



2017 ANNUAL REPORT



ISO 9001: 2015

NATIONAL WAGES AND PRODUCTIVITY COMMISSION
DEPARTMENT OF LABOR AND EMPLOYMENT
Republic of the Philippines

ABOUT THE COVER

AS THE GENERATIONS ARE WORKING SIDE BY SIDE, WORKPLACES MUST BALANCE THEIR DIVERSE PERSPECTIVES, MOTIVATIONS, ATTITUDES, AND NEEDS WHILE PUSHING FOR INNOVATION. THE **NATIONAL WAGES AND PRODUCTIVITY COMMISSION** IS COMMITTED TO ENHANCE THE CAPABILITIES OF ITS MULTIGENERATIONAL WORKFORCE FOR THE IMPLEMENTATION OF INNOVATIVE PROGRAMS AND SERVICES.



VISION

Justly remunerated and productive Filipino workforce in globally competitive enterprises.

MISSION

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

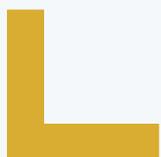
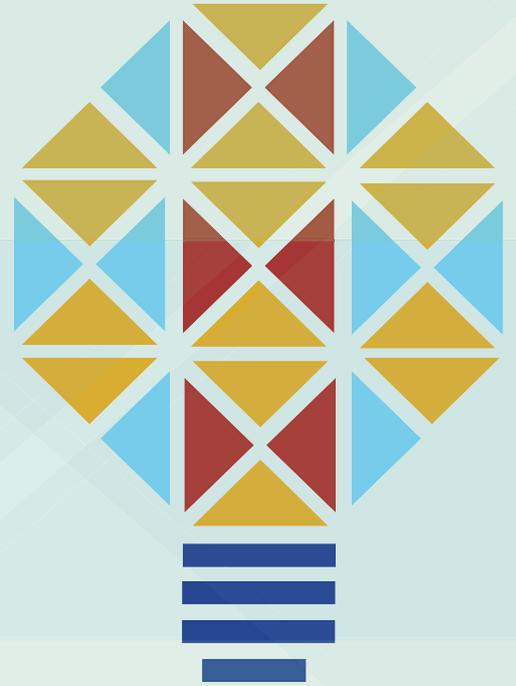
QUALITY POLICY

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.

MESSAGE OF THE SECRETARY



The National Wages and Productivity Commission has attuned its pace to the national government's long-term development vision, AmBisyon Natin 2040. This goal, embodied in Executive Order No. 5 issued by President Rodrigo Roa Duterte in October 2016, recognizes the need for a "forward-looking approach" that spans across administrations and "emphasizes the centrality of people" in development plans.

Our own eight-point labor and employment agenda, anchored on the principles of decent work and inclusive growth, supports this vision as it puts the rights and welfare of workers and their families in the forefront.

The response of NWPC and the Regional Tripartite Wages and Productivity Boards (RTWPBs) which is in accord with this overarching goal is laudable.

I urge the NWPC to further enhance its interventions to ensure workers' access to social protection and respect for labor standards and in addressing persistent problems of unemployment and underemployment.

In the past year, NWPC carried forward wage policies that combined minimum standards with bipartite approaches that reduced vulnerabilities of and expanded income opportunities for workers. Productivity programs have also deepened the workers' stake in enterprise growth and enabled meaningful participation in workplace cooperation schemes. Considerable boost in workers' mobility and employability across the labor market has also been noted.

As Chairperson of NWPC, I take pride in our commitment to the Department's agenda to transform itself into an "efficient, responsive, purposeful, and accountable institution." This is the first DOLE agency to have been certified ISO 9001:2015.

Thus, I commend the hardworking men and women of the NWPC and the Boards for your contribution towards realizing our vision of better living standards for our workers and their families.


