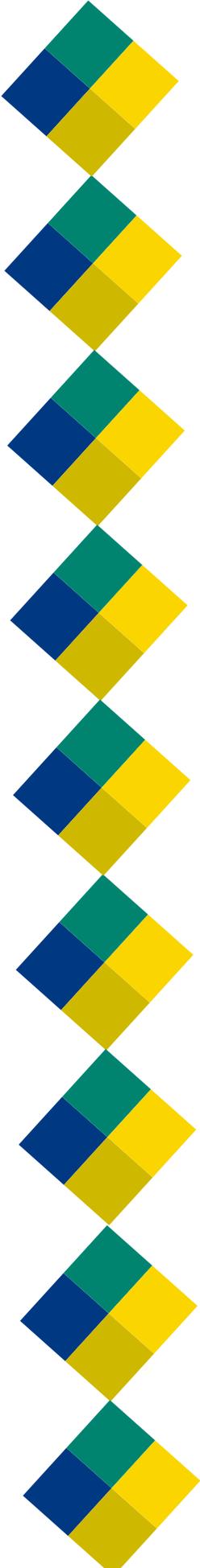


# 2015

## ANNUAL REPORT



**NATIONAL WAGES  
AND PRODUCTIVITY COMMISSION**  
DEPARTMENT OF LABOR AND EMPLOYMENT



## PREFACE

The National Wages and Productivity Commission (NWPC) is pleased to present its 2015 Annual Report highlighting major outcomes and accomplishments that contributed to the fulfillment of a highly productive and competitive Filipino workforce and enterprises.

The reforms in wages and productivity have contributed to the improvement of the country's competitiveness ranking. In its latest report, the Global Competitiveness Ranking by the World Economic Forum revealed that the Philippines moved from 27<sup>th</sup> to 19<sup>th</sup> place in the sub-pillar "tightening the link between pay and productivity", pushing the country to 47<sup>th</sup> place out of 144 economies. Under the two-tiered wage system, the number of minimum wage rates below poverty thresholds was reduced to only one by end of 2015. The reform was also strategic in promoting productivity and performance based pay schemes.

In the area of productivity improvement, the NWPC and the Regional Tripartite Wages and Productivity Boards (RTWPBs) continued to find innovative ways of assisting micro, small, and medium enterprises (MSMEs) using the NWPC Productivity Toolbox such as value chain approach and convergence with programs on workplace cooperation and livelihood assistance.

The RTWPBs assisted 12,553 MSMEs and 22,904 workers. New training modules were developed and capacity building programs for productivity trainers were conducted.

The NWPC also held the 5<sup>th</sup> Productivity Olympics and awarded nine national winners whose productivity improvement programs stood out from the pool of regional finalists.

Our continuing collaboration with Singapore's Nanyang Polytechnic International and Temasek Foundation has expanded in scope and coverage involving social and strategic partners from other government agencies focusing not only on productivity but innovation and enterprise development as well.

The NWPC completed its researches on accreditation system, evaluation of the two-tiered wage system, survey on productivity improvement and gainsharing, and the family living wage.

For 2016, the NWPC will strengthen its advocacy initiatives for productivity improvement and productivity based incentive schemes. It will expand its network of productivity partners, continuously upgrade its training modules, and conduct capacity building to bring productivity to each and every workplace.

In the area of wages, the NWPC will continue to set minimum wage within the Two-Tiered Wage System and adhere to the framework of regular and predictable upward adjustment.



## VISION

Justly remunerated and productive Filipino workforce in globally competitive enterprises.



## MISSION

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



## QUALITY POLICY

- Provide quality service to workers and enterprises on wages, incomes, and productivity through policy and program development and implementation.
- Comply with all applicable legal requirements.
- Continually improve all processes and systems to meet requirements of relevant interested parties.
- Enhance the competencies of its talents.



## CORE VALUES

- Accountability – Performing one's duties and responsibilities according to the work ethics in public service
- Responsiveness – Acting with a sense of urgency and providing timely, relevant, and pioneering solutions to ensure quality service to internal and external clients.
- Commitment – Working with determination and dedication to exceed clients' expectations.
- Transparency – Ensuring open government initiatives and upholding the values of tripartism, participation, and partnership.
- Innovation – Generating and translating ideas into goods and services that create value.
- Collaboration – Cultivating synergy within the organization and among partners and stakeholders towards a common goal.

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## MESSAGE FROM THE SECRETARY

I remember one definition of excellence that says, *“Excellence is doing ordinary things in extraordinary ways.”* The NWPC, accepting the challenge I gave it, made 2015 the Year of Productivity and proved its relevance in the lives of workers and enterprises by providing industry-specific assistance and forging strategic partnerships that resulted to improved working conditions and enhanced enterprises, and workers’ competitiveness.



This is evident in the reduction of the number of minimum wage rates below the poverty threshold and in the number of establishments-still growing-showing interest in productivity-based incentive schemes. Indeed, time ripens all things. Today, we are reaping the benefits of the Two-Tiered Wage System. For 2015 and the coming years, our goal is to see more enterprises enjoy the benefits of implementing productivity improvement programs and share the fruits of progress to workers.

As the premier national agency responsible for promoting productivity, it is my pleasure to announce that the NWPC is the first government agency recommended for ISO 9001:2015 certification. The certification is a testament to the dedication of the men and women of NWPC to improve its processes and guarantee better service delivery.

As we welcome 2016, I would like the NWPC to remain committed to promoting inclusive growth and decent work. This year, all minimum wage rates will be set above the poverty threshold. We will take the initiative to encourage firms to implement productivity-based pay schemes. The NWPC will also continue to be responsive to the needs of our clients and redouble efforts to be proactive in dealing with the demands of the changing labor market.

I commend the dedicated and hardworking officials and staff of the NWPC and the RTWPBs for their unwavering commitment to improve the lives of workers and promote the viability of enterprises. May you remain unrelentless in your pursuit of ways to promote the culture of productivity and remain true to your mandate of protecting the income of vulnerable workers and promoting productivity of enterprises.

