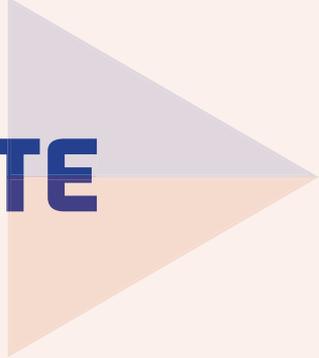


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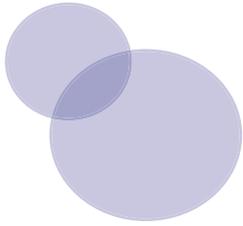
ANNUAL REPORT
NATIONAL WAGES AND PRODUCTIVITY COMMISSION

MANDATE



The National Wages and Productivity Commission (NWPC) and its Regional Tripartite Wages and Productivity Boards (RTWPBs) are mandated to set minimum wage at the regional, provincial, and industry level, and to promote productivity and gainsharing among workers and enterprises.

The NWPC acts as the national consultative and advisory body to the President of the Philippines and Congress on matters relating to wages, incomes, and productivity.



MESSAGE OF THE EXECUTIVE DIRECTOR

The National Wages and Productivity Commission (NWPC) is pleased to present its 2016 Annual Report of its contributions to the pursuit of a highly productive and competitive Filipino workforce.

In 2016, our Regional Tripartite Wages and Productivity Boards issued 11 wage orders granting adjustments in daily minimum wages of workers in private establishments and 4 wage orders for domestic workers. We remained steadfast to our commitment to help workers and MSMEs improve productivity through the provision of productivity training, technical assistance, and business counseling to 13,246 MSMEs and 31,986 workers, and managers/owners. Our advocacy program served the wages, incomes, and productivity information needs of 292,590 clients nationwide. As in the past, our National Productivity Conference served as platform for our partners in industry, academe, and government to discuss relevant and emerging issues affecting the country's productivity and competitiveness.

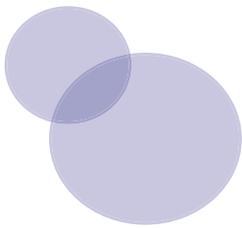
The year 2016 also marked the certification of the NWPC-Quality Management System under ISO 9001:2015, proudly making us the first government agency to be certified under the latest ISO version. The ISO certification is a testament to our promise to continuously improve the delivery of our services to the public.

Inspired by our 2016 accomplishments, we will continue to implement the two-tiered wage system with the end in view of ensuring that minimum wages are set above the poverty threshold and that structures are simplified for better administration and enforcement. We will double our efforts in assisting the growing number of MSMEs through the Productivity Toolbox through networking with industry, academe and social partners, expansion of the pool of productivity and quality experts and the continuous enhancement of training content and delivery.

Under the present administration, the Commission and the Boards remain committed to align its wage and productivity policies and programs with the priorities set forth in the Labor and Employment Plan and the Philippine Development Plan 2016-2022.




ALEX V. AVILA
OIC-EXECUTIVE DIRECTOR IV



MESSAGE OF THE SECRETARY



The year 2016 was one of the most transformative years in the government as we face a new administration under the leadership of President Rodrigo Roa Duterte whose 10-Point Socioeconomic Agenda highlights the promotion of rural and value chain development toward increasing agricultural and rural enterprise productivity and rural tourism. Hence, the government accentuates the strategic significance of productivity in sustaining the economic well-being of enterprises and in optimizing the contribution of our human resources.

We value the significant contributions of micro, small, and medium enterprises in the advancement of our country. The Micro, Small, and Medium Enterprises (MSMEs) are considered critical drivers of economic growth as they account for 99% of total enterprises in the country and contribute 36% to total gross domestic product

and nearly two-thirds to total employment. Its inherent leverage to draw majority of our labor force into the economic and social mainstream through employment makes the viability and expansion of the sector critical to the country's goal of inclusive growth.

In fulfilling our commitment to help achieve the overall vision for our workers and their families, as well as for employers, it is the primary item in my eight-point labor and employment policy agenda to continuously enhance and transform DOLE into an efficient, responsive, purposeful, and accountable institution. I am glad that the premier national agency responsible for promoting productivity, already received its ISO 9001:2015 certification. The certification is a testament to the dedication of the men and women of NWPC to continuously improve its processes and guarantee better service delivery.

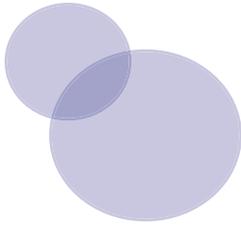
As we welcome 2017, I would like the NWPC to remain highly committed in pursuing policies, researches, and advocacies that are geared towards inclusive development. This year, we will continue to ensure that all minimum wage rates in the country are set above the poverty threshold and that firms are encouraged to implement productivity-based pay schemes.

I salute every NWPC and RTWPB official and employee for their noteworthy contributions to the accomplishments of the Department. Indeed, the fruits of our labor are certainly sweet and worth every effort. Together, let us relentlessly pursue the ways to promote the culture of productivity and remain true to our mandate of protecting the income of vulnerable workers and promoting productivity of enterprises.

As we rally behind the "Change is Coming" battle cry of this Administration, our clients can look forward to another successful and productive 2017 from the NWPC as it steps up its efforts to provide transparent, accountable, and responsive public service.

Mabuhay ang Kagawaran ng Paggawa at Empleyo!


SILVESTRE H. BELLO III
Secretary



MESSAGE OF THE UNDERSECRETARY



The year 2016 will be remembered for four significant events for the NWPC: the successful setting of all minimum wage rates above the poverty threshold, the conduct of 2016 National Productivity Conference, ISO 9001:2015 Certification, and the assumption of new officials in the Commission.