SILVESTRE H. BELLO III
Secretary

MESSAGE OF THE UNDERSECRETARY



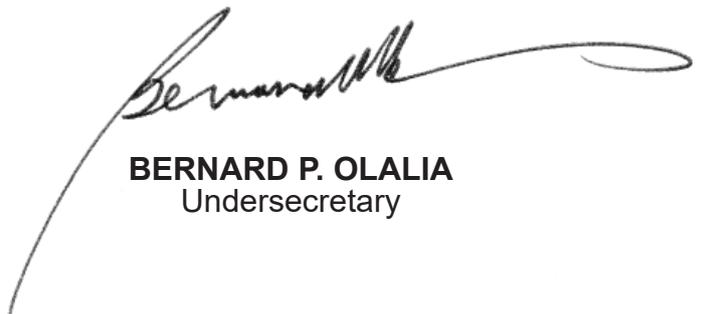
Amid changes in the political landscape and issues confronting its mandate, the NWPC and the Regional Boards remained resolute in pursuing its goal, drawing strength from its rich experience in implementing wage and productivity policies programs that benefit both workers and enterprises.

Unity and clarity of purpose between the Commission and the Regional Boards and strong secretariat support allowed the smooth and seamless transition to my leadership in early 2017. Within a short time, we deliberated on wage issuances, making certain that minimum wage earners receive the benefits due them, the soonest time possible. The Commission's unfaltering aspiration for a national productivity roadmap set in motion a series of dialogues meant to draw valuable insights from productivity and quality experts.

I also witnessed pioneering advocacy initiatives of the Commission and the Boards to bring productivity to each and every workplace, especially among MSMEs. Seizing every opportunity that presents itself, the NWPC has brought the productivity agenda to all platforms of communication, including the social media.

The accomplishments of the NWPC and its Regional Boards have exceeded my expectations, given the demands of their stakeholders. I remain confident they will be able to manage the challenges they face and those yet to come.

Congratulations.



BERNARD P. OLALIA
Undersecretary

MESSAGE OF THE EXECUTIVE DIRECTOR



A solid and hardworking team makes a great organization. In the NWPC and the RTWPBs, each employee has a valued role driven by a steadfast commitment to move our organization forward.

When we resolved to introduce innovation in the content and delivery of our productivity programs, we challenged conventional thinking and traditional ways of doing things. We rolled out Usapang 2Ps: Pasahod at Productivity as a nationwide social marketing strategy to heighten awareness on the importance of improving workplace productivity and its benefits to enterprises and workers. To sustain the momentum, we maximized our social media presence, with the use of visually fun, creative, and engaging communication styles, reaching more than 450,000 readers and followers from different demographics.

We developed e-Learning productivity modules to enhance training accessibility and the e-Productivity Toolbox to improve the speed, efficiency and accuracy of program monitoring and evaluation.

With a long-term vision of a productivity roadmap, we engaged productivity experts and practitioners from the government and private sectors in thought provoking discussions to drive the country's productivity.

Parallel with these initiatives, we remained mindful of the importance of sound administrative and financial management, having obtained Maturity Level III under the Civil Service Commission's (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) for initiating innovations in HR management programs and systems. But most importantly, we will remember 2017 as the year when NWPC received its first unqualified COA opinion, having complied with all statutory accounting and auditing rules and regulations.

Looking back, the NWPC and the Regional Boards achieved better than targeted results in the implementation of our banner programs under the Productivity Toolbox, reaching more than 13,000 MSMEs and 27,383 workers, and managers/owners; issuance of 10 Wage Orders for workers in private establishments and 11 Wage Orders for domestic workers in private households. By end of the year, all Boards have complied with the annual review and adjustment of minimum wages for kasambahay under RA 10361.

The biennial Productivity Olympics also awarded 8 MSME national winners in recognition of the successful implementation of their productivity programs.

To cap our achievements, the coverage of our ISO 9001:2015 was expanded to all the RTWPBs, a testament to our organization's relentless pursuit of quality and excellence.

Finally, I thank the officers and staff of the Commission and the Boards for their contribution to the success of our organization. Let these achievements be a lasting inspiration to us, remembering that our success in the future will depend on the collective initiative we put today.

Maraming salamat.


