particularly MSMEs, to understand and manage disruptions and resume business operations in the context of the next normal. This would help them in developing action plans that aim to ensure business continuity during and after a crisis.

Learn productivity for free through
NWPC e-learning

COURSES AVAILABLE:
PRODUCTIVITY 101
STOCK CONTROL
COSTING AND PRICING
5RS OF WASTE MANAGEMENT
BOOKKEEPING FOR MICRO ENTERPRISES



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#NWPCLearning
#FreeCourses
#FunInLearning



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Learn productivity for free through
NWPC e-learning

Stock Control



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Costing & Pricing



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BASIC BOOKKEEPING
for Micro Enterprises



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eLearning Portal

In 2016, NWPC developed comprehensive e-learning modules on 5S, Productivity 101, Bookkeeping, Stock Control, and 5Rs to cater to the different training needs of MSMEs. Online or distance education allows workers and owners/managers of MSMEs to learn about basic productivity concepts and techniques with minimum work interruption and at their own learning pace.

What used to be an alternative training modality became the default mode during the pandemic. In 2021, 877 (67%) out of the eLearning Portal's 1,300 users completed the courses.

Among them, the completion rate was highest for the module on Stock Control at 107 (96%) out of its 112 users finishing the module. Productivity 101 with 114 (83%) out of 138 users followed, next was Bookkeeping with 19 (59%) out of 32, Costing and Pricing with 539 (59%) out of 908, and 5Rs with 98 (89%) out of 110 users, completing the course.

Advocacy

2021 Productivity Olympics

NWPC held its first virtual awarding ceremony for its biennial Productivity Olympics on October 21, 2021, with the theme "Bounce Back Better". The competition traditionally showcased the best and successfully implemented productivity improvement programs and gainsharing schemes of MSMEs nationwide. However, due to the pandemic, the criteria shifted its focus on the ability of MSMEs to continue business operations, adopt employee engagement strategies, and preserve and expand employment.

From 148 regional winners selected by the Tripartite Regional Screening Committees, the Tripartite National Screening Committees selected and endorsed 30 national finalists to the National Judging Panels, which selected 9 national winners.

2021 PRODUCTIVITY
OLYMPICS
IN THE NEW NORMAL



**BOUNCE
BACK
BETTER**





The 2021 national winners for the Agribusiness Sector were Rejano's Bakery (MIMAROPA Region), Bagnos Multi-Purpose Cooperative (Ilocos Region) and Grain Pro Philippines Inc (Central Luzon Region).

National winners in the Industry Sector were Sandria's Delicious Concepts (Central Visayas Region), Mannafest Food Inc (Zamboanga Peninsula Region) and Sunlight Foods Corporation (National Capital Region).

For the Service Sector, the national winners were HR Spectacles (National Capital Region), Northern Roots SG Group Inc (Cordillera Administrative Region), and Andres Soriano Memorial Hospital Cooperative (Caraga Region).

Regional Productivity Olympics Awarding

The Productivity Olympics' Tripartite Regional Screening Committees selected their winners in July until August 2021.

Industry	Aretei Foods Corporation, Compact Pharmaceuticals Corp., Greenlight Power, Inc., Ideatechs Packaging Corp., Thousand Oaks Packaging Corporation and Sunlight Foods Corporation	RTWPB NCR
Service	HR Spectacles, Starkaffea Corporation, Berjaya Makati Hotel, Clinic Systems Inc., Gotesco Marketing Inc. and Pandayan Bookshop, Incorporated	
Agribusiness	Cosmic Farm, Palayen Farms	RTWPB CAR
Industry	Gabay Wines and Fruit Preserves, Atok Arabica Growers Marketing Cooperative, Easter Weaving Room Inc.	
Service	Fresh Buys, Baguio Benguet Community Credit Cooperative, Northern Roots SG Group Inc, Health 100 Restaurant and Treasure Link Cooperative Society of Sagada	RTWPB I
Agribusiness	Bagnos Multi-Purpose Cooperative	
Industry	Jaypees Bakeshop, Uncle Tom Food Products and Nutridense Food Manufacturing Corporation	
Service	1Stop Auto Shop, Angel of Hope Food Enterprise and C&A Paradiso Beach Resort	RTWPB II
Agribusiness	Healthy Foods and Gift Enterprises, Masisit Dakal Livelihood Cooperative	
Industry	My Aim's Kitchen	RTWPB III
Service	Cooperative Bank of Nueva Vizcaya, Diffun Saranay and Development Cooperative, Abana Computer Sales and General Merchandise, Cagayan Appliance Center, Providers Multipurpose Cooperative and Cagayan II Electric Cooperative	
Agribusiness	GrainPro Philippines Inc, Green Thumb Agri Products and Min's Miraculous Mushroom	RTWPB III
Service	Ala Carte Restaurant & Food-to-go, Bobatime Food Corner, Toyota Plaridel Bulacan, Bleue R Enterprises, Don Bosco Technical Institute Tarlac, Sto. Nino de Parada Multi-Purpose Cooperative	

Agribusiness	Rolyolika at iba pa Handicrafts, Coco Deli, Batangas Egg Producers MPC and Isola Handicrafts Manufacturing
Industry	MerNel's Cakehouse and Variety Shop, 3D Container and Packaging Phils Corp., Exemplar Aircraft Assembly and Training Services Corp., FRP Philippines, Inc. and I-Pex Philippines, Inc.
Service	DJC Sanitizing and Disinfecting Services, PBrands Business Consultancy Services, CCMG Food Hub, San Isidro Multi-Purpose Cooperative, St. Jude MPC and Sonya Garcia Secret Cottage Restaurant
Agribusiness	Rejano's Bakery
Industry	Marinduque Electric Cooperative, Inc
Service	Three Sisters Homemade Banana Chips, Nanay Goya's Garden Restaurant, VPR Marketing, Samahan ng Manggagawa sa Balatasan and Mindoro Progressive Multi-Purpose Cooperative
Agribusiness	Joross Farm, Angkie Agri Enterprises and J. Peyra Poultry Farm
Industry	Mayon Treats Food Products, Bahi Enterprises, Congrande Furniture, Natural Carpet Industries and Albay Agro Industrial Development Corp
Service	Jan-Jada Microfinance Inc, Prestige Nails and Spa, Yangmatt's Lechon and Eatery, Tabaco Santiago Trading Inc and M.O.N. Consultancy Inc
Agribusiness	Dreamer's Valley and Kooperatiba NATON Multi-Purpose Cooperative
Service	Advance Central College, Belison Multi-Purpose Cooperative Page, EPSTEMPCO - Visayas and Innovative Skills Labor Service Cooperative
Agribusiness	Argao Guilang Tableya Manufacturing
Industry	A.T.E Clothier, Sandria's Delicious Concept, GT Industrial Development Inc., Natures Legacy Eximport Inc and Tokyo Steel Philippines Corporation
Service	CFS Cebu Furniture Support, HawodTech Solutions Inc, Golden Roast Chicken Inc, Jojie's Pa-initang Bol-anon, MeRISE Philippines Inc and Wellmade Motors and Development Corporation