The NWPC and RTWPBs' commitment to intensify the review of the regional socio-economic indicators while adhering to the framework of two-tiered wage system resulted in meeting their targets to raise all the minimum wage rates above the poverty threshold.

In keeping with its mandate to promote productivity, the NWPC and RTWPBs continued to serve larger number of MSMEs and therefore covering more workers in the provision of productivity trainings and technical assistance. Every year, more enterprises and workers express their commitments to implement productivity improvement programs and this is a clear manifestation of our successful intervention with them.

Another highlight of 2016 for NWPC is the National Productivity Conference which served as a platform for all our partners from the quality and productivity movements to exchange ideas on productivity issues and emerging trends. Once again, we emphasize that this advocacy is where we are serious about and which we strongly advocate especially among our micro, small and medium enterprises. In a highly competitive and globalized economy, resource constrained MSMEs need to rely on sound labor management relations as the primary mechanism for developing and executing productivity-based solutions for viability, sustainability and resilience amid change and shocks.

With the unwavering support of the new officials in the Commission led by Chairperson and DOLE Secretary Silvestre H. Bello III, we are assured that we will achieve our goals towards the improvement of the standard of living of workers and productivity of enterprises thereby sustaining the positive gains of the economy.

Each year, we always raise the bar higher in NWPC. With 2016 being a successful year for NWPC in achieving better results, I still look forward to more innovative ways and awareness-raising campaigns that would enable the public to better appreciate the benefits and impacts of our wage, income, and productivity interventions.



CIRIACO A. LAGUNZAD III
UNDERSECRETARY



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.

WHAT'S INSIDE?

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AND CORE VALUES

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NWPC IN FIGURES

Wage Orders



11
4

Wage Orders
for Private Sector Workers

Wage Orders
for Domestic Workers

Incentives Schemes

966

MSMEs provided with
Technical Assistance on Tier 2



Productivity Toolbox

13,246

MSMEs oriented and trained



31,986

Employers and workers
oriented and trained

Information and Advocacy



292,590

Clients reached through
the information drive

Gender Watch

56

Males



115

Females

Major Recognitions



2

ISO 9001:2016

PRIME-HRM
Maturity Level 2

Recruitment and Placement

28

Employees
Hired



17

Employees
Promoted

Staff Development



105

Foreign and Local Seminars,
Trainings, and Workshops
for Staff

Social Media

200K

Likes

100K

Shares

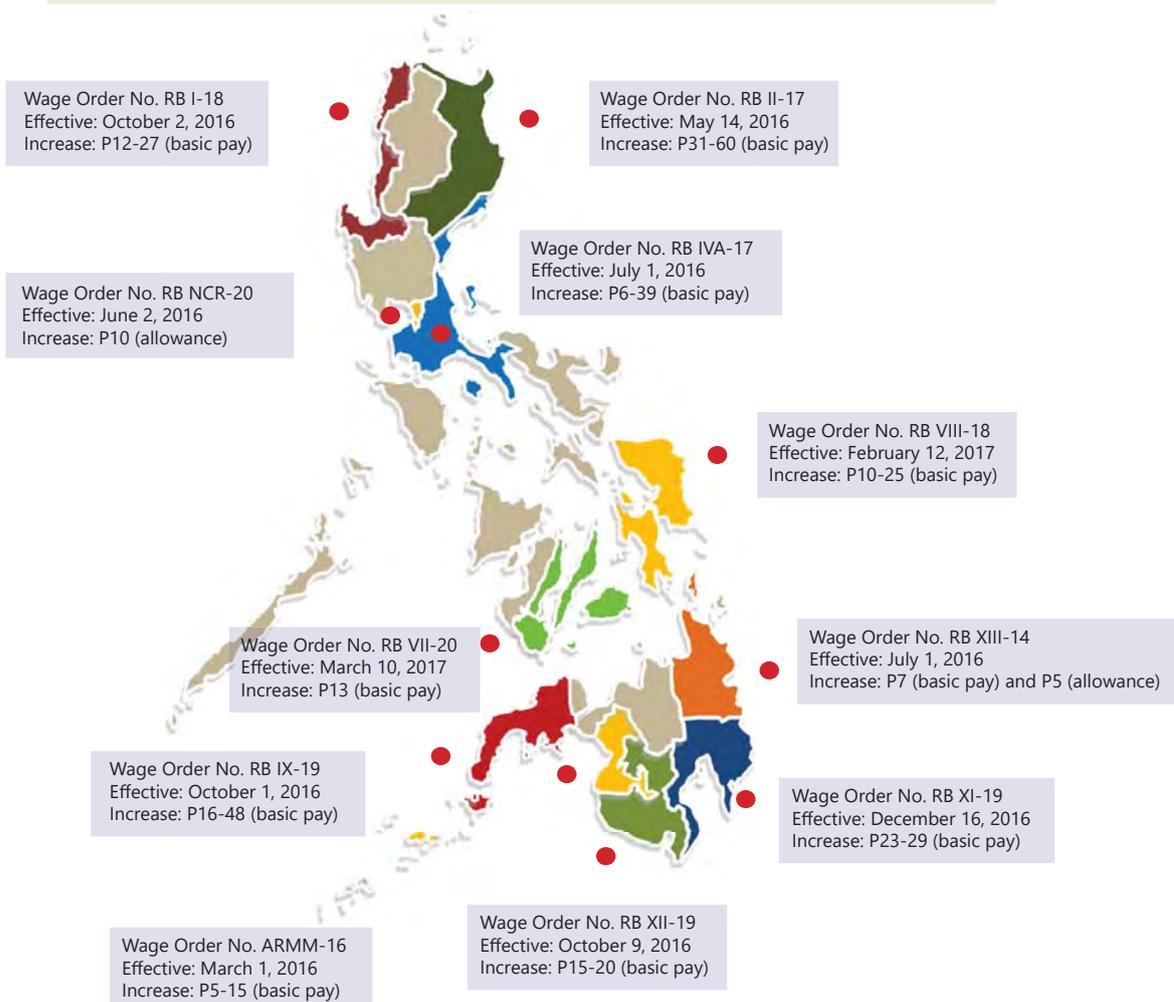
REVIEW AND DETERMINATION OF MINIMUM WAGE