To our clients and partners, you can look forward to another fruitful and productive 2016 from the NWPC.

Maraming salamat at mabuhay kayong lahat! God bless.

  
ROSALINDA DIMAPILIS-BALDOZ  
Secretary



## MESSAGE OF UNDERSECRETARY



The year 2015 was another notable year for the NWPC as it successfully implemented policies and programs on wages, income, and productivity that focused on improving workers and competitiveness of enterprises.

The NWPC stepped up its promotion of productivity through the provision of training and technical assistance to a larger number of MSMEs.

The increasing number of MSMEs that embrace the productivity concepts and implement productivity improvement programs is an indication that NWPC is slowly but successfully bringing more enterprises and workers on-board to support the roadmap to productivity and competitiveness.

The highlight of the year for NWPC is the Productivity Olympics where MSMEs showcased their best practices and demonstrated changes brought about by adopting productivity improvement programs. The biennial event brought together important players in the productivity movement. Over the years, the recognition bestowed to the MSMEs has inspired other enterprises to avail of the assistance provided by the NWPC and the RTWPBs.

Aside from the full implementation of the two-tiered wage system and the continuing assessment of the impact of these reforms on workers and business enterprises, the NWPC broadened its presence in the social media by supporting the newest initiative, dubbed as hashtag engage, motivate, achieve (#EngageMotivateAchieve) to help enterprises blaze their trails to productivity and competitiveness in an unconventional way.

With all the achievements of NWPC, I still look forward to more innovative information and awareness-raising campaign that would enable the public to better appreciate the benefits and impacts of our wage and productivity interventions.

Congratulations to the men and women of NWPC and RTWPBs who continuously serve the clients with utmost dedication and integrity. I am confident that with everyone's dedication and commitment, we will be able to deliver exceptional service to our clients and contribute to the improvement of the standard of living of workers and productivity of enterprises thereby sustaining the positive gains of the economy.

Let us keep in mind that with DOLE, everything is possible.

Mabuhay kayong lahat!

  
NICSON F. FAMERONAG  
Undersecretary

# Review and Determination of Minimum Wage



## FIRST TIER

The three-year implementation of the two-tiered wage system (TTWS) beginning 2012 has reduced the number of minimum wage rates below poverty threshold from 41 out of 123 minimum wage rates to 1 out of 9 minimum wage rates by end of 2015. The remaining minimum wage rate below poverty threshold will be closed by May 1, 2016.

During the year, 12 Wage Orders and Implementing Rules were issued by RTWPBs CAR, NCR, I, III, IVB, V, VI, VII, VIII, X, XIII granting adjustments in minimum wages based on the region's poverty threshold, average wage and other socioeconomic indicators. The following are the details of the wage orders issued by end of 2015.

Region	Wage Order / Effectivity	Amount and Form of Increase		Non-Agriculture	Agriculture	
		Basic Wage	Allowance		Plantation	Non-Plantation
NCR	WO 19/(April 4, 2015)	15.00	-	444.00-481.00	444.00	444.00
CAR	WO 17/(June 29, 2015)	2.00-8.00	-	265.00-285.00	255.00-270.00	255.00-270.00
I	WO 17/(July 19, 2015)	14.00	-	227.00-253.00	233.00	227.00
III	WO 19/(Jan. 1, 2016)	15.00 & 20.00	-	306.00-357.00	291.00-327.00	279.00-311.00
IV-B	WO 07/(July 3, 2015)	5.00-30.00	-	217.00-285.00	225.00-235.00	225.00-235.00
V	WO 17/(Dec. 25, 2015)	5.00 & 12.00	-	248.00-265.00	248.00	248.00
VI	WO 22/May 2, 2015	11.50	-	256.50-298.50	266.50	256.50
VII	WO 19/(Oct. 10, 2015)	13.00 & 10.00	-	295.00-353.00	275.00-335.00	275.00-335.00
VIII	WO 18/March 30, 2015	6.00 & 14.50	-	260.00	241.00	235.00
X	WO 18/(July 3, 2015)	12.00	-	303.00-318.00	291.00-306.00	291.00-306.00
XIII	WO 13/(Feb. 14, 2015)	15.00	15.00	268.00	268.00	268.00



## SECOND TIER

The issuance of the Advisory on Productivity/Performance-Based Incentive Scheme for the Hotel and Restaurant Industry in Region VIII completes the commitment of the NWPC and the RTWPBs to issue at least one advisory until 2016. The rest of the Boards have issued industry and region specific advisories as early as 2012.

For 2015, the Regional Boards provided technical assistance to 824 establishments and documented 379 incentive schemes based on indicators like attendance, production targets and safety. The Boards also handed certificates of recognition to 75 establishments who have successfully implemented productivity and performance-based pay schemes. These events served as platform for the 75 establishments to share their practices, emphasizing the importance and benefits of pay schemes linked to performance.

75

awarded certificate



379

tier 2 documented



824

establishments assisted



## BATAS KASAMBAHAY

In compliance with Rule VIII Section 4 of the Implementing Rules of RA 10361 or Batas Kasambahay, the NWPC issued the Advisory on Competency-Based Wage for Domestic Workers on February 2015. The advisory offers a method for adjusting the wage rate of a domestic worker based on his/her competency, without precluding other considerations such as loyalty, trustworthiness and work attitude.

## TIME AND MOTION STUDIES AND FACILITY EVALUATION

In 2015, 71 piece rate/ production standard orders prepared by the RTWPB secretariat out of 84 applications for time and motion studies (TMS) were approved and issued by the DOLE Regional Office. The RTWPB secretariat also prepared 251 facility evaluation (FE) orders out of 280 applications, which were approved and issued by the DOLE Regional Office. The rest of the applications for TMS and FE are being processed and validated prior to the issuance of piece rate/production standard and FE orders.



# Productivity Promotion



## PRODUCTIVITY TOOLBOX

The NWPC developed 3 new training modules on manufacturing, retail/service, and innovation in 2015, increasing the current number of modules under the Productivity Toolbox from 7 to 10.