RTWPB IV-A

RTWPB IV-B

RTWPB V

RTWPB VI

RTWPB VII

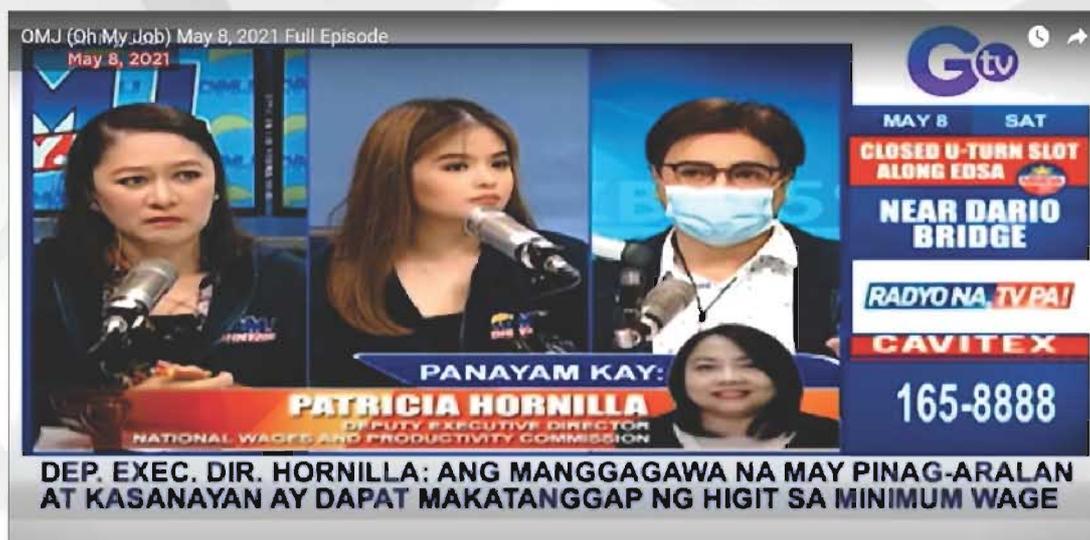
Agribusiness	Leyte Compact Farming Agriculture Cooperative and Stephanie Smoke Haus	RTWPB VIII
Industry	Don Orestes Romualdez Electric Cooperative Inc. (DORELCO)	
Service	Hotel Costa Brava, Eva Marie Arts and Craft, Cantongtong United Youth Association (CUYA), and Northern Samar Multipurpose Cooperative (NSDWCC)	
Industry	Smart Breaking Barriers Philippines Inc, Shinely's Cakes, Mannafest Food Inc, Zam's Calamansi Delight and Best Reach Out Sells, Inc	RTWPB IX
Service	Woodland Resort and Restaurant, LM Metro Hotel and Sibuguey Valley Multi-Purpose Cooperative	
Agribusiness	Alomah's Nature Farm	RTWPB X
Industry	Best Friend Goodies	
Service	Vision Quest Optical Clinic, Fernie-J Advertising, D & G Pharma, Healthcheck Clinic and Diagnostic Center and J3 Trainers and Consultants, Inc	
Agribusiness	MS3 Agri-Ventures Corp	RTWPB XI
Industry	Woodworks Collections Inc, R.O. Tesoro & Sons Incorporated, Romejames Marketing, DAVECO Agrarian Reform Beneficiaries Cooperative, Davao Toplas Inc and MAGSIGE-MPC Garments Business	
Service	Alta Pension House, Coffee for Peace Inc	
Agribusiness	Adelaide River Farms Inc, Regina Hatchery Farm and Don Bosco Multi-Purpose Cooperative	RTWPB XII
Industry	RJH Food Products, Association of Rural Improvement Club of Kidapawan City Inc, Yaki Herbal Laboratory Inc and Centrala Alternative Medicine Producers Cooperative	
Service	Galaxius Montessori Incorporated	
Agribusiness	Jida Aqua Resources, Amparitas Integrated Farm, San Isidro Upland Farmers Multi-Purpose Cooperative and Mangagoy Farmers Fisherfolks and Community Multi-Purpose Cooperative	RTWPB XIII
Industry	Southway College of Technology	
Service	Andres Soriano Memorial Hospital Cooperative, Bislig Massage Therapists Association, Cake Miss, Almont Inland Resort	

NWPC featured in DOLE V-Café, Oh My Job

The 2021 Productivity Olympics and minimum wage setting were featured in the DOLE V-Café episode on May 3 and GMA's Oh My Job on May 8, 2021.

Executive Director Maria Criselda R. Sy guested in the DOLE V-Café episode via Facebook live and Zoom, with IPS Director Raul M. Francia as host, to announce the commencement of the 2021 Productivity Olympics through a short AVP.

Meanwhile, Deputy Executive Director Patricia P. Hornilla discussed the implementation of the minimum wage policy. She also promoted the 2021 Productivity Olympics and invited MSMEs to join the search. The program is hosted by former OWWA Deputy Administrator and celebrity Arnell Ignacio, Ms. Tuesday Niu, and DOLE Ambassador Bea Binene.