Two-Tiered Wage System

The Two-Tiered Wage System (TTWS) is an approach to minimum wage determination and a strategy to promote productivity and gainsharing among enterprises. It consists of a first tier or the mandatory minimum wages and a second tier or the voluntary productivity based incentive scheme.

First Tier

In 2016, 11 wage orders and implementing rules were approved by RTWPBs NCR, I, II, IV-A, VII, VIII, IX, XI, XII, XIII, and ARMM. These issuances granted daily minimum wage increases ranging from P10 to P48.



Second Tier

As of 2016, all the regional boards have issued at least one advisory on the voluntary adoption of productivity based incentive scheme for a growth or priority industry in the region. These industries were agriculture (plantation); agribusiness; mining; manufacturing; transportation and storage facilities; tourism; hotels, restaurants and resorts; higher education institutions, and; sardines (canning) industries. The regional boards continuously undertake studies as basis for developing advisories primarily for key employment generators.

In 2016, there were 966 MSMEs provided with technical assistance on designing/formulating productivity performance-based incentive schemes. One hundred ten (110) were awarded certificate of recognition for implementing such scheme.

Batas Kasambahay

As compliance with Republic Act No. 10361 or the Batas Kasambahay and the NWPC guidelines on minimum wage setting for domestic workers, the regional boards issued four wage orders for domestic workers in Regions I, VI, VIII, and IX, granting monthly increases ranging from P500 to P1,500.

| Region | Wage Order | Effectivity date | Amount of Monthly Wage Increase | | New Minimum Wage Rates Upon Effectivity | |
|--------|-----------------------------|-------------------|---|----------------------|---|----------------------|
| | | | Charter Cities and First Class Municipalities | Other Municipalities | Charter Cities and First Class Municipalities | Other Municipalities |
| I | Wage Order No. RB I-DW-1 | October 2, 2016 | P1,500.00 | P1,000.00 | P3,500.00 | P2,500.00 |
| VI | Wage Order No. RB VI-DW-1 | February 15, 2016 | P500.00 | P500.00 | P2,500.00 | P2,000.00 |
| VIII | Wage Order No. RB VIII-DW-1 | March 23, 2016 | P500.00 | P500.00 | P2,500.00 | P2,000.00 |

Facility Evaluation

The RTWPBs conducted Facility Evaluation (FE) to enterprises that customarily provide board, lodging, and other facilities to their employees, the value of which is considered part of the employees' wages. In 2016, the Boards prepared 169 facility evaluation orders out of a total of 184 applications, which were approved and issued by the DOLE Regional Office.

Time and Motion Studies

The RTWPBs also conducted Time and Motion Studies (TMS) to ensure fair and reasonable wage rates of workers whose wages are paid by results, including pakyaw, piecework, and other non-time work. In 2016, 80 piece rate/production standard orders were prepared by the RTWPB secretariat which were approved and issued by the DOLE Regional Office.

| Region | Facility Evaluation | | Time and Motion Studies | |
|--------------|----------------------|---------------|-------------------------|---------------|
| | Applications handled | Orders issued | Applications handled | Orders issued |
| NCR | 29 | 29 | 47 | 46 |
| CAR | 11 | 11 | 1 | 1 |
| I | 1 | 1 | 0 | 0 |
| II | 3 | 3 | 0 | 0 |
| III | 12 | 0 | 4 | 1 |
| IV-A | 0 | 0 | 6 | 6 |
| IV-B | 0 | 0 | 0 | 0 |
| V | 20 | 18 | 1 | 0 |
| VI | 1 | 1 | 1 | 1 |
| VII | 15 | 15 | 7 | 6 |
| VIII | 12 | 12 | 0 | 0 |
| IX | 3 | 3 | 0 | 0 |
| X | 11 | 11 | 4 | 2 |
| XI | 0 | 0 | 3 | 2 |
| XII | 31 | 30 | 3 | 3 |
| XIII | 35 | 35 | 3 | 3 |
| TOTAL | 184 | 169 | 80 | 71 |

PRODUCTIVITY PROMOTION

Productivity Toolbox

The Productivity Toolbox is a package of training and technical services on productivity improvement for MSMEs. Its training component is a ladderized and needs-based learning process focused on improving workforce and enterprise productivity through adoption of productivity technologies, ranging from foundational (basic concepts and measurements, good housekeeping, work values, work systems) to intermediate and more advanced training modules (green productivity, service quality).