The implementation of the Productivity Toolbox benefited 12,553 MSMEs and 22,904 workforce. Of those who were trained, 3,436 implemented productivity improvement action plans designed to reduce wastes from machine and personnel downtime, unnecessarily long process cycle time, product rework and rejects and work accidents, among others.

## TRAINING ON PRODUCTIVITY, INNOVATION, AND ENTERPRISE (PIE) DEVELOPMENT IN SINGAPORE

This year, the NWPC facilitated the participation of the last batch of 30 participants to the Training on Productivity, Innovation, and Enterprise Development (PIE) in Singapore. The participants who came from the government (DOLE, DTI, DOST, DA, and DOT), employer organization (ECOP), labor unions (TUCP), and the academe (UP-ISSI) trained at the Nanyang Polytechnic Inc. from January to April 2015.



The Singapore Training on PIE aimed at expanding the pool of productivity advocates who could collectively assist MSMEs in their productivity journey towards business viability and sustainability. All the training participants are expected to complete a re-entry project involving their respective organizations or an MSME or livelihood beneficiary.



## SINGAPORE'S OFFICIAL PROGRAM REVIEW



Representatives of Singapore's Temasek Foundation (TF) and Nanyang Polytechnic International (NYPi) visited the Philippines for the Official Program Review (OPR) on November 23-27, 2015. The OPR was participated by selected participants to the training on Productivity, Innovation and Enterprise Development in Singapore. It served as forum for the exchange of learnings and insights in the application of productivity and innovation to demonstration projects.

In a courtesy call of the TF and NYPi team, Secretary Rosalinda Dimapilis-Baldoz expressed her appreciation to the team for organizing a training program on productivity, which later was expanded to include courses on innovation and enterprise development. She said the training did not only enlarge DOLE's pool of productivity trainers and practitioners, more importantly, it created strong productivity advocates among the social partners and private sector establishments in agribusiness, retail and manufacturing industries who can help DOLE in its productivity campaign.

On the part of the TF and NYPi team, they shared their impressions on the outcome of the training engagement, particularly the re-entry projects of the participants and how it benefited the organizations they assisted using their learnings.

# Advocacy



## 2015 PRODUCTIVITY OLYMPICS

Secretary Rosalinda Dimapilis-Baldoz awarded nine MSME national winners of the 2015 Productivity Olympics at Hotel Jen Manila on October 15, 2015.

Declared as National Winners were Danny Joan Farm (Cordillera Administrative Region), Masisit-Dacal Livelihood Cooperative (Cagayan Valley), Myler Agribusiness Inc. (Western Mindanao), and MB Decena, Jr. Livestock (Cagayan Valley) from the Agribusiness Sector; Greenlight Power, Inc. (NCR) and Thousand Oaks Packaging Corporation (NCR) from the Industry Sector; and Pavia Entrepreneurs Multi-Purpose Cooperative (Western Visayas), Temps and Staffers Inc. (NCR), and Andres Soriano Memorial Hospital Cooperative (Caraga Region) from the Service Sector.

The national winners received a cash award of P100,000, trophy, and priority endorsements to DOLE training programs and services. Special citations were also given to the following MSME-finalists for their notable performance: Praj Pasalubong Center & General Merchandise (CAR), Amarella Resort (Central Visayas) and Tanvera Corporation (Bicol Region). Each received a cash incentive of P20,000.



## TAMANG KAALAMAN SA KITA AT KAKAYANAN

Tamang Kaalaman sa Kita at Kakayanan or T3K is the NWPC's information, advocacy, and communication program to raise public awareness on wage and productivity policies and programs.

The information drive reached 278,200 clients nationwide through the provision of public information assistance, dissemination of IEC materials, conduct of wage clinics, seminars, public fora, press conference / briefings, media releases, radio guestings and interviews, and posting of billboards, and tarpaulins.

The NWPC also developed creative audio-visual presentations for the Two-Tiered Wage System, 2015 Productivity Olympics, #EngageMotivateAchieve, Official Program Review for the Training on Productivity, Innovation and Enterprise Development and a documentary on the impact of DOLE programs on its beneficiaries.

## LET'S SHARE THE PIE



“Let’s Share the PIE” is a productivity advocacy segment of the flag raising ceremonies of the DOLE Central and Regional Offices. It is a 15-minute presentation of re-entry projects of the DOLE employees who participated in the training on Productivity, Innovation and Enterprise Development in Singapore. The presentations are about their productivity improvement projects and outcomes for the organization, workers and clients/customers.

“Let’s Share the PIE” was launched by Executive Director Maria Criselda R. Sy as the first speaker during the DOLE Flag Raising Ceremony on March 2, 2015.

For 2015, twenty two (22) “Let’s Share the PIE” sessions were organized during the DOLE/DOLE- Regional Offices’ flag raising ceremonies.

## #ENGAGEMOTIVATEACHIEVE

The NWPC spearheaded the conceptualization and launching of the social media campaign #EngageMotiveAchieve, a framework which brings together five key services in empowering workers and sustaining enterprises namely: 1) Occupational Safety and Health, 2) Workplace Relations, 3) Productivity, 4) Occupational Skills Enhancement, and 5) Livelihood Assistance.

This framework serves as a needs assessment tool for determining the appropriate DOLE program that could be availed of by enterprises to help them improve workplace conditions, workplace relations and worker and enterprise productivity, among others.



2015 Productivity Olympics



Dipolog Launching



1st National Labor Compliance System Summit



Cebu Launching



RTWPB NCR Awarding of SQ Seal of Recognition



15th National PESO Congress

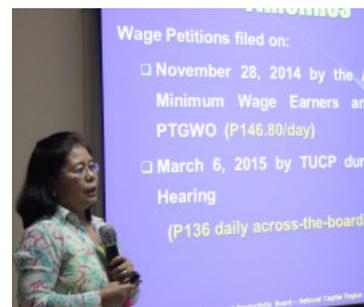


10th National Convention on LMC

## LEARNING SESSIONS ON WAGES, INCOMES, AND PRODUCTIVITY

NWPC's Learning Sessions are two to three-hour classroom type sessions that aim to educate the public on wage, income and productivity policies and programs.