MARIA CRISELDA R. SY
Executive Director IV

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FAST FACTS

WAGE ORDERS



10
11

Wage Orders for Workers in the Private Sector
Wage Orders for Domestic Workers

PRODUCTIVITY-BASED INCENTIVES SCHEMES

1,051

MSMEs provided with technical assistance on designing/formulation of PBIS (131%)



PRODUCTIVITY TOOLBOX

ORIENTATION

9,532

MSMEs (124%)

18,760

Employers and workers



TRAINING

4,282

MSMEs (122%)

9,736

Employers and workers

INFORMATION & ADVOCACY



291,532

Clients reached through the information drive (108%)

GENDER WATCH

56

Male Employees



116

Females Employees

MAJOR RECOGNITIONS



3

Expansion of ISO 9001:2015 to all RTWPBs
PRIME-HRM Maturity Level III
Unqualified COA opinion

Recruitment and Placement

11

Employees Hired



10

Employees Promoted

Staff Development



182

Foreign and Local Seminars, Trainings, and Workshops for Staff

Social Media

450K

Likes

15M

Shares

MINIMUM WAGE SETTING

TWO-TIERED WAGE SYSTEM

The NWPC continued to implement the Two-Tiered Wage System (TTWS) as an approach to minimum wage setting and a strategy to tighten wage and productivity growth. Under the TTWS, minimum wages (Tier 1) are set at levels not lower than the poverty threshold and without approaching average wages. It also encourages workplace cooperation in setting productivity-based incentive schemes (Tier 2) to improve worker and enterprise performance and generate revenues that can be equitably shared among them.

TIER 1 (MINIMUM WAGE)

In 2017, 10 wage orders and implementing rules were issued by RTWPBs NCR, CAR, I, II, III, IV-B, V, VII, X, and XIII granting adjustments in minimum wages ranging from P13 to P47 for workers in private establishments. In NCR, minimum wage in non-agricultural stood at P512 and P475 in agriculture. Elsewhere, minimum wage in non-agriculture ranged from P243 (Region I) to P380 (Region III) and from P243 (Region I) to P353.50 (Region IVA) in agriculture.

WAGE ORDER NO.	EFFECTIVITY	AMOUNT AND FORM OF INCREASE		NON-AGRICULTURE	AGRICULTURE	
		BASIC WAGE	ALLOWANCE		PLANTATION	NON-PLANTATION
NCR-21	October 5, 2017	P21	---	P475 - P512	P475	P475
CAR-18	June 5, 2017	P10	P15	P270 - P300	P270 - P300	P270 - P300
RB I-19	January 25, 2018	P13 - P30	---	P256 - P310	P265	P256
RB II-18	September 25, 2017	P40	---	P340	P320	P320
RB III-20	May 1, 2017	P16	---	P329 - P380	P314 - P350	P302 - P334
RB IVB-08	September 24, 2017	P15 - P47	---	P247 - P290	P247 - P290	P247 - P290
RB V-18	June 2, 2017	P25 - P42	---	P280 - P290	P280 - P290	P280 - P290
RB VII-20	March 10, 2017	P13	---	P308 - P366	P288 - P348	P288 - P348
RB X-19	July 16, 2017	P8 - P15	P5	P316 - P338	P304 - P326	P304 - P326
RB XIII-15	December 8, 2017	P15	P10	P290	P290	P290

SECOND TIER (PRODUCTIVITY-BASED INCENTIVES SCHEMES)

The second tier is the voluntary productivity-based incentive scheme that is implemented through the issuance of wage advisories by the RTWPBs. Since 2013, the Boards have been issuing advisories for priority industries/sectors in their respective regions guide for workers and enterprises in designing productivity-based incentive schemes.

To date, all regional boards have issued at least one advisory for a specific industry or sector such as agriculture (plantation), agribusiness, mining, manufacturing, transportation and storage facilities, tourism, hotels, restaurants and resorts, higher education institutions, and sardines (canning) industries. In 2017, the Boards provided technical assistance to 1,051 MSMEs in designing/formulating productivity or performance-based incentive schemes.

BATAS KASAMBAHAY

Signed into law on January 2013, Republic Act No. 10361 or the Batas Kasambahay mandated the RTWPBs to review and if proper, determine, and adjust the minimum wage rates of domestic workers.

The law initially set the monthly minimum wage rates of domestic workers at P2,500 for those working in the National Capital Region; P2,000 for those in the cities and first class municipalities; and P1,500 for those in other municipalities.