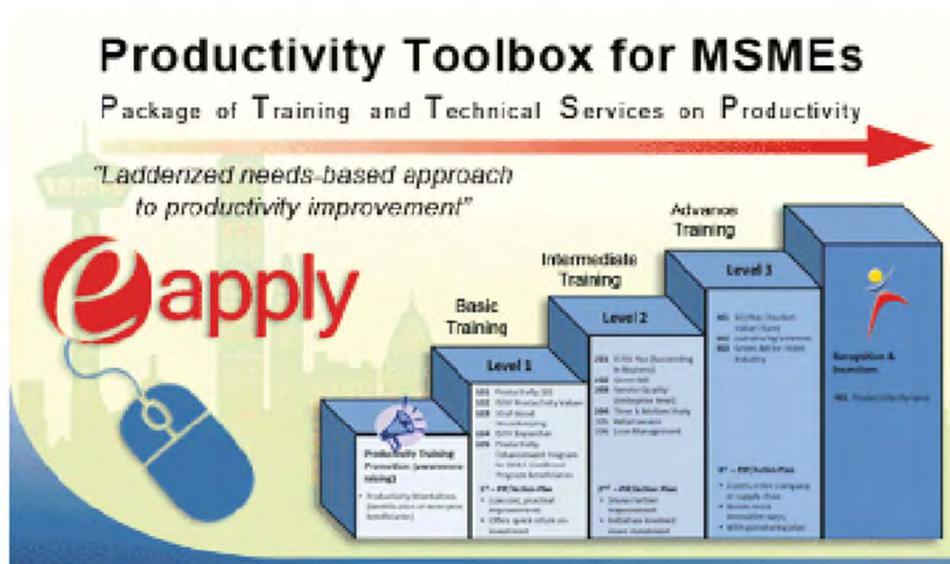
In 2016, the NWPC upgraded its modules on Succeeding in Business (SIB) and ISTIV Bayanihan. SIB is designed for small and medium-sized enterprises who want to improve the human and labor relations dimensions of their operations while ISTIV Bayanihan is a training and networking intervention to support the growth of Barangay Micro Business Enterprises (BMBEs) or micro enterprises by enhancing their work systems.

Training and technical assistance provided under the Productivity Toolbox benefited 13,246 MSMEs and 31,986 workforce. Of those who were trained, 3,782 implemented productivity improvement action plans.



e-Apply for Productivity Toolbox

The NWPC launched the e-Apply for Productivity Toolbox on March 2016 to enhance public's access to various productivity training programs. This online application system is accessible through www.nwpc.dole.gov.ph.



e-Learning Modules

The NWPC developed comprehensive e-learning modules on 5S, Productivity 101, bookkeeping, stock control, and 3Rs to cater to the different training needs of MSMEs. Online or distance education allows workers and owners/manager of MSMEs to learn about basic productivity concepts and technique with minimum work interruption and at their own learning pace.

ADVOCACY

National Productivity Conference

The NWPC convened the 2016 National Productivity Conference, with the theme, “Productivity @ Work: Creating Value for Workers and Enterprises” last October 27, 2016 at Hotel Jen.

The conference’s breakout sessions focused on mainstreaming quality and productivity through the value chains, employee engagement in productivity programs and agricultural productivity as catalyst for growth. For Session 1, Unilever’s Ms. May Rigor and two of its suppliers Novoagri with Atty. Irwin Ambal and Sunlight Foods Corporation with Mr. Crispin R. Muyrong, Jr., explained how Unilever influences its value chain to adhere to its quality standards. For Session 2, Dr. Rhoelano Briones of PIDS discussed the opportunities and constraints that the Philippine agricultural sector faces. For Session 3, IMI’s Erwin Patrocinio, Maria Cecilia Quiano, and Rosario Mabili presented their company practices in effectively engaging employees in various productivity improvement programs such as Six Sigma, Lean Manufacturing, Kaizen, and Work Improvement Suggestion for Employees (WISE).

The NWPC also kicked-off the 2017 Productivity Olympics through an audio-visual presentation.



Tamang Kaalaman sa Kita at Kakayanan

Tamang Kaalaman sa Kita at Kakayanan or T3K is the NWPC's package of advocacy initiatives aimed at raising public awareness on and, where applicable, compliance to wage and productivity policies and programs. This information drive, which includes orientations, press briefings/conferences, news releases, print and broadcast interviews, and dissemination of IEC materials, reached 292,590 clients nationwide.

The NWPC also developed audio-visual presentations for the Two-Tiered Wage System, 2015 Productivity Olympics, #EngageMotivateAchieve, and two documentaries on the impact of DOLE programs on its beneficiaries.

#EngageMotivateAchieve

#EngageMotivateAchieve is a social media campaign for the DOLE Productivity Toolbox, a package of productivity and workplace relations training program and technical assistance that brings together the 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.

It 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. For 2016, the NWPC produced information and education materials on DOLE productivity Toolbox.



Learning Sessions on wages, incomes, and productivity

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

For 2016, the NWPC conducted fifteen (15) learning sessions benefiting a total of 546 participants from 329 companies.



Trabaho, Negosyo, at Kabuhayan

To support the employment creation and livelihood development strategies under the President's socio-economic agenda, the DOLE joined the Department of Trade and Industry in the Trabaho, Negosyo, at Kabuhayan (TNK)-Employment and Livelihood Summit.

The summit was jointly organized by the DOLE and the DTI to consolidate the policy recommendations from the previously held summits (i.e. Micro, Small and Medium Enterprises Summit, the Manufacturing Summit, Construction Congress, and Information Technology-Business Process Management). The Summit culminated with the signing of the "Trabaho, Negosyo at Kabuhayan: A Blueprint for Decent Employment and Entrepreneurship 2017-2022", which emphasizes commitment to decent job creation; entrepreneurship; creativity and innovation; formalization and growth of micro, small, and medium-sized enterprises (MSMEs); youth unemployment reduction; and education and training.

COMMENTS ON LEGISLATIVE BILLS

Bills on Wages and Productivity

The NWPC submitted comments on various legislative bills to the Department Legislative Liason Office (DLLO) and Congress.