For 2015, the NWPC conducted fifteen (15) learning sessions benefiting 620 participants from 361 companies.



## ECOP'S 35TH NATIONAL CONFERENCE OF EMPLOYERS

Executive Director Maria Criselda R. Sy delivered a message before the business leaders, economists, policy-makers, executives, and management practitioners in the 36th National Conference of Employers on May 14-15, 2015 at the Marriott Hotel, Manila.



## ILOILO'S HOLISTIC WELLNESS CONGRESS



Talking before some 150 members of the Family Welfare Committees in Western Visayas during the Holistic Wellness Congress on June 3, 2015, NWPC Deputy Executive Director Jeanette Tana Damo explained the five facets affecting an individual's performance — the work processes, workplace environment, personal, workplace relations, and compensation, wages and benefits.

# Comments to Legislative Bills

## BILLS ON WAGES AND PRODUCTIVITY

The NWPC as adviser to Congress on matters relating to wages, income and productivity, prepared and submitted comments to various legislative bills to the Department Legislative Liason Office (DLLO) and Congress.

In 2015, the NWPC prepared and submitted position papers for fourteen (14) bills on wages and productivity such as HB 288, 2083, 2084, 2662, 2710, 2193, 693, 950, 2888, 451, 15, 1498, 2983, and 2315. These bills were on security of tenure, maternity leave period, and protection and welfare of caregivers, among others.

## PHILIPPINE EXPORT DEVELOPMENT PLAN 2014-2016

The NWPC provided inputs on *Strategy 3: Raise the Productivity and Competitiveness of Philippine Enterprises* of the Philippine Export Development Plan. One of the interventions in the draft PDEP is the tightening of the link between pay and productivity through the implementation of productivity-based pay schemes and the provision of training on productivity improvement to MSMEs.

## ANALYSIS ON THE IMPACT OF HOLIDAYS ON LABOR COSTS AND HOURS WORKED

The DOLE through the NWPC conducted study on implications on labor costs, hours worked, and the country's competitiveness within ASEAN of declaring too many non-working holidays. This is in line with the recommendation of Arangkada report to rationalize holidays to approach the ASEAN average of 15 paid days.

# Policy and Research

## PSA-RIDER SURVEY ON PRODUCTIVITY IMPROVEMENT PRACTICES AND GAINSHARING SCHEMES

The NWPC partnered with PSA-BLES to conduct a rider survey to generate baseline data on the productivity improvement programs (PIP) and gainsharing schemes of establishments. The survey inquired on the PIPs and gainsharing schemes of about 34,000 private sector in 2013. Among the key findings were:



- While almost 60% of establishments had PIPs, less than 30% of these establishments had gainsharing schemes and even much less availed of the fiscal incentives under RA 6971.
- Majority of these PIPs were initiated by management with Good Housekeeping, TQM, CSM and suggestion scheme being the most common types of PIPs.
- Majority of the establishments with PIPs had been assisted by DOLE

## ACCREDITATION OF PRODUCTIVITY PRACTITIONERS AND TRAINERS



The study looked at existing local and international accreditation systems as basis for developing a similar scheme for productivity practitioners and trainers in the country. The accreditation system would expand the current pool of qualified and competent productivity and quality trainers to more effectively respond to the changing requirements of MSMEs nationwide.

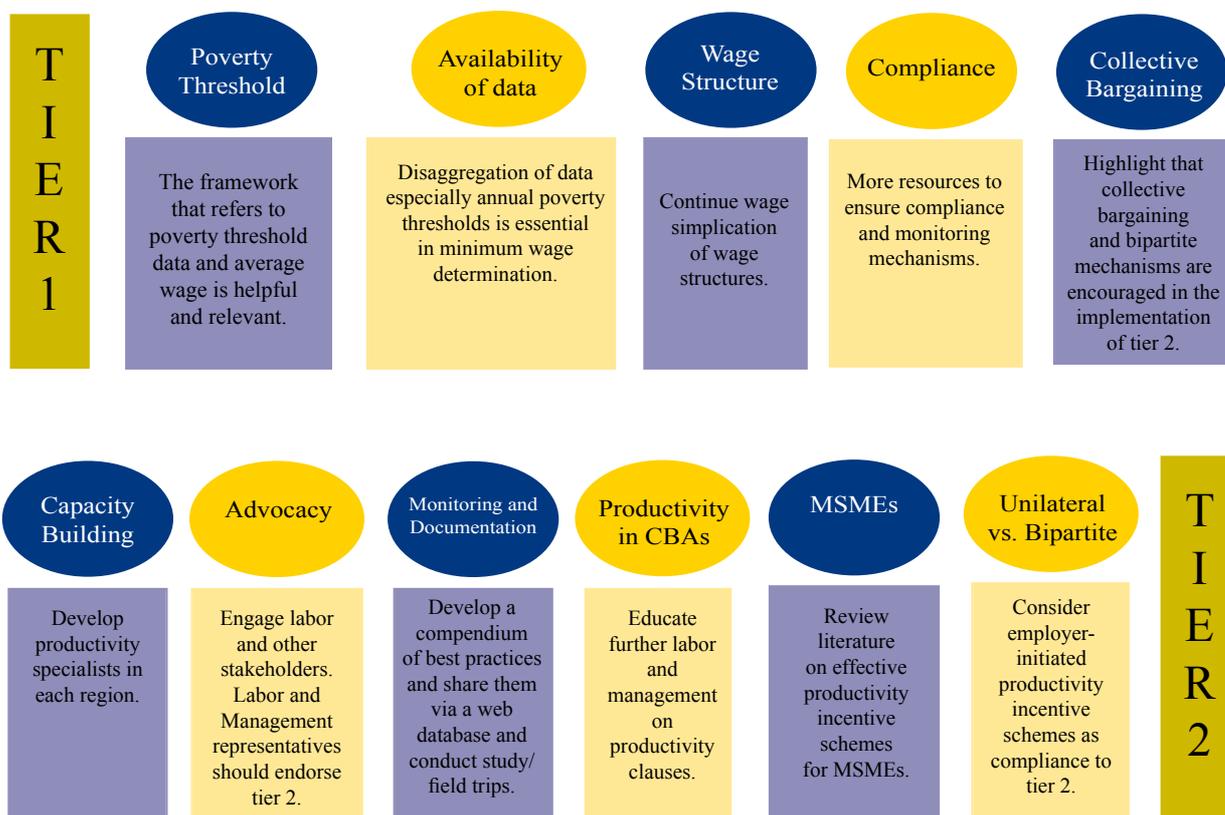
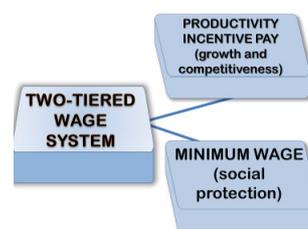
For each accreditation system, the study looked at the basis and purpose, qualification and criteria for accreditation, process/mechanics and post accreditation engagement with accredited individual or organization. This study covered local accreditation systems such as TESDA, OSHC, DAP, and DOT and international systems such as APO's Certified Productivity Practitioners; Singapore Productivity Association's Certified productivity Practitioners for Food Services; Ireland's Quality and Qualification; and US Association of Productivity Specialists.