PBIS Advocacy in MRT Stations

The NWPC signed a Memorandum of Agreement with MRT-III in September 2021 granting the former permission to install advocacy materials on PBIS in MRT-III premises. This agreement came as a result of a meeting held on June 2, 2021 through Zoom which was attended by Deputy Executive Director Patricia P. Hornilla, Atty. Alvin B. Curada, Ms. Pia Charmane O. de Jesus along with the WPRD and PID staff. From the Department of Transportation, Ms. Rhoda Espejo, Chief of the Station Division and her staff as well as the Communications Office attended the meeting.

The NWPC proposed the dissemination of advocacy materials, in print and electronic forms, inside the coaches, station platforms, and other areas within the MRT-III premises, focusing on the concept of PBIS, its importance, and its benefits to workers and enterprises. MRT-III agreed to the proposal and assured the NWPC of its support to its mandate of promoting productivity.

Tamang Kaalaman sa Kita at Kakayanan (T3K)

To continuously raise awareness on wage and productivity policies and programs, the NWPC and the RTWPBs ran the Tamang Kaalaman sa Kita at Kakayanan or T3K, a package of advocacy measures in the form 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 400,370 clients nationwide:



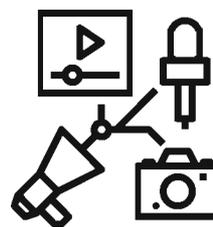
12,865
Public Information
Assistance



84,983
IEC Materials



13,416
Wage Cliniques,
Seminars,
and Public Fora

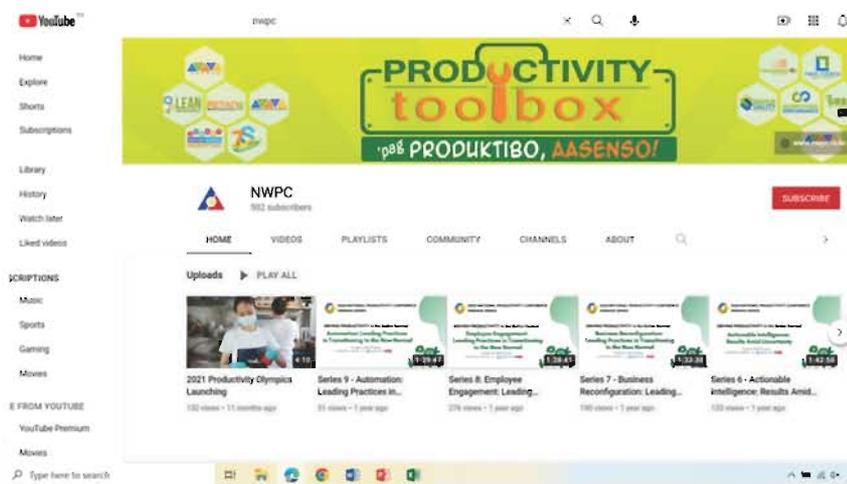


289,106
Mass Media
Activities

Advocacy through Social Media Management




NWPC's Verified Facebook Page
 created 497 posts and reached 1,166,667 followers




NWPC's YouTube Channel
 gained 490 subscribers, with 5,083 views of the 14 videos posted




NWPC's Website
 garnered 2,111,665 views

Learning Sessions on Wages and Productivity

In 2021, the NWPC organized seventeen (17) virtual Learning Sessions, attended by 1,822 participants from 1,222 companies.

DATE	LEARNING SESSION TOPIC	MALE	FEMALE
July 19	Business Continuity and Planning Management	14	24
July 21	Work Ethics of a Productive Worker	12	43
July 28	Work Life Balance: Productive Work from Home	11	46
Aug 04	Driving Employee Engagement in the Virtual Workplace	18	34
Aug 09	Safety Seal Certification and Toolkit	7	19
Aug 12	General Labor Standards with COVID-19 Related Issuances	136	429
Aug 18	Productivity Based Incentive Schemes	26	53
Aug 25	Leaner Management in the New Normal	18	71
Sept 08	Managing Remote Teams	16	44
Sept 15	Green My Enterprise in the New Normal	23	51
Sept 22	Enhancing Productivity of our Kasambahays	15	27
Oct 13	Service Quality: Pandemic Proofing Customer Relations Service	24	46
Oct 27	Safety Seal Certification and Toolkit	14	26
Nov 11	Guide to Starting and Growing Your Online Business	10	33
Nov 17	Diversity and Inclusion	18	34
Nov 24	Work Life Balance: Productive Work from Home	16	29
Dec 09	General Labor Standards with COVID-19 Related Issuances	109	326



Research and Technical Papers

The NWPC's Policy and Research Service conducted the following research and technical papers in 2021.



Development of Empirical Framework for Setting the Minimum Wages of Domestic Workers

With support from the ILO, the NWPC, pursuant to its minimum wage setting mandate for domestic workers, partnered with the Philippine Statistics Authority for the inclusion of a Kasambahay Survey in the October 2019 Labor Force Survey to gather information on the employment and working conditions of domestic workers. The results of the survey were used by the Philippine Statistical Research and Training Institute to develop the empirical framework for determining domestic workers' minimum wages.



Feasibility Study on the Accreditation of Third-Party Service Providers in the Conduct of Facility Evaluation and Time and Motion Study

The study was jointly conducted by WPRD and RALD to determine the feasibility and practicality of pursuing the accreditation of third-party service providers to conduct facility evaluation and time and motion study. Two aspects were looked into: the legal support to establish the accreditation system of third-party service providers and whether there is a need for such given FE and TMS trends from 2015 to 2019.



Research on Pay Practices in the Gig Economy

This study is an attempt to examine pay practices and standards in the gig economy to examine possible models of compensation schemes in the next normal. Specifically, it sought to: 1) describe the gig economy and its related trends; 2) survey existing legal frameworks used to govern the gig economy; and 3) examine pay practices in the gig economy including insights on gender pay gaps.



Research on Linking Wage and Productivity Growth Framework (90%)

This study examined the nexus between wage and productivity growth in the Philippines and recommended strategic policy directions to tighten their link.