In 2016, the NWPC participated in Congressional public hearings on fourteen (14) bills on wage and productivity:

Senate Bills Nos. 99 and 385
(Comprehensive Nursing Law of 2016)

Senate Bills Nos. 309, 154, and 987
(Magna Carta of Workers in Informal Economy)

Senate Bill No. 2 and House Bill No. 402
(14th Month Pay)

House Bills Nos. 269 and 500
(An Act Instituting Policies for the Protection and Welfare of the Caregiver in the practice of their profession)

House Bills No. 928, 1238, and 1357
(Amendments to Productivity Incentives Act)

House Bill No. 356
(Amendments to Wage Rationalization Act)

House Bill No. 354
(An Act Establishing a Productivity Improvement Program, Repealing for the Purpose R.A. 6971)

POLICY AND RESEARCH

Study on Setting Minimum Wage (MW) for Specific Occupations: The Case of MW for Nurses

This rapid study was in response to a legislative measure that sought to mandate a minimum or entry level rate for nurses in both private and public institutions. The study revealed that increasing the entry level pay for nurses will alter the overall salary structures of medical and non-medical professionals in the health services industry. Further, the likely event of rising labor cost for private health institutions/facilities will potentially raise the cost of medical and health care services as well as premium contributions for universal health care or PhilHealth.



Impact Assessment of the Implementation of the Productivity Toolbox

This study is based on a focus group discussion done with some beneficiaries of the Productivity Toolbox in NCR and Regions III (Central Luzon), IV-A (CALABARZON), VII (Cebu), and XI (Davao). Feedback from the FGD participants generally indicated that the Productivity Toolbox helped raise the level of awareness and understanding of MSMEs on the importance of productivity improvement. While the FGD results cast positive outcomes, there were program areas that can still be improved such as the monitoring and assessment of the implementation of the productivity action plans, use of interactive training modules, reference or inclusion of successful practices that show measurable changes as a result of productivity improvement, regular review and updating of training modules to include current and innovative concepts and techniques, and continuous trainers' training and expansion of current pool of trainers.

Second Round Survey on productivity improvement and gainsharing scheme- rider to the PSA survey

This survey is the second rider module to the Integrated Survey on Labor and Employment of the Philippine Statistical Authority which expands the items of inquiry from the design to the implementation of productivity incentive schemes, including the average amount of incentives received by workers. Field operations are still ongoing as of end of 2016 and the results will be available by 3rd quarter of 2017.

Assessment of the Implementation of the Productivity/ Performance and Competency-Based Advisories

The study sought to evaluate the implementation of Tier 2 or productivity/performance based incentive schemes of enterprises in industries covered by the advisories and surface issues that hinder the decision of firms to adopt the recommendations in the advisory. In the focus group discussions, it was apparent that the Advisory on Productivity-based Incentive Schemes, although rich in information and relevant statistics, had very little influence on the incentive schemes implemented by the participants because they are not aware of the Advisory and have not been a recipient of any technical assistance on productivity and Tier 2.

The FGD also surfaced the pressing need for the Commission and the Boards to simplify the template Advisory and determine if the prescribed form and content of the Advisory entices enterprises and piques their interest to design, develop and eventually implement Tier 2. It was also validated that some companies remain wary of providing productivity/performance-based incentive scheme thinking that it will eventually be interpreted as an entitlement instead of something contingent on performance and targets.

The study also recommended the possible creation of a circle of productivity champions, development of easy-to-understand and practical information and education materials on productivity/performance-based incentive schemes, appropriate to the target sector (MSMEs).

OTHER INITIATIVES

HRD ROADMAP

The NWPC presented the results of its consultations with the ceramic tile industry during the 2nd Human Resource Development (HRD) Leaders' Meeting chaired by former DOLE Secretary Rosalinda Dimapilis-Baldoz on February 3, 2016. The ceramic tile industry is one of the 23 sectors for which HRD roadmaps are currently being developed by the DOLE. These roadmaps will complement the industry roadmaps in terms of specific HRD interventions to address the skill requirements of these industries.

Other DOLE agencies that conducted similar industry consultations were the Technical Education and Skills Development Authority, Philippine Overseas Employment Administration, National Conciliation and Mediation Board, Professional Regulation Commission, Bureau of Local Employment, National Reintegration Center for OFWs, Bureau of Labor Relations, Bureau of Workers with Special Concerns, and the Bureau of Working Conditions.

The NWPC also conducted similar consultations for the furniture industry.

Decent Work Country Diagnostics

The NWPC, together with the other DOLE agencies, participated in the Decent Work Country Diagnostics Inception (DWCD) Workshop organized by the International Labour Organization (ILO) and the Department of Labor and Employment at the Manila Pavillon Hotel last May 11-12.

Experts from ILO and DOLE presented the theoretical and conceptual notes on decent work, indicators, statistical decent work indicators, legal framework indicators and the proposed DWCD analytical framework. A workshop was also held to validate the diagnostic indicators which will form part of the DWCD report and the Labor and Employment Plan 2016-2022.

GOOD GOVERNANCE

ISO 9001:2015 Certification

After complying with the internal and external audit findings and recommendations, the NWPC and its Regional Boards (NCR, III, and IVA) received its certification under ISO 9001:2015 from its certifying body TÜV Rheinland AG on March 16, 2016.

Moving forward, the NWPC sustained its engagement with Rosehall Consultancy Inc. for the expansion of said certification to the rest of the Regional Boards.

In recognition of this feat, the Government Quality Management Committee on 10 November 2016 awarded the NWPC a Certificate of Recognition for establishing the NWPC-QMS under ISO 9001:2015 standards.



CSC's PRIME-HRM

Program to Institutionalize Meritocracy and Excellence in Human Resource Management or PRIME-HRM is a mechanism that empowers government agencies by developing their competencies in human resource management. In March 7, 2016, the NWPC became the first DOLE agency to be recognized as having attained HR Maturity Level 2 of the Civil Service Commission's PRIME-HRM in the awarding ceremony held at Luxent Hotel. CSC Commissioners Robert Martinez and Nieves Osorio and CSC NCR Director Judith Chicano led the first awarding ceremony under the program in which 22 other government agencies and offices were also recognized for their accomplishments.



