

F. NATIONAL WAGES AND PRODUCTIVITY COMMISSION

STRATEGIC OBJECTIVES

MANDATE

The National Wages and Productivity Commission shall be responsible for the formulation of policies and guidelines on wages, incomes and productivity, determining the minimum wages at the regional, provincial and/or industry levels, and promotion of productivity improvement and gainsharing schemes, particularly among micro, small and medium enterprises.

VISION

To be the primary policy development and resource center on wages, incomes and productivity.

MISSION

To ensure a decent standard of living for workers and their families, and contribute to the competitiveness of enterprises through improved productivity of workers.

KEY RESULT AREAS

Poverty reduction and empowerment of the poor and vulnerable

SECTOR OUTCOME

A secure workforce

ORGANIZATIONAL OUTCOME

1. Capacity of MSMEs to implement plant level productivity improvement program enhanced
2. Fair and reasonable minimum wages within the two-tiered wage system ensured

PERFORMANCE INFORMATION

KEY STRATEGIES

Promotion of better observance of labor standards toward protection of workers through the implementation of Two-Tiered Wage System along the objectives of adequate protection to income of vulnerable workers and improved productivity and competitiveness within the total incomes policy framework

ORGANIZATIONAL OUTCOMES (Oos) / PERFORMANCE INDICATORS (PIs)

BASELINE

2016 TARGETS

Capacity of MSMEs to implement plant level productivity improvement program enhanced

Percentage of MSMEs trained with productivity improvement programs implemented

No Baseline, new indicator

50%

Percentage of MSMEs assisted on productivity based pay advisory with productivity incentives scheme installed	No baseline data available since TTWS implementation started on 2012	10%
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Fair and reasonable minimum wages within the two-tiered wage system ensured

Percentage of minimum wage rates above poverty thresholds not exceeding average wage levels	2013: 92 out of 113 minimum wage rates above poverty thresholds (81%)	100%
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MAJOR FINAL OUTPUTS (MFOs) / PERFORMANCE INDICATORS (PIs)

2016 Targets

MFO 1: TECHNICAL ADVISORY SERVICES

Development and Implementation of Plans and Projects related to Wages, Income and Productivity Improvement

Number of productivity assignments undertaken	277,000
Percentage of clients who rate technical advice as satisfactory or better	100%
Percentage of request for advice acted upon within 5 days of request	100%

MFO 2: WAGES REGULATION SERVICE

Development of Policies, Guidelines on Wages and Productivity and Resolution on Appealed Cases

Number of public hearings/consultations conducted	32
Percentage of wage consideration case decision upheld by a higher authority	100%
Percentage of wage cases resolved within 45 days upon receipt of applicaton	100%