## UPDATING THE FAMILY LIVING WAGE

The NWPC commissioned Ms. Margarita D. Gonzales, Ph.D., Assistant Professor at the U.P. School of Economics, to review the conceptual and empirical framework of the 1997 family living wage study and to generate annual regional estimates. The study referred to related international literature and existing country practices. As of December 2015, preliminary estimates have been generated based on the income and spending patterns of the 6th income decile group in the Family Income and Expenditure Survey. The methodology made use of updated food thresholds, food cost estimates, family size, and CPI series. It also estimated family living wages for Regions IVA, IVB, and Caraga, which were not provided for in the old series.

## ASSESSMENT OF THE EFFECTIVENESS OF THE TWO-TIERED WAGE SYSTEM (TTWS)

The NWPC with the assistance from International Labour Organization, conducted an assessment of the effectiveness of the TTWS through nationwide consultations with the sectoral representatives of the RTWPBs. Overall, there was an appreciation of the empirical framework introduced by the reform, as it strengthened evidence-based decision making. However, the availability of updated regional data, especially poverty threshold remained an issue. There were also distinct sectoral positions/views on the current exemption policy and the simplification of minimum wage categories, with much of the discussion revolving around the concept of a floor wage.



The Boards agreed on the need to fast track implementation of tier 2 through stronger advocacy initiatives, capacity building for the Board Members and the secretariat in providing technical assistance to enterprises, and issuance of simpler, more practical and user-friendly advisories. They also suggested re-packaging and re-branding productivity as a concept in a manner that appeals to the public especially to MSMEs.

# Good Governance



## ISO 9001:2015 CERTIFICATION

The NWPC and its Regional Boards (NCR, III, and IVA) were recommended for certification under the ISO 9001:2015 version after the thorough auditing conducted by TÜV Rheinland AG on December 3-4, 2015.

The NWPC took the challenge of being the first agency to be ISO 9001:2015 certified with Rosehall Management Consultants Inc. (RMCI) as its consultant. RMCI conducted an orientation on the requirements of ISO 9001:2015 followed by a series of trainings on setting the foundation for an ISO-compliant quality management system, documentation, internal audit, root cause analysis and corrective action. With Undersecretary Reydeluz D. Conferido as guest, the NWPC held a symbolic unveiling of its new vision, mission, quality policy, and core values on August 17, 2015 signaling the start of the implementation phase of the NWPC-QMS.

The NWPC and RTWPBs NCR, III and IVA went through its first internal pre-certification audit on November 2-3, 2015 followed by a pre-certification audit by RMCI last November 9-10. Having passed the audit done by its certifying body TUV Rheinland AG on December 2-3, 2015 the agency's QMS was finally recommended for certification to ISO 9001:2015.



## REGIONAL AUDIT

To be able to assess and improve implementation of programs and services and the performance of the RTWPB secretariat, the NWPC conducted a series of regional performance assessment audits from October 2014 to March 2015. The audit covered implementation of the TTWS, Productivity Toolbox and the T3K as well as support services covering administrative and financial matters. The NWPC submitted its report on the audit results and the corresponding corrective actions implemented by the Board secretariat to the RTWPB Chairpersons.



## NWPC'S BID TO CSC PRIME

In 2015, the NWPC started its bid for accreditation under CSC's Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM), which covers four HRM systems, namely (i) recruitment, selection, and placement, (ii) learning and development, (iii) performance management, and (iv) rewards and recognition in support of its bid for level 2 certification for recruitment, selection and placement. As of yearend, NWPC has submitted all documentary requirements to CSC.

## JOB COMPETENCY PROGRAM

To enable employees to better perform their assigned tasks, the NWPC started implementing its job competency program containing the general and specific skills and knowledge requirements for a particular position.

## LABOR & ADMINISTRATIVE CONTINUING EDUCATION SYSTEM



As part of its human resource development program and to implement its competency based training plan, the NWPC developed the Labor and Administrative Continuing Education System (LACES). In its initial year of implementation, LACES covered various topics on minimum wages, productivity, basic computer knowledge, road safety for drivers and financial report preparation, and updates on the CSC, COA, and DBM rules, among others.

## HEALTH AND WELFARE BENEFITS

### GENDER AND DEVELOPMENT

In compliance to Republic Act 9710 otherwise known as the Magna Carta for Women, the NWPC held two gender-sensitive seminars on HIV/AIDS Awareness and Magna Carta for Women on June 11 and December 1, 2015, respectively. The NWPC also organized film screenings with themes related to gender and development.

### VACCINATION

One of NWPC's major health programs was the conduct of the annual physical examination on March 27, 2015 in coordination with Best Diagnostic Corporation. Vaccination shots for influenza and hepatitis B from PITC Pharma were also administered to NWPC employees.