Study on the Effects of Work-from-Home Arrangements on Enterprise and Workers' Productivity (Part 2) – Phase 1

This is a follow-up study to determine factors affecting the productivity performance of workers and enterprises as they transition from working onsite to working from home.

They also developed the following training modules:



Kasambahay Productivity Module Session 1 (Abridged Version)

This is an orientation on the rights and responsibilities, including the right values/attitude at work to become productive through managing the time and resources in doing their work.



Productivity Agreement Module

This training module was developed to help both workers and employers appreciate the importance and benefits of installing productivity.

Presentation of the Completed Research on the Assessment of the Minimum Wage Policy Implementation

This presentation was done in collaboration with ILO and Dr. Emmanuel F. Esguerra as third-party expert in December 3, 2021 and was attended by the Commission and the Regional Boards.

It aimed to: 1) validate the findings on institutional capacities and outcomes of the minimum wage policy; and 2) draw inputs on policy review direction to strengthen the minimum wage policy as a tool to protect workers against undue low pay, reduce inequality and drive wage growth. The third-party expert presented the results of the institutional assessment of the minimum wage institution and the labor market outcomes of the policy's implementation for the period 2006 to 2018.

Policy and Technical Advice



NWPC holds Area-Based Briefings on the Omnibus Rules on Minimum Wage Determination

The briefings oriented the RTWPBs on the amendments to the rules of procedure on minimum wage determination and rules on exemption; the incorporation of four guidelines and five amendatory resolutions issued between 2007 and 2020; and the adoption of digital technologies to enhance the efficiency of the wage determination process. It emphasized that the purpose of coming out with the omnibus rules is to make the processes more responsive to the current situation, while at the same time, ensuring their consistency with and compliance with Republic Act No. 6727.

The briefings were held for the Visayas Boards on January 20, Mindanao Boards on February 3, the Luzon Boards on February 17, and for the Central Office, BARMM and the new hires of the RTWPBs on November 9.

Amendment of Republic Act No. 6971

NWPC provided technical input and actively participated in the discussions related to the amendment of Republic Act No. 6971 (Productivity Incentives Act of 1990) through House Bill No. 10410, which was approved last December 1, 2021 by the House Committees on Labor and Employment and Ways and Means.

Among the salient features of the bill are:



Mandatory establishment of the Productivity Incentives Committee for business enterprises employing at least ten (10) workers with representatives from the management and workers;



Management's responsibility to initiate discussion of a Productivity Incentives Program;



Establishment of a system for availment of tax incentives by the Bureau of Internal Revenue;



Mainstreaming productivity concepts in the basic and higher education curricula of the Department of Education and the Commission on Higher Education, respectively, and training regulations of the Technical Education and Skills Development Authority;



Inclusion of the mandatory provision in the labor inspector's checklist; Provision of technical assistance by various government agencies to micro, small and medium enterprises;



Establishment of an accreditation system for productivity experts and assistance to micro enterprises; and



Strengthening bipartite mechanism in the workplace.

The approved House Bill was endorsed to the Senate last December 6, 2021.

Networking

ILO presents Reports on Global Wage and World Social Protection



The Commission and members of the RTWPBs, together with the secretariat attended the ILO's presentation of the 2021 Global Wage Report and the World Social Protection Report 2020-2022 on November 12, 2021 via Zoom. In all, the webinar was attended by a total of 271 participants from the Commission, the Boards, Bangko Sentral ng Pilipinas, ILO, and the academe.

ILO wage expert Mr. Xavier Estupinan reported on the recent trends in employment, wages and hours of work, the global economic and labor market context, and the impact of the pandemic on employment. He also discussed the role and impact of minimum wage adjustments in reducing inequality and driving wage growth during the pandemic.

On the other hand, ILO senior social protection specialist Mr. Markus Ruck presented the social protection issues of workers in the gig economy work-from-home/alternative work arrangements as well as enforcement of labor standards, including minimum wages.



After the presentations, the ILO experts responded to queries raised by the participants which focused on social protection initiatives that showed the greatest potential at the height of the crisis across countries and whether it can be afforded by low-income countries; the role of minimum wage in social protection interventions during the pandemic in countries which decided to delay minimum wage adjustments; the impact of wage or cash subsidies to business recovery and to the workers, and; strategies to increasingly extend social protection coverage to workers in the gig economy.

In closing, Executive Director Maria Criselda R. Sy emphasized that the learnings from the presentations will serve as input to the Commission and the Boards in the exercise of its minimum wage setting function as the economy recovers from the impact of the pandemic.

NWPC attends ILO USDOL project on improving workers' rights in the rural sectors

The NWPC attended the launching of ILO USDOL project on "Improving workers' rights in the Rural Sectors of the Indo Pacific with a Focus on Women" on 11 August 2021 via Zoom.

The project aims to promote and strengthen compliance with international labor standards and labor laws, occupational safety and health (OSH), and gender equality in rural sectors in the Philippines and Indonesia with a focus on rural workers and women.

It is part of the ILO's Safety + Health for All Flagship Programme to promote and improve safety and health globally among the vulnerable.

The project supports a human-centered recovery from COVID-19 in line with the global call to action to promote decent work, safer, and healthier workplaces, and equal opportunities in rural sectors of agriculture, fishing, and mining, with women as the focus.

This project also contributes to the Decent Work Country Programme of the Philippines, the Socioeconomic and Peacebuilding Framework by the UN, and the National Employment Recovery Strategy (NERS) by the Philippine government developed through social dialogue with workers, employers and partners.

The Hybrid Workplace: Rethinking Employee Engagement and Productivity in the New Normal



NWPC's Deputy Executive Director Jeanette T. Damo served as moderator for the panel discussion on "The Hybrid Workplace: Rethinking Employee Engagement and Productivity in the New Normal" held via Zoom on December 6, 2021. The discussion was part of the second webinar of the 5th National Career Advocacy Congress (NCAC), which focused on technical advancements posted by the Fourth Industrial Revolution (FIRe) on delivery of goods and services, workforce development, and engagement.