DOLE Call Center Hotline 1349

The NWPC joined the launching of DOLE's Hotline 1349 at the Labor Governance Learning Center in Intramuros, Manila last September 7. The centralized hotline number is in line with President Duterte's directive to provide workers and employers with 24/7 information service on all labor and employment queries and complaints.

NWPC designated Supervising LEO Antonio M. Mangubat, LEO III Carlos Romulo P. Reyes, and Administrative Officer V Eliseo S. Magtoto as representatives of the Commission for the said hotline.

Reorientation of DOLE Officers

The NWPC provided technical assistance on Two-Tiered Wage System, Facility Evaluation, Time and Motion Studies, Productivity Toolbox, and #EMA during the reorientation of DOLE NCR's Labor Laws Compliance Officers (LLCOs) on February 22, 2016. The reorientation was meant to ensure common terms of reference among the LLCOs of the various programs and services being offered by the DOLE.

Another trainer's training on wages and productivity was conducted to 18 participants from DOLE Regional Field Offices and RTWPB-I at Hotel Airana, Bauang La Union last March 17-18, 2016.



Gender and Development

In compliance to Republic Act 9710 otherwise known as the Magna Carta for Women, the NWPC held a seminar on mainstreaming gender and development in occupational safety and health. The NWPC also organized film screenings with related themes.

Women's Month Celebration

The NWPC participated in the DOLE's celebration of the National Women's Month with Ms. Jodie Sta. Maria as guest speaker at the Labor Governance and Learning Center (LGLC), DOLE Building, Intramuros, Manila on March 11, 2016.

The NWPC also participated in the Philippine Commission for Women's activity with the theme "Sama-samang Pagsulong sa mga Agenda ni Juana" held at Burnham Ground, Luneta Park, Manila. Together with other government agencies, civil society groups, state universities and colleges, the NWPC joined the national poll for the inclusion of women's concerns in leadership platforms and the government's development agenda.



Health and Wellness Benefits

In 2016, the NWPC organized health, wellness, and stress management programs for its employees.

- Free Unisex Haircut and Upper Body Massage by MMDC
- Seminar on First Aid by PRC
- Stress Management Seminar
- Seminar on Dengue by DOH
- 2016 Annual Physical Examination
- General Medical Consultation
- Free Spa Services
- Administration of Influenza Vaccine
- Free Unisex Haircut and Upper Body Massage
- Free and Discounted Spa Services
- Free Unisex Haircut and Upper Body Massage



Stress Management Programs

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 Exercise

The team building exercise of the NWPC was held at the Subic Holiday Villas, Subic Bay Freeport Zone, Zambales on May 5-6, 2016, with Ms. Ma. Theresa Franco and Mr. Glen Franco, as facilitators. The employees engaged in various exercises and activities aimed at strengthening teamwork and camaraderie.



Capacity Building on Wages and Productivity

To strengthen the capacities of the NWPC and RTWPBs in the implementation of the Two-Tiered Wage System and the conduct of facility evaluation and time and motion studies, the NWPC organized a capability building program on gainsharing schemes and productivity and performance-based pay for MSMEs at Ace Hotel & Suites, Pasig City, Metro Manila on Oct. 3-5, 2016. The training, in coordination with Development Academy of the Philippines (DAP) and Asian Productivity Organization (APO) was attended by 43 participants from the central office and the regional boards.

Foreign and Local Seminars, Trainings, and Workshops

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 over a hundred different local and foreign trainings, fora, seminars, and workshops.

First Quarter

1. CY 2015 Financial Reports Preparation Seminar Workshop
2. Fire Safety Seminar
3. Orientation on Filing Management System
4. First Aid Seminar
5. Stress Management and PhilGEPS Buyers' Overview
6. Seminar on Dengue
7. Refresher Course on Republic Act 9184
8. Road Safety for Government Drivers - Module 2
9. Capacity Building on Time and Motion Study (TMS) and Facility Evaluation (FE)
10. Livelihood Program: Herbal Soap and Dishwashing Liquid
11. Core Course on Social Protection
12. Recruitment, Selection and Placement System
13. Records and Information Management
14. MS Access for Records Management
15. Effective Internal Quality Audit Report Writing Workshop
16. Strategic Performance Management System (SPMS)

Second Quarter

1. Quality Management System (QMS) Training Workshop - Batch 1
2. Learning Session on Labor and Employment Issues for Women
3. Quality Management System (QMS) Training Workshop - Batch 2
4. Gender Sensitivity Training
5. Re-echo on MS Access for Records Management
6. ISO Audit Internal Training (for RTWPBs)
7. Livelihood Program: Baking Cakes
8. Mid-Year Financial Assessment
9. Root Cause Analysis Training
10. Conference on Female Workforce Participation and Productivity
11. JobStart Philippines Study Tour to Ireland
12. Training on Basic Customer Skills
13. Training on Appointment Preparation
14. Building Global Partnerships through Knowledge Sharing
15. GACPA Annual National Convention
16. Electronic Remittance File (ERF) Handler Training
17. Evolving forms of employment relationships and decent work
18. Disability Awareness and Sensitivity Training
19. Training on Handling Employee Grievance
20. Cash Management and Control System
21. Anti-Money Laundering Act (AMLA) Seminar
22. 2016 Public Sector Symposium
23. Managing Transitions through Strategic Human Resource and Organizational Development
24. Supervisory Development Course: Track 1
25. Competency-Based Training on Human Resource Management
26. Best Practices in Business and Government Protocol
27. OECD Southeast Asia Regional Forum
28. DILEEP Orientation Program
29. Training on DIAM and IASIS
30. Seminar sa Pagsulat ng Korespondensiya Opisyal sa Wikang Pilipino
31. Green Jobs for a Just Transition to Low-carbon and Climate Resilient Development