For 2017, a total of 11 wage orders for domestic workers were issued in NCR, CAR, II, III, IV-B, V, VI, VII, X, XI, and XII. The amounts of increase ranged from P500 to P2,000, bringing the range of minimum wages of domestic workers to P3,500 in NCR and from P1,800 (CALABARZON) to P4,000 (Region III) outside this region.

WAGE ORDER NO.	EFFECTIVITY	AMOUNT OF MONTHLY WAGE INCREASE		NEW MONTHLY MINIMUM WAGE RATE	
		CHARTER CITIES AND 1ST CLASS MUNICIPALITIES	OTHERS	CHARTER CITIES AND 1ST CLASS MUNICIPALITIES	OTHERS
NCR-DW-01	December 16, 2017	P1,000.00		P3,500.00	
CAR-DW-02	May 8, 2017	P500.00		P3,000.00	P2,500.00
RB II-DW-01	May 29, 2017	P500.00	P1,000.00	P2,500.00	
RB III-DW-01	October 7, 2017	P2,000.00	P1,500.00	P4,000.00	P3,000.00
RB IVB-DW-01	July 7, 2017	P500.00	P1,000.00	P2,500.00	P2,500.00
RB V-DW-01	June 2, 2017	P1,000.00		P3,000.00	P2,500.00
RB VI-DW-02	December 8, 2017	P1,000.00	P1,500.00	P3,500.00	P3,500.00
RB VII-DW-01	April 13, 2017	P1,000.00		P3,000.00	P2,500.00
RB X-DW-01	December 6, 2017	P1,000.00	P500.00	P3,000.00	P2,000.00
RB XI-DW-01	December 16, 2017	P1,000.00	P500.00	P3,000.00	P2,000.00
RB XII-DW-01	December 10, 2017	P500.00		P2,500.00	P2,000.00

FACILITY EVALUATION

The RTWPBs conduct Facility Evaluation (FE) to establish the fair and reasonable valuation of facilities customarily provided by employers to their employees such as board, lodging, and other facilities. It is only after a fair and reasonable valuation of these facilities by the Boards can the valuation of such facilities be considered part of the employees' wages. In 2017, 100% of 175 FE applications/requests from firms were acted upon by the RTWPBs. Of which, 161 were recommended to the DOLE Regional Director for approval and issuance of FE orders.



TIME AND MOTION STUDIES

Time and Motion Studies (TMS) is a work measurement system designed to determine the standard time for an average worker or machine to complete a specified job at a defined level of performance. It is conducted to determine whether the piece rate or production standards prescribed by employers for their employees are fair and reasonable.

TMS were conducted by the regional boards for 90 TMS applications/requests. Out of this total, 87 were recommended to the concerned DOLE Regional Directors for approval and issuance of piece rate/production standard orders.



PRODUCTIVITY PROMOTION

PRODUCTIVITY TOOLBOX

The Productivity Toolbox is a package of technical assistance and training services intended to build the knowledge and capacities of workers and enterprises on productivity concepts, tools, and techniques.

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, and work systems) to intermediate and more advanced training modules (green productivity and service quality). Enterprises that have successfully implemented productivity improvement programs (PIPs) and have continuously adopted productivity technologies are qualified to join the Productivity Olympics.



E-LEARNING MODULES

In response to the growing number of MSMEs and the demand for training on basic business processes, the NWPC developed e-learning modules on 5S, bookkeeping, stock control, and 3Rs to enhance training accessibility. Such e-learning modules can be accessed through the DOLE LGLC e-Learning System.

2017 PRODUCTIVITY OLYMPICS

The NWPC held its 6th Productivity Olympics in 2017, culminating in the awarding of eight MSME national winners on October 25, 2017 at the Sequoia Hotel in Quezon City.

The NWPC convened tripartite screening bodies at the regional and national levels to select this year’s national winners. From 127 regional winners endorsed by the Regional Screening Committees, the National Screening Committees selected and endorsed 23 national finalists from among whom, the national winners were chosen.

In 2017, the RTWPBs provided productivity training and technical assistance to 13,814 MSMEs benefiting 28,496 employers and workers.