The webinar was attended by representatives from national agencies, National Guidance Counselors and Career Advocates, private and public Registered Guidance Counselors (RGCs) and career advocates (CAs), industry associations, employer and labor groups, PESO Managers Association of the Philippines Officers, FCGANP Board of Directors, and DOLE Regional/Field Offices. Personnel from Global Link Exhibitions Specialist, Inc. and the Bureau of Local Employment served as Secretariat.

The conversations during the panel discussion were on: 1) evolving tasks and functions of CAs and RGCs in the digitalized labor market; 2) initiatives and innovations to maximize the development of skills/talents vis-a-vis current labor demands and ensure worker wellbeing and; 3) mechanisms to strengthen harmony and collaboration between management and employees in the hybrid work model.

The NCAC is a collaboration project under the Career Guidance Advocacy Program of national government agencies. It serves as a platform to engage key stakeholders in a continuing conversation on career and employment coaching, and current labor and employment trends.

RTWPBs support DOLE's Mission RACE



The Regional Boards from CAR and Regions III, IX, and XI took part in DOLE's Mission RACE (Rebooting Activities through Community Engagements). Mission RACE is one of DOLE's response programs under the NERS, which seeks to reboot economic participation and commercial activities through sustainable livelihood training and profiling of labor market situations to identify the community's priority needs.

For its part, the NWPC, through its Regional Boards committed to providing productivity orientations, training, and technical assistance to Mission RACE beneficiaries. RTWPB CAR conducted an orientation on productivity to establishments from La Trinidad, Benguet on November 24, 2021. In Central Luzon, the Regional Board secretariat conducted productivity orientations in Capas, Tarlac (November 25) and San Felipe, Zambales (December 10), in coordination with DOLE Tarlac and DOLE Zambales and their respective local Healthy Economic Recovery Officers.

RTWPB IX conducted an orientation on the different agency programs and profiling of Mission RACE beneficiaries in Ipil, Zamboanga Sibugay while RTWPB XI conducted theirs via Zoom, both on December 10.



NWPC joins the workshops for the 14th ASEAN Forum on Migrant Labor

The NWPC joined the national tripartite preparatory workshops for the 14th ASEAN Forum for Migrant Labor together with DOLE and ASEAN Member States on August 19-20, 2021 via Google Meet.

The 14th AFML carried the theme "Recovery and labor migration in the post-pandemic future" and included sessions on: 1) protection of migrant workers during the COVID-19 pandemic – current situation; and 2) recovery and the post-pandemic future. The forum also discussed the progress of stakeholders in implementing the previous AFML recommendations.

Moreover, the forum shed light on the new and emerging COVID-19-related challenges faced by migrant workers and stakeholders and discussed longer-term shifts in labor migration governance and reform that will better meet the challenges anticipated in the region in the medium term.

The AFML is a platform for the review, discussion, and exchange of good practices and ideas between governments, workers' and employers' organizations, and civil society on key issues facing migrant workers in Southeast Asia. Every year, AFML develops recommendations to advance the implementation of the principles of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers.

Commission at Work

In 2021, the Commission held 21 meetings and organized three area-based briefings on Omnibus Rules on Minimum Wage Determination for Luzon, Visayas, and Mindanao Boards. The Commission also ruled on two appeals to wage orders and exemptions.

The Commissioners also participated in the national screening of the regional winners of the 2021 Productivity Olympics. They selected and endorsed 30 national finalists to the National Judging Panel.



As part of its rule-making function, the Commission likewise issued resolutions on:



Approving the Criteria, Mechanics, and Prizes for the 2021 Productivity Olympics;



Formulation of a Policy Recommendation on the Conduct of Facility Evaluation and Time and Motion Study as Basis for the Development of a Third-Party Accreditation Framework; and



Reiterating MSME Classification Based on Employment Size and Pursuing Partnership with the Cooperative Development Authority for the Provision of Technical Assistance to Cooperatives.