### WOMEN'S MONTH CELEBRATION

Some NWPC employees participated in the 2015 National Women's Month Celebration with the theme "Juana, Desisyon Mo ay Mahalaga sa Kinabukasan ng Bawat Isa, Ikaw na!" at the Quezon Memorial Circle on March 8, 2015.

Spearheaded by the Philippine Commission on Women, the month-long nationwide celebration held simultaneous dance numbers for Filipino women, online advocacy, photo contest, media summit and film showing.

The celebration is aligned with Presidential Proclamation No. 224 (series of 1988) declaring the first week of March as Women's Week and Presidential Proclamation No. 227 (series of 1988) on the observance of the month of March as "Women's Role in History Month."



## GREEN OUR DOLE PROGRAM

The NWPC, in coordination with Taguig CENRO and the DENR, conducted quarterly visits to Brgy. San Miguel in Taguig City to check on the growth of the seedlings that it planted in 2014. This is in compliance with Executive Order No. 26 (2011) otherwise known as the National Greening Program and DOLE Administrative Order No. 269 (2011).

## PROGRAM FOR SENIOR CITIZENS

As part of its employee welfare program, the NWPC implemented programs for its senior citizen employees. Seminars on the GSIS retirement programs and on financial planning were held on April 16, and June 18, 2015, respectively. Livelihood trainings on food processing, soap and fabric softener making, and flower arrangement were also conducted in coordination with the Manila Manpower Development Center. Non-monetary birthday gifts/tokens were also given to six (6) senior citizen employees during the year.

## NUTRITION MONTH

In celebration of the Nutrition Month in July of each year, the NWPC organized a health and nutrition seminar with Ms. Ma. Katrina A. Demetrio of the National Nutrition Council (NCC) as resource speaker. Ms. Demetrio discussed DOH's nutrition advocacies like the 10 Kumainments and Pinggang Pinoy as well as its healthy lifestyle programs such as Pilipinas Go 4 Health, Outstanding Healthy Lifestyle Advocacy Awards, and Belly Gud for Health.



This year's Nutrition Month theme was "Timbang Iwasto sa Tamang Nutrisyon at Ehersisyo".

## STRESS MANAGEMENT

The NWPC, in coordination with the Manila Manpower Development Center, organized individual-based stress management activities such as free haircut, massage and spa services. Film screenings were also organized for the employees.



# Staff Development



## TEAM BUILDING

“Make Bigger, Do Better” was the theme of the 2015 NWPC team building exercise held at the Eagle’s Point Resort in Mabini, Batangas on June 15-16, 2015. The theme inspired the group-based activities and games, driving the message that working together in teams achieves more and better results.



## WORKSHOP-SEMINAR ON UNIFIED ACCOUNTS CODE STRUCTURE (UACS)



Annual Financial Workshop back to back with a seminar on Unified Accounts Code Structure (UACS) was conducted on January 27-29, 2015 at the Kimberly Hotel, Malate, Manila.

## CAPABILITY BUILDING ON WAGE AND PRODUCTIVITY

To strengthen the capacities of the RTWPBs in the implementation of the Two-Tiered Wage System, the NWPC organized the “*Capability Building on Wage and Productivity/Competency-Based Compensation Schemes*” at the Atrium Hotel in Makati City on February 23-27, 2015.



## TRAINERS’ TRAINING ON INNOVATION AND ENTERPRISE DEVELOPMENT



The NWPC through its Training and Technical Services Division (TTSD) conducted a trainers’ training for the module on innovation and enterprise development for selected NWPC and RTWPB technical staff on July 6-9, 2015.

## LOCAL AND FOREIGN TRAININGS

As part of its commitment to continuously harness the knowledge and skills of the officers and staff of the organization, participants from the Central Office and the Boards were sent to different local and foreign trainings, fora, seminars, and workshops.

## TOURISM STUDY VISIT TO IRELAND AND SCOTLAND

Executive Director Maria Criselda R. Sy participated in a two-week training program on Tourism Skills Development Study Visit to Ireland and Scotland last March 17 – 30, 2015 to observe the tourism technical and vocational education training system (TVET) for the tourism sector in Scotland and Ireland.

## 104TH INTERNATIONAL LABOUR CONFERENCE

Deputy Executive Director Patricia P. Hornilla joined BWSC Director Ahmma Charisma Lobrin-Satumba and DOLE-RO XII Director Ofelia B. Domingo to attend the 104th International Labour Conference held in Geneva, Switzerland on May 31 – June 13, 2015. Deputy Executive Director Hornilla represented the DOLE to the Committee on the Recurrent Discussion on Labour Protection which focused on country policies and reforms to improve coverage and level of compliance to labor standards on wages, working time arrangements, maternity benefits and occupational safety and health.



## BUILDING EFFECTIVE WAGE POLICIES IN ASIA AND THE PACIFIC

Wage Policy and Research Division Chief Iza M. Anchustegui participated in the training on “Building Effective Wage Policies in Asia and the Pacific” held in Bangkok, Thailand from September 28 to October 2, 2015. The training focused on sound minimum wage policy design towards improving wage outcomes.

## GREEN JOBS FOR YOUTH

Executive Director Maria Criselda R. Sy participated in the executive-level workshop on “Green Jobs for Youth: A Knowledge Sharing Event on What Works for Youth Empowerment in the Transition for a Green Economy” in Beijing, China on October 27-29, 2015. The Tripartite Knowledge Sharing facilitated mutual learning on green jobs promotion and youth employment.

## PROMOTION

The Wage Policy and Research Division (WPRD), Financial and Management Division (FMD), and Review Appeal and Legal Division (RALD) welcomed its new Division Chiefs, Ms. Iza M. Anchustegui, Ms. Edith M. Saus, and Atty. Rio Ariel A. Soriano, respectively.

Ms. Francisca C. Guña was also promoted as Supervising Labor and Employment Officer of the FMD while Ms. Phyllis G. dela Rosa and Mr. Christopher F. Rodriguez were promoted as Labor and Employment Officer II and III, respectively.