Third Quarter

1. Orientation on 24/7 Action Center
2. Livelihood Program: Candle Making
3. Gender and Development (GAD) Planning Session for 2nd Semester 2016
4. Strategic Human Resource
5. Training Workshop on the Use of the APCPI
6. GACPA 3rd Quarter Meeting with Technical Sessions
7. 16th Regional Conference of Human Resource Management (HRM) Practitioners in CAR
8. eLearning Content Creation using Adobe Captivate 8
9. Implementation of Government Accounting Manual (GAM)
10. Strategic Orientation for the Advancement of Human Resource (HR)
11. Ergonomics in the Workplace
12. Orientation Course on Competency Modeling and Position Profiling
13. Continuing Legal Education
14. Seminar on Anti-Money Laundering Act (AMLA)
15. Pre-Orientation for Agency Authorized Officers (AAO)
16. Cybersecurity Summit 2016: Public Sector Edition
17. Continuing Education Training on Conciliation-Mediation
18. Orientation on the Guidelines on the Grant of the Performance-Based Bonus (PBB) for FY 2016
19. Regional Research and Development Committee: 21 Semester Meeting
20. Levelling Off with the Commission on Audit (COA)
21. DOLE Management Committee Meeting
22. DTI MSME Conference
23. First Philippine Export Forum
24. Capacity-Building for DOLE Officials and LLCOs in Determining Labor-Only Contracting
25. Regional Statistics Committee (RSC) Meeting
26. Re-orientation for Agency Authorized Officers
27. DOLE 2016 Performance Assessment and Strategic Planning Exercise



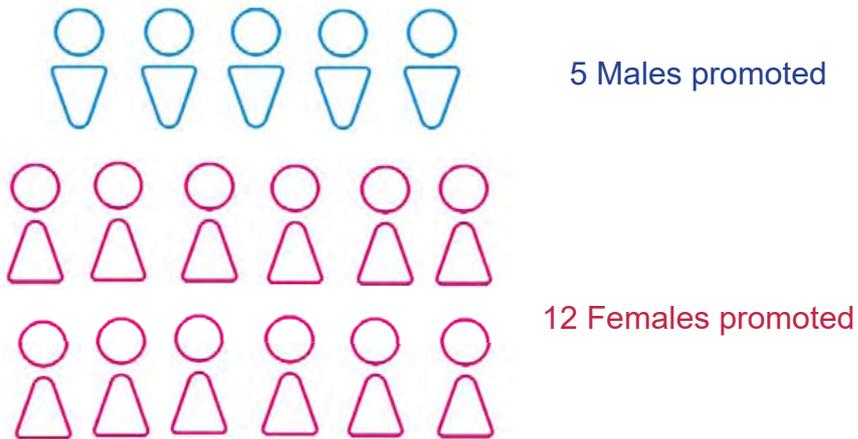
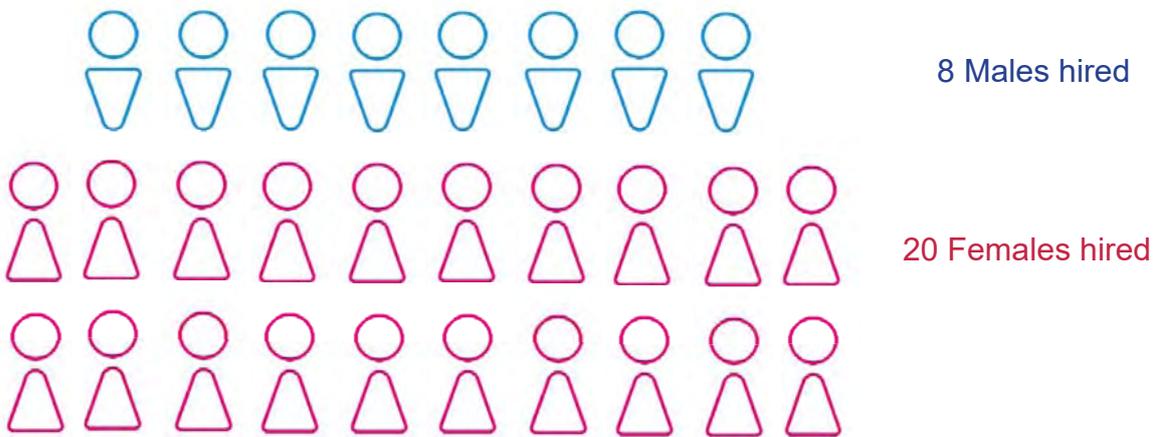
Fourth Quarter