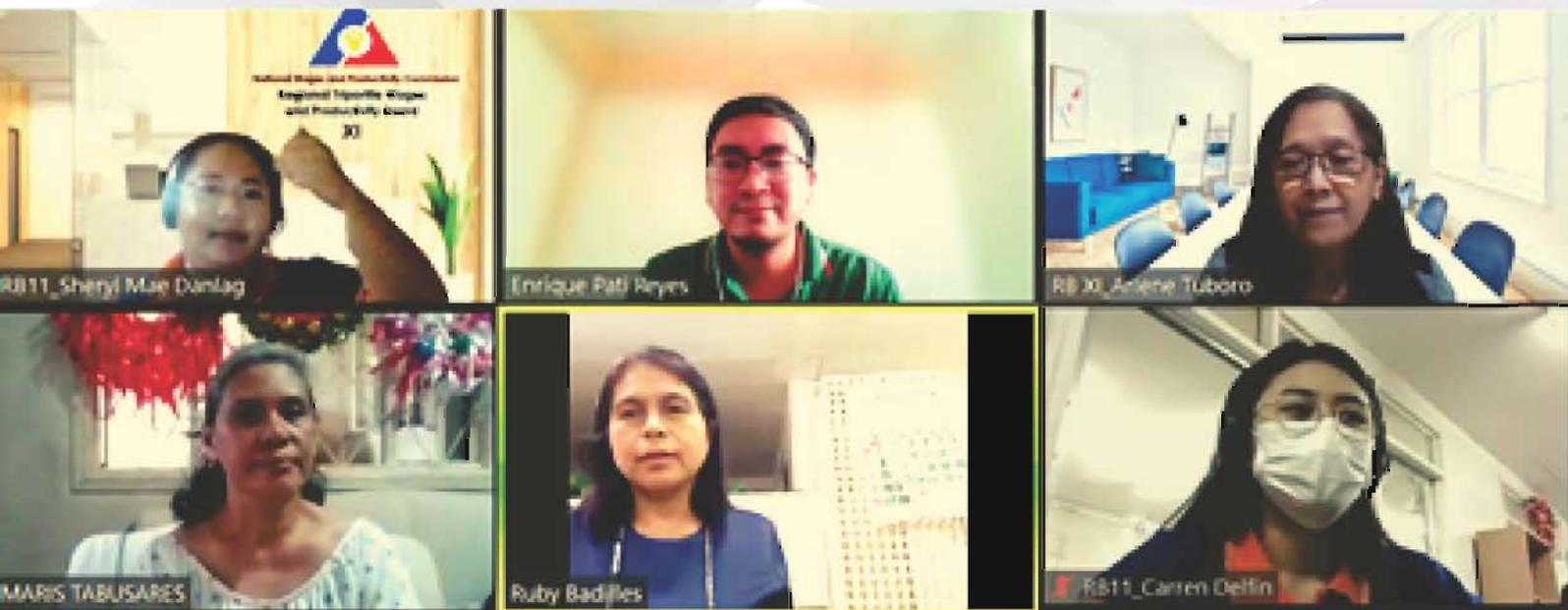
Good Governance

NWPC maintains ISO 9001:2015 Certification

As part of its quality management system, NWPC conducted an internal quality audit of all its programs and projects in the NWPC and RTWPBs on the 2nd and 3rd week of November 2021, through online and face-to-face modes. This is to ensure compliance with the requirements of the ISO standards, determine the effectiveness of the system, and explore opportunities for improvement.

The NWPC had been ISO 9001:2015 certified since December 4, 2015. Every year, a surveillance audit is conducted by the certifying body, TUV Rheinland, to check the organization's implementation and maintenance of its quality management system.

ISO 9001:2015 is an international standard dedicated to Quality Management System. It outlines a framework for improving the quality by which an organization delivers its products and services in a manner that consistently meets the requirements and expectations of customers in the most efficient manner possible.



Unqualified Audit Opinion

The NWPC received its fourth consecutive 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.

COA considers "unqualified opinion" as the highest post-audit assessment bestowed upon an agency.

e-Kumustahan Sessions bond employees



In line with NWPC's employee engagement program, all its divisions were encouraged to conduct e-Kumustahan sessions at least once a month. The activity aims to strengthen teams, re-establish connections with peers and discuss work, health and safety-related issues especially in the midst of the pandemic.

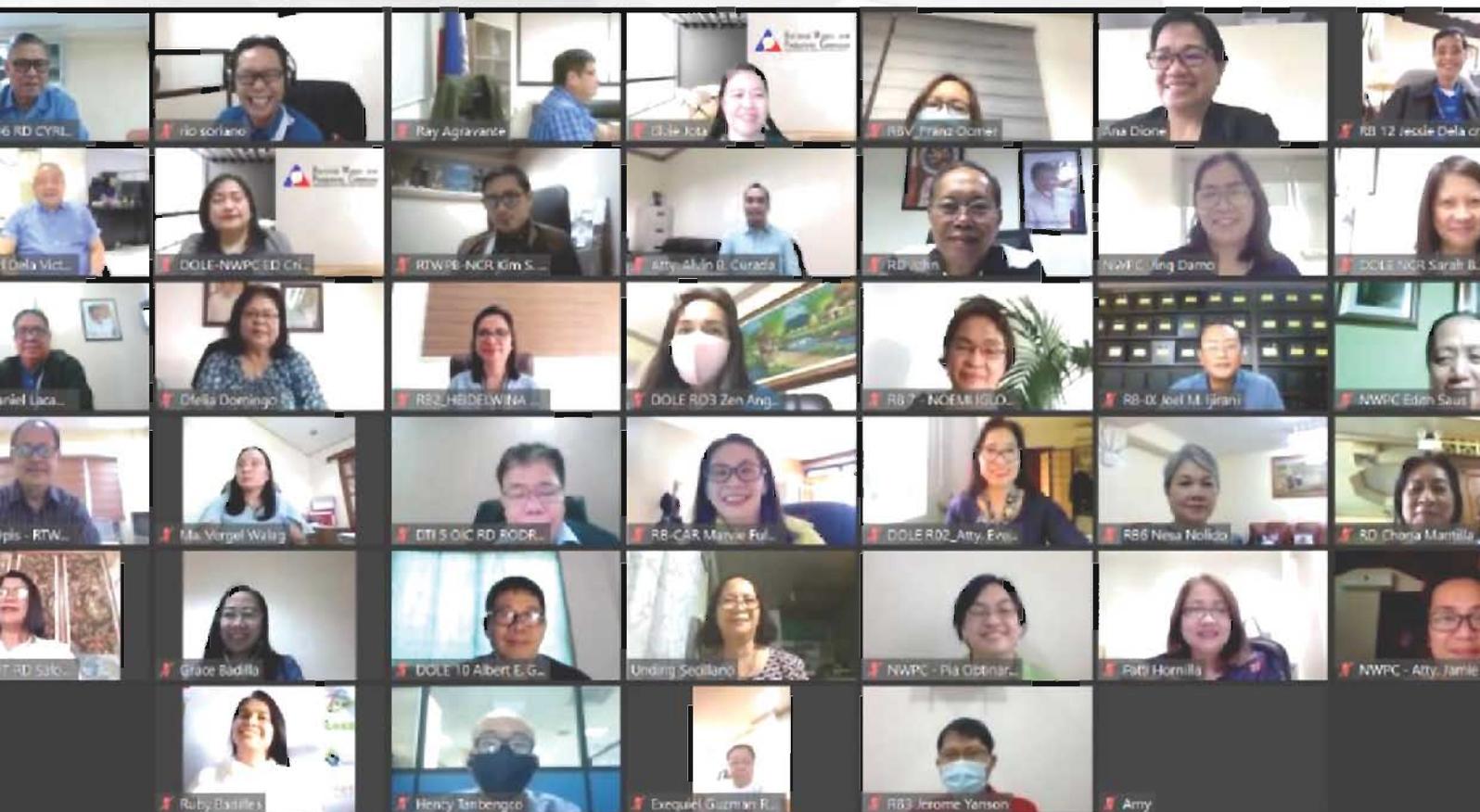
The first "e-Kumustahan" session was done by the Planning and Information Division on September 16, followed by the other divisions.