NATIONAL WINNERS

AGRIBUSINESS



Kerobee Farm
(Cordillera Administrative Region)



Pamora Farm Incorporated
(Cordillera Administrative Region)



Raw Brown Sugar Milling Company
(Central Visayas Region)

INDUSTRY



Mid-East Sweets
(Cagayan Valley Region)



Tokyo Steel Philippines
(Central Visayas Region)

SERVICE



Kooperatiba Naton Multipurpose Cooperative
(Western Visayas Region)



Motorline Trading Incorporated
(Cagayan Valley Region)



Pandayan Bookshop
(National Capital Region)

SPECIAL CITATION

Bagnos Multipurpose Cooperative (Agribusiness, Ilocos Region)

Association of Differently-Abled Persons Multipurpose Cooperative (Industry, Davao Region)

FRP Philippines Corporation (Industry, CALABARZON)

BEST REGIONAL BOARD

Regional Tripartite Wages and Productivity Board - Cordillera Administrative Region



NATIONAL SCREENING COMMITTEE



NATIONAL JUDGING PANEL



NATIONAL JUDGING PANEL



AWARDING CEREMONIES



AWARDING CEREMONIES



ADVOCACY

USAPANG 2Ps: PASAHOD AT PRODUCTIVITY

To foster better understanding of the importance and benefits of productivity improvement, the NWPC and its RTWPBs launched Usapang 2Ps: Pasahod at Productivity from May to August 2017.

Usapang 2Ps is a marketing strategy to encourage enterprises to improve productivity by availing of the training programs under NWPC's Productivity Toolbox and technical assistance in designing productivity incentive schemes. It also served as forum for deepening the Regional Boards' engagement with micro, small, and medium enterprises in their respective regions.

The Usapang 2Ps were conducted in 16 regions and participated in by 1,541 employers and workers from 1,140 MSMEs.



16

Regions visited



1,140

Participating MSMEs



1,541

Participating employers and workers



731

MSMEs expressed intention to avail of training programs and technical assistance in designing incentives schemes







TAMANG KAALAMAN SA KITA AT KAKAYANAN

In its continuing effort to raise awareness on wage and productivity policies and programs, the NWPC and the RTWPBs continued to implement Tamang Kaalaman sa Kita at Kakayanan or T3K, a package of advocacy measures consisting of public information assistance, IEC materials dissemination, wage clinics, seminars, public fora, press conference/briefings, media releases, radio guesting and interviews. In 2017, the information drive through the T3K reached 291,532 clients nationwide.



18,286

Provided with public information assistance



15,470

Reached thru wage clinics, seminars, and public fora



126,297

Reached thru IEC materials



131,479

Reached thru mass media activities

LEARNING SESSIONS ON WAGES, INCOMES, AND PRODUCTIVITY

The NWPC Learning sessions aim to apprise and educate the public on labor and employment policies and programs, specifically those relating to wage, income and productivity. In 2017, the NWPC organized 16 Learning Sessions attended by 778 participants from 473 companies.





FORUM ON FOURTH INDUSTRIAL REVOLUTION

The NWPC organized a forum on the Philippine Labor Productivity and Competitiveness in the Fourth Industrial Revolution at the Sequoia Hotel in Quezon City on October 25, 2017.

Invited to speak were Mr. Guillermo M. Luz of the National Competitiveness Council, on the Philippine competitiveness landscape; Mr. Patrick V. Marquina of Willis Towers Watson on Industry 4.0: Defining The Future Of Work, and; Mr. Carlo Calimon of MobKard, Angelpreneur and GoNegosyo on digital technology for MSMEs.