Further, Atty. Rio Ariel A. Soriano was also designated as OIC-Board Secretary of RTWPB IVA and Mr. Nelson Lerios assumed as OIC-Chief of RALD in lieu of the designation of Ms. Ruby dela Rosa (RTWPB IVA Board Secretary) as OIC-Director of the DOLE Internal Audit Service.

The NWPC also welcomed new entrants, Ms. Raquel G. Romilla and Misfah Lyn Tingson both as Administrative Assistant I and Ms. Terence Joy Amores as Labor and Employment Officer I.



## DIRECTOR SY, RECOGNIZED AS BEST AGENCY HEAD OF THE CLUSTER

Executive Director Maria Criselda R. Sy was awarded Best Director / Agency Head 2015 for the Employability of Workers and Competitiveness of Enterprises Enhanced (EWCEE) and Luzon Regional Operations Cluster on December 11, 2015.

Among her achievements were the successful implementation of the two-tiered wage system, upgrading of the Productivity Toolbox, training collaboration with Singapore's Nanyang Polytechnic International and Temasek Foundation which expanded the pool of productivity specialists within and outside DOLE, and the establishment of the NWPC-QMS under ISO 9001:2015.



# Regional Boards at Work



## SERVICE QUALITY TRAINING FOR HOTELS, RESORTS, RESTAURANTS IN NCR, REGION I, AND REGION III

RTWPB-NCR conducted the Service Quality training for the tricycle drivers of Malabon City Tricycle Tours (MCTT) at the Malabon City Hall on July 28-29, 2015. This is to capacitate the city's tricycle drivers in providing service quality to tourists.



Regional Tripartite Wages and Productivity Board-I, in coordination with the Public Employment Service Office (PESO) of the Province of Pangasinan and the City Government of Alaminos City conducted the Service Quality Productivity Training for Hotels, Resorts and Restaurants at the Multi-Purpose Hall of the Pangasinan State University in Alaminos City, Pangasinan on March 31 and April 1. This is part of the Board's initiative to promote its Productivity Advisory for the Hotel and Restaurant Industry.



In Region II, the Board conducted the Service Quality (SQ) Training for Sta. Ana Hotel and Restaurant Association (SAHARA) on April 16, 2015 in Sta. Ana, Cagayan.



In line with the declaration of Camiguin as a Labor Laws Compliant Tourism Destination on March 13, 2015, the Local Government of Camiguin headed by Governor Jurdin Jesus Romualdo invited the RTWPB-X to conduct Service Quality Training to the hotels, resorts and restaurants in the province on June 3-4, 2015 at the Camiguin Convention Center.



## GREEN ME TRAINING PROGRAM FOR HEIS IN REGION II

Eleven (11) Higher Education Institutions (HEIs) in Cagayan Valley Region participated in the training on Green My Enterprise (ME) conducted by RTWPB II on August 5-6, 2015 at the Villa Blanca Hotel, Tuguegarao City. This is part of the Board's technical assistance to HEIs in developing productivity/performance based incentive schemes as provided for in the advisory issued for the industry.



## MOA SIGNING ON P2P PROGRAM IN REGION VI



A MOA signing was held on January 30, 2015 among the industry stakeholders – DOLE, DILG, DOH, DOT, Boracay LGU and the Boracay ITC to fully implement the Pier to Port (P2P) Program. Also present were Mayor John Yap of Malay, Aklan, NWPC Executive Director Maria Criselda R. Sy and representatives of RTWPB-VI. The MOA defined the roles of the stakeholders in strengthening the tourism industry of Boracay, primarily through service quality. The Boracay ITC and the LGU of Malay will act as 'overseer' of the P2P program.

## 1ST PRODUCTIVITY AND TRIPARTISM REGIONAL SUMMIT IN REGION VII

The Department of Labor and Employment and RTWPB VII, in cooperation with the Philippine Quality and Productivity Movement – Cebu, Inc., TIPC's, and ITCs hosted the first Productivity and Tripartite Industrial Peace Council Summit last July 2-3 at the City Sports Club in Cebu with the theme “Improving Productivity through Tripartism and Dialogue in the Context of ASEAN Integration”.



A highlight of the conference was the presentation of PQPM-Visayas President Renato B. Solis on “The Role of Tripartism in Achieving Productivity under the AEC.” He said that the Philippines could contribute to ASEAN prosperity through a robust GNP, with “government as an economic driver and the private sector as an active partner in raising consumption, investments and trade”. He added that “business enterprises can contribute to economic growth through customer and market focus, governance and social responsibility, balanced processes and results focus, and people engagement and commitment”.

## MODULE ON INNOVATION AND PRODUCTIVITY PILOT TESTED IN REGION VIII

The NWPC, in cooperation with Agricultural Training Institute (ATI) – Regional Training Center VIII conducted a seminar-workshop on Innovation and Productivity at the Visayas State University on February 23-24, 2015 for 35 participants from local government units and academe. ATI Director Wilma M. Patindol of ATI Center - Region 8 discussed organizational excellence while Director Noel M. Ajoc of DOST Caraga Provincial Office discussed productivity concepts, measures and tools. The speakers were among the participants to the Singapore training on Innovation and Enterprise Development (Phase 2).



## STRENGTHENING CAMIGUIN'S TOURISM INDUSTRY IN REGION X



In line with the declaration of Camiguin as a Labor Laws Compliant Tourism Destination last March 13, the Local Government of Camiguin headed by Governor Jurdin Jesus Romualdo invited RTWPB-X to conduct Service Quality Training to hotels, resorts and restaurants in the province.

The training, held last June 3-4 at the Camiguin Convention Center, was attended by thirty two (32) participants representing eleven (11) hotels and restaurants in the province.

## PRODUCTIVITY 101 AT THE PMAP-DAVAO'S 464TH GENERAL MEMBERSHIP MEETING IN REGION XI



RTWPB - XI's Labor and Employment Officer III Maria Tomasa Tabusares conducted a learning session on Productivity 101 during the People Management Association of the Philippines (PMAP) - Davao Chapter 464th General Membership Meeting on May 28, 2015 at the Blue Chateau, Grand Men Seng Hotel, Davao City.