Strategy for Recovery in 2021 - NWPC-RTWPB Planning Exercise

The NWPC and RTWPBs conducted the corporate planning exercise via Zoom on February 9-11, 2021.

In her opening message, Undersecretary Ana C. Dione challenged NWPC on how it would contribute to the National Economic Recovery Strategy (NERS). She emphasized the purpose of the planning exercise which was to discuss innovative ways to make wage and productivity programs relevant to the recovery initiatives of the MSMEs.

Providing valuable inputs to the environmental scanning of the Commission and the Boards were NEDA's Undersecretary Rosemarie G. Edillon who talked about the country's 2021 macroeconomic outlook, BSP's Senior Director Zeno Ronald R. Abenoja who spoke about price and inflation expectations for 2021, DTI's Ms. Perpetua Werlina R. Lim who presented the 2021 supply, the price outlook for basic necessities and prime commodities, and DA's Mr. Ardibel Villanueva who provided updates on the supply and price of prime agricultural and fishery commodities.



On the second day, Deputy Executive Director Jeanette T. Damo presented DOLE's policy directions and NWPC thrusts on wages and productivity as well as the DOLE's NERS 2021-2023. She underscored the NWPC's role in the program's strategic framework specifically on: 1) Business Continuity Planning and Management (under Pillar 2: Supporting Enterprises, Jobs and Income); and 2) Conduct of webinars/learning sessions (under Pillar 4: Trusting Social Dialogue to Encourage Innovative Solutions).

Meanwhile, Directors Elvira P. Jota Alvin B. Curada presented the 2021 targets and commitments for technical services and policy and research services, respectively, followed by a discussion of strategies to achieve said targets. MSS Director Jamie Lyn D. Jamias also discussed the administrative and financial concerns of NWPC and the Boards.

Gender and Development

The NWPC joined the Philippine Commission on Women in celebrating National Women's Month through the conduct of online seminars and fora on women empowerment. This year's theme, "Juana Laban sa Pandemya: Kaya!" highlighted women's participation in battling the pandemic and the various gender issues exacerbated by the pandemic.



Relative to the women’s month theme, the NWPC, through the Management Support Service, organized the following webinars for its officials and employees: Promoting a GAD-oriented workplace (February 17-18), Understanding Sexual Harassment and Safe Spaces Act (March 9), Gender Mainstreaming as a National Strategy to Mainstream Magna Carta on Women (March 11-12; 18-19 and April 15-16), Gender Analysis Frameworks, Tools, Application (May 12 & 14) and Orientation on Gender Fair Language and Images (June 11 & 30).

Executive Director Maria Criselda R. Sy said in one of the webinars that the NWPC hopes to institutionalize gender-neutral practices in all its programs, projects and activities not only during women’s month but year-round.

Two fora were also held to discuss the issues and concerns of women employees in the organization.

On March 19, a forum entitled “He Says, She Says: The Pros and Cons of Work-From-Home Arrangement” featured the insights of female and male employees about alternative work arrangements during pandemic.

Another forum was held on March entitled “He Says, She Says: Millennial Stereotypes and Gender Biases” which served as platform where young professionals in the central and regional offices shared their thoughts and experiences working in a multi-generational and gender-sensitive workplace.



Annual Physical Examination in the Time of Pandemic



The NWPC conducted its Annual Physical Examination, in coordination with the provider Asia Pacific Medical and Diagnostics, Inc. in the NWPC premises on October 14 & 15, 2021. To comply with the health protocols, registration was done digitally using barcodes; lab gowns were used by the employees and medical personnel; and 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 a face mask/shield, and social distancing.

As an added measure to counter the spread of COVID-19, the provider also offered influenza vaccines for those interested and eligible to be given the shots.

Hiring and Promotion

Human resource is the most crucial resource that creates the largest and longest-lasting advantage for an organization.

In 2021, the NWPC promoted 15 personnel (4 from Central Office and 11 from Regional Boards). A total of 55 new talents joined the organization (13 from Central Office and 42 from Regional Boards).



PROMOTED EMPLOYEES

Unit	Name of Employee	New Position
AD	Nelson C. Leros	Chief Administrative Officer
PPRD	Maria Corazon P. Caritativo	Supervising Labor and Employment Officer
PID	Clodualdo F. Milo, Jr.	Information Systems Analyst II
FMD	Rachel N. Majam	Administrative Assistant II
CAR	Elizabeth B. Pasoquen	Information Technology Officer I
I	Kathleen Agnes M. Mallare	Information Technology Officer I
III	Lolita R. Peñaflor	Information Technology Officer I
IV-A	Gener C. Rivera	Information Technology Officer I
VII	Johannes C. Bitoon	Information Technology Officer I
VIII	Joben S. Sabay	Information Technology Officer I
CAR	Israel P. Boleyley	Labor and Employment Officer III
I	Jessa Margareth R. Guzman	Labor and Employment Officer III
VII	Erly E. Javier	Labor and Employment Officer III

Unit	Name of Employee	Position
IV-A	Edgardo Jr., Alpapara Avila	Labor and Employment Officer II
CAR	Marilyn G. Tul-o	Administrative Assistant III

NEW EMPLOYEES

Unit	Name of Employee	Position
PID	Rommel B. Madlangbayan	Information Technology Officer I
PID	Jullianne Blair L. Coco	Planning Officer III
TTSD	Mark Leroy Arpon	Labor and Employment Officer III
PPRD	Romelyn M. Santos	Labor and Employment Officer II
OED	Marilou E. Capili	Administrative Assistant V
OD-MSS	Reinalyn D. Villano	Administrative Assistant I
AD	Calvin Nico Pena	Administrative Assistant I
OD-TS	Marissa C. Cristino	Administrative Assistant I
OD-PRS	Mary Rieshel G. Sandoval	Administrative Assistant I
OED	Gio Luis A. Banhao	Administrative Aide III
AD	Carmelo V. Cruz	Administrative Aide III