1. Training on Productivity and Performance-Based Pay / Gainsharing Schemes
2. Discussion on Wages, Productivity and Other Matters
3. Mainstreaming Gender on Occupational Safety and Health
4. Learning Session on Productivity Innovation and Enterprise Development
5. Financial Planning Seminar
6. Livelihood Program: Selected Food Items
7. Trainers' Training on Productivity Toolbox
8. Capacity Building on Facility Evaluation (FE) / Time and Motion Study (TMS)
9. Training on Appraisal and Disposal of Government Properties
10. 113th Mandatory Continuing Legal Education
11. Productivity and Innovation in Labour Management Programme
12. Philippine Public Sector Accounting Standards and the Revised Chart of Accounts
13. Seminar on the Government Accounting Manual (GAM)
14. GACPA 4th Quarter Meeting with Technical Sessions
15. Training on Philippine Government Electronics Procurement System
16. Development of Productivity Specialists for the Public Sector Foundation Course
17. Strategic Decision Making
18. Fifth Gender and Development (GAD) Budget For a
19. 2016 Luzon Convention of Human Resource Management Practitioners (HRMPs)
20. Social Media for Development
21. Windows 10 Re-imagining Workshop with the Government
22. Orientation / Briefing on Inventory of Records
23. Philippine Government Electronic Procurement System (PhilGEPS) Training Phase 1
24. 5th DOLE Research Conference
25. Stakeholder's Dialogue-Meeting
26. Financial Literacy Program
27. HDMF Employer's Forum
28. 2016 Labor Summit - Mindanao Leg
29. Training of Trainers on "Gender, Migration, Development"
30. 2016 Labor Summit - Visayas Leg
31. Seminar-Workshop on Managing for Results



Hiring and Promotion

For 2016, 28 new employees joined the NWPC and RTWPBs while 17 employees were promoted to new positions.



ASEAN-OECD

OIC-Executive Director Alex V. Avila joined other senior policy makers from OECD and Southeast Asian countries in an international forum to exchange views and country practices on improving productivity while fostering inclusiveness towards growth. The OECD Southeast Asia Regional Forum with the theme "Boosting Productivity and Inclusiveness in Southeast Asia" was held on June 14-15, 2016 at the Intercontinental Hotel, Westlake, Hanoi, Vietnam.

Study Tour in Ireland

OIC-Executive Director Alex V. Avila participated in a two-week study tour on JobStart held in Ireland on April 9-16, 2016 in Ireland.

Organized by the Asian Development Bank, the study tour was an opportunity for the Philippines to share experiences with their Irish counterparts, learn lessons, and explore good practices and models relevant to the nationwide rollout of DOLE's Job- Start Philippines program and the mandatory institutionalization of Public Employment Service Offices (PESOs) under the newly amended PESO Act.

Development of Productivity Specialists for Public Sector

Three NWPC staff participated in the training on Developing Productivity Specialists for the Public Sector (DPSPS) sponsored by the Development Academy of the Philippines (DAP) on November 7-11 at the Lancaster Hotel and last November 21-25 at the Astoria Plaza in Ortigas, Pasig City.

The training course aimed to build public sector knowledge and capacities in innovation-driven productivity improvement to continuously enhance the design and delivery of various government services and programs.

5th Collective Negotiation Agreement

The NWPC management and employees concluded the 5th NWPC-Collective Negotiation Agreement (CNA) last September 13.

Signatories to the agreement were the management panel composed of Director Atty. Jamie-Lyn Jamias-Garcia, Director Elvira P. Jota, and Mr. Kim S. Lagcao and members of the NWPC-Employees Association panel Mr. Jerome P. Lucas, Ms. Michelle Irish D. Mackay, and Ms. Phyllis G. dela Rosa.



Promotion of Assistant Secretary Alex V. Avila

Director Alex V. Avila served as the Officer-in-Charge of the NWPC from January 2016 to March 2017 before he was appointed as Assistant Secretary of the Department. He took his oath before Secretary Silvestre H. Bello III during the Performance Assessment and Strategic Planning Exercise on September 28, 2016 at the Occupational Safety and Health Center.

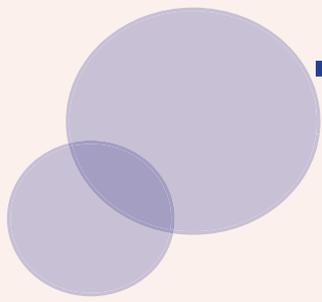
COMMISSION AT WORK

For 2016, the Commission reviewed and passed upon 11 Wage Orders for minimum wage earners and 4 wage orders for domestic workers. The Commission also ensured that such minimum wage orders complied within the Two-Tiered Wage System (TTWS) framework, taking into account the (i) changes/simplification in the regional minimum wage structure, (ii) implications on compliance, (iii) coverage and exemptions from minimum wages, and (iv) impact of the wage orders on workers, enterprises and the regional economy. They also ruled on appeals to Wage Orders and exemptions.

The Commissioners also approved the theme and design of the 2016 National Productivity Conference and its breakout sessions.

In the area of research, the Commission approved the wage and productivity researches including its designs and methods.





THE COMMISSIONERS



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DOLE Secretary



ERNESTO M. PERNIA
Vice Chairperson
NEDA Director General



CIRIACO A. LAGUNZAD III
Chairperson-Designate
DOLE Undersecretary



LUCILA CASTILLO-TARRIELA
Management Representative
Employers Confederation of the Philippines



CEDRIC R. BAGTAS
Labor Representative
Trade Union Congress of the Philippines

VACANT
Management Representative



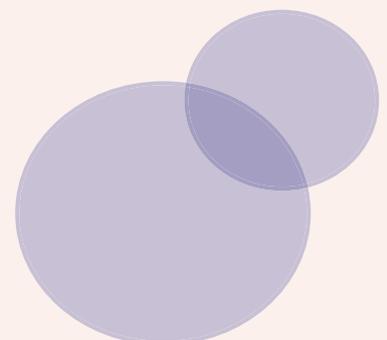
RAMON M. LOPEZ
Observer
DTI Secretary



DAVID L. DIWA, JR.
Labor Representative
Lakas Manggagawa Labor Center



ALEX V. AVILA
Member
NWPC Executive Director



THE DIRECTORS



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Deputy Executive Director



Alex V. Avila
OIC-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
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Management and Support Service

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and Research Division



Kim S. Lagcao
Productivity Policy
and Research Division



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and Legal Division



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