## COMMISSION AT WORK

For 2015, the Commission reviewed and passed upon 12 Wage Orders and one Productivity-Based Pay Advisory. They also ruled on appeals to Wage Orders and exemptions.

Relative to the implementation of the TTWS, the Commission issued the Advisory on Competency Based Scheme for Domestic Workers and the Guidelines in the Conduct of Public Consultation.

The Commissioners also participated in the national screening of the regional winners of the 2015 Productivity Olympics. They selected and endorsed twenty six (26) national finalists to the National Judging Panel.



# the NWPC commissioners



**Nicon F. Fameronag**  
*Chairperson-Designate*  
Undersecretary, DOLE



**Rosalinda Dimapilis-Baldoz**  
*Chairperson*  
Secretary, DOLE



**Arsenio M. Balisacan**  
*Vice-Chairperson*  
*Director General, National Economic and Development Authority*



**Cedric R. Bagtas**  
*Labor Representative*  
Trade Union Congress of the Philippines



**David L. Diwa**  
*Labor Representative*  
Lakas Manggagawa Labor Center



**Francisco R. Floro** †  
*Management Representative*  
Employers' Confederation of the Philippines



**Eduardo T. Rondain**  
*Management Representative*  
Employers Confederation of the Philippines



**Maria Criselda R. Sy**  
*Executive Director IV*  
National Wages and Productivity Commission

# the directors



**Patricia P. Hornilla**  
*Deputy Executive Director*



**Maria Criselda R. Sy**  
*Executive Director*



**Jeanette T. Damo**  
*Deputy Executive Director*



**Elvira P. Jota**  
*Director II*  
Technical Services



**Atty. Jamie-Lyn Jamias-Garcia**  
*Director II*  
Policy and Research Service



**Atty. Welma T. Sicangco**  
*Director II*  
Management and Support Service

# the division chiefs



**Iza M. Anchustegui**  
Wage Policy  
and Research Division



**Kim S. Lagcao**  
Productivity Policy  
and Research Division



**Nelson C. Lerios**  
Review Appeals  
and Legal Division



**Sylvia P. Piano**  
Training and Technical  
Services Division



**Lourdes M. Secillano**  
Planning and Information Division



**Editha M. Saus**  
Financial and Management Division



**Marc Alexis M. Arabe**  
Administrative Division

# the board secretaries



**Aida T. Andres**  
*National Capital Region*



**Ogie Aquillo**  
*Cordillera Administrative Region*



**Nathaniel L. Pineda**  
*Region I*



**Loreta R. Aquino**  
*Region II*



**Romeo E. Opis**  
*Region III*



**OIC-Atty. Rio Ariel A. Soriano**  
*Region IV-A*



**Elizabeth M. Teves**  
*Region IV-B*



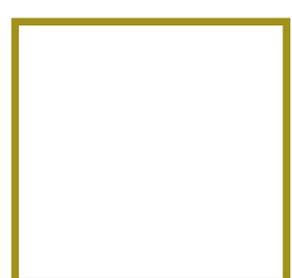
**OIC-Francia N. Ocmer**  
*Region V*



**Nesa S. Nolido**  
*Region VI*



**Grace G. Carreon**  
*Region VII*



**(vacant)**  
*Region VIII*



**Joel M. Ijirani**  
*Region IX*



**Estrella U. Pahalla**  
*Region X*



**Ruby A. Badilles**  
*Region XI*



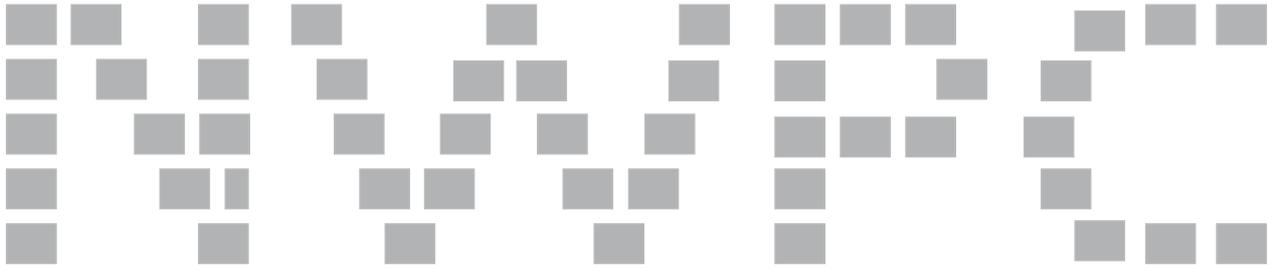
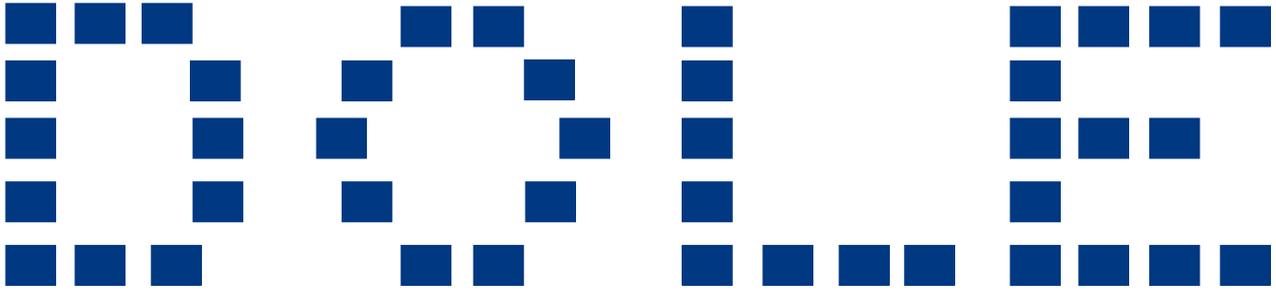
**Jessie M. dela Cruz**  
*Region XII*



**Earl D. dela Victoria**  
*Region XIII*



**Lilian Ruth C. Cabanban**  
*ARMM*



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