Unit	Name of Employee	Position
AD	Jesmar M. Signo	Administrative Aide III
AD	Eugenio M. Bobis	Administrative Aide III
CAR	Myrene A. Bosleng	Attorney IV
I	Faye Marie M. Sabate	Attorney IV
II	Lovely Mei R. Dela Cruz	Attorney IV
III	Juan Miguel E. De Leon	Attorney IV
IV-A	Dennis R. Manzanero	Attorney IV
VI	Mary Pauline C. Hilado	Attorney IV
IX	Carl Dominic A. Alpuerto	Attorney IV
X	Gretchen D. Lamayan	Attorney IV
XII	Remond G. Saligumba	Attorney IV
NCR	Jackilyn G. Borja	Supervising Labor and Employment Officer
VI	Mark Vernon C. Dioquino	Supervising Labor and Employment Officer
NCR	Ivann Archie O. Arintok	Information Technology Officer I
II	Francis Joseph M. Reyes	Information Technology Officer I
VI	Ryan A. Lobaton	Information Technology Officer I
IX	Brenda M. Quintas	Information Technology Officer I
X	Maria Margarita R. Manaug	Information Technology Officer I
XII	Randy Oliver M. Legada	Information Technology Officer I
III	Sheila Marie M. Alfonso	Labor and Employment Officer III
V	Andrea Joy A. Leuterio	Labor and Employment Officer III
XI	Kristine Joyce P. Morales	Labor and Employment Officer II

Office	Name of Employee	Position
NCR	Bernalyn A. Dela Cruz	Administrative Assistant III
XI	Christina A. Balaga	Administrative Assistant III
CAR	Marie Rose L. Butic	Administrative Assistant I
I	Christopher Jan R. Dumaguin	Administrative Assistant I
II	Junel G. Soriano	Administrative Assistant I
III	Patricia Marie M. Edejer	Administrative Assistant I
IV-A	Ma. Khelly Ann J. Victoriano	Administrative Assistant I
IV-A	Earl John D. Jerusalem	Administrative Assistant I
IV-B	Katrina V. Cuyos	Administrative Assistant I
V	Jaymar P. Detoito	Administrative Assistant I
VI	Viviene Junic Y. Camba	Administrative Assistant I
VII	Merry Ann G. Gonato	Administrative Assistant I
VII	Maria Raisa D. Gillamac	Administrative Assistant I
VIII	Josarie Mae M. Bacarra	Administrative Assistant I
VIII	Rissa Lynnex D. Miralles	Administrative Assistant I
IX	Hannah Rose L. Segovia	Administrative Assistant I
IX	Nur Iyam T. Paches	Administrative Assistant I
X	Lourette Mae Aleli G. Uy	Administrative Assistant I
X	Nicolo Lorenzo P. Cano	Administrative Assistant I
XI	Sheryl Mae R. Danlag	Administrative Assistant I
XI	Carren Joy M. Delfin	Administrative Assistant I
XIII	Casiana Eli E. Baylosis	Administrative Assistant I

Staff Development

Online capacity-building programs were implemented in 2021 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.

NWPC attends GPPB's training on procurement

To ensure proper execution of prescribed procurement processes, the NWPC Directors, Board Secretaries, Division Chiefs, and procurement focal persons attended a week-long online training on Republic Act No 9184 and its 2016 Revised Implementing Rules and Regulations and Gender Responsive Procurement via Zoom on May 3-7, 2021. The Government Procurement Policy Board (GPPB) procurement experts served as speakers on different topics.

The GPPB was created for the purpose of prescribing rules and regulations for the modernization, standardization, and regulation of the procurement activities of the government of the Philippines.

NWPC improves technological quotient through MS 365 training

NWPC organized a three-day training on Microsoft 365 for its officers and staff in the central office and regional boards on August 31, September 3, and 8, 2021 via MS Teams.

The training provided the participants with knowledge and skills to efficiently use Office 365 on a day-to-day basis. The training included practical scenarios and activities that would guide and allow the participants to navigate the software successfully. Participants were taught how to use Outlook Online, OneDrive for Business, SharePoint Online, and Microsoft Teams.

The NWPC and RTWPBs started using MS 365 even prior to the pandemic. Data Plus I.T. Solution served as a training provider to the participants.

Online Coaching on Social Management, Branding and Data Visualization

HOW TO BE DENNIS TRILLO AND EMPYOY MARQUEZ IN THIS WORLD FULL OF STEVE DAILISAN?

ON CONTENT CREATION AND SOCIAL MEDIA MANAGEMENT



The officers and staff of the Central Office and RTWPBs attended the "Online Coaching on Social Media Management, Branding and Data Visualization" on November 16-17, 2021 via Zoom. The session aimed to build capacities in the effective delivery of information services via social media.

It was attended by the PID staff as well as designated information officers, information technology officers, and social media focal persons of the divisions and regional boards.

Mr. Jerome P. Lucas shared his knowledge and experience in managing the agency's information and advocacy services.

The Way Forward: Innovation meets Productivity

Innovation provides the opportunity for employees to learn and discover new ways of doing things. The NWPC, with the mission of promoting worker productivity, sent 35 of its new employees, both from the Central Office and its Regional Boards, on a learning journey through the 2021 Innotivity Bootcamp, where Innovation meets Productivity.

The event was opened with an innovation webinar led by the Training and Technical Services Division on July 16, 2021. A total of 8 groups were formed from this year's batch spanning innovative proposals from across all divisions within the commission. The Planning and Information Division served as the implementing unit and guided the group in crafting out-of-the-box process improvement projects that can potentially be a game-changer in providing better programs and services to the public.

The innovation projects handled by each group are:

-  Creating short explainer videos on Tier 1 (Minimum Wage)
-  Development of a Virtual Private Network (VPN)
-  Improving NWPC's Records Management
-  Development of In-House Chatbot for client queries
-  Upgrading of E-Prodtoolbox
-  Development of a Productivity Olympics Web Portal
-  Capacity Building and Virtual Team Exercises
-  PBIS Interactive Platform

Technology, as a powerful driving force in efficiency, was the center of six of the projects. Likewise, recognizing the importance of the changes brought about by the pandemic, the two remaining groups worked on proposals related to employee engagement and public advocacy through digital channels.

Directory

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'pag **PRODUKTIBO, AASENSO!**