POLICY AND RESEARCH

COMMENTS TO LEGISLATIVE BILLS

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

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

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

Senate Bill No. 210 (Financial Literacy Act)

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

Senate Bill 1592 (Tax Reform for Acceleration and Inclusion)

House Bills Nos. 269 & 500 (Protection & Welfare of the Caregiver in the practice of their profession)

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

House Bill Nos. 356 and 5018 (Amendments to Wage Rationalization Act)

House Bill No. 354 (An Act Establishing a Productivity Improvement Program)

House Bills Nos. 1102, 1547, 2908 & 4361 (Creating the Office of the National Food Security)

House Bill No. 2158 (Amendments to the Social Security Law)

House Bill No. 5067 (An Act Increasing the Service Incentive Leave of Employees)

House Bills Nos. 5703 & 5704 (An Act Mandating an Equitable Wage Rate for Both Urban and Rural Workers)

House Bill No. 4774 (Comprehensive Tax Reform Measure)

House Bill No. 4972 (Declaring November 2 of Every Year a Special Non-Working in Misamis Occ.)

STUDY ON THE COMPENSATION SCHEMES OF SELECTED INDUSTRIES

Given the importance of wage information in wage and fiscal policy formulation of government in designing compensation packages and collective bargaining agreements, among others, in the private sector the NWPC prepared a series of industry monographs on compensation and benefits. It consists of mandatory wage and wage-related benefits as well as compensation and benefits practices beyond the minimum standards.

In 2017, compensation monographs were prepared for the following industries: food and accommodation, food and beverage manufacturing, health and wellness, banking and finance, transport and storage and business process outsourcing. The research was mostly based on labor laws/rules, statistical surveys of the Philippine Statistics Authority and the 2015 ECOP Corporate Compensation Survey, among others.

The industries with high compensation package are the following: (1) financial and insurance; (2) business process outsourcing; and (3) shipping and logistics.



SURVEY ON PRODUCTIVITY INCENTIVE SCHEMES

Maintaining its partnership with the Philippine Statistics Authority (PSA) in data generation for informed wage and productivity policy and program implementation, the NWPC developed a survey entitled Productivity Incentive Schemes, as a rider to the 2015/2016 Integrated Survey on Labor and Employment of the PSA.

The study analyzed industry practices in developing and implementing productivity improvement programs (i.e. purpose/objective, productivity technology, coverage, and availment of fiscal incentives under RA 6971), cash and non-cash incentives schemes, and assistance from various government and non-government organizations.

Results showed that the most commonly used productivity techniques are 5S of Good Housekeeping, Total Quality Management, and Suggestion Schemes. Further, the study revealed that establishments are implementing productivity improvement programs to increase customer satisfaction, reduce waste and shorten process cycle time.

SETTING OF STANDARDS FOR VARIOUS INDUSTRIES USING RESULTS FROM TIME AND MOTION STUDIES

This paper gathered and summarized the production standards culled from more than 300 production standard orders issued for various commodities in different industries nationwide. The production standards were estimated/generated from the time and motion studies conducted by the RTWPBs from 2011-2016.

The data were aggregated by type of commodity or activity to serve as reference/guide in standard setting for similar or related tasks/commodities.

STUDY ON THE COMPENSATION SCHEMES IN THE FISHING INDUSTRY

Aligned with the minimum wage setting mandate of NWPC and in compliance with Department Order 156-16 to prescribe a compensation scheme for fishers in small scale commercial fishing, the NWPC conducted a survey on the employment and working conditions in the fishing industry, initially, in NCR and Region XII (SOCCSKSARGEN). Results showed that the wage or compensation of fisherfolks is based on a sharing system determined by fishing vessel owners or operators.



ASSESSMENT OF THE PRODUCTIVITY JOURNEY OF PRODUCTIVITY OLYMPICS WINNERS

The NWPC visited six Productivity Olympics winners to document and benchmark their strategies and practices in sustaining productivity and quality practices throughout the organization. Visited by a composite team from the NWPC were: Greenlight Power (NCR) and M. B. Decena Jr. Livestock (Region II), Wellmade Motors & Development Corporation (Region VII), Thousand Oaks Packaging (NCR), Our Tribe Food Products (CAR), Almora General Hospital (CAR), and SLERS Industries (Region X).

Key to their sustainable productivity initiatives were automation/mechanization and use of digital technology, continuous capacity building of their workers, innovation, worker empowerment through capacity building and recognition, strong management-led initiatives.

NETWORKING

NWPC-ECOP PARTNERSHIP

The NWPC and Employers Confederation of the Philippines (ECOP) inked a partnership agreement for the advocacy and implementation of Productivity Toolbox and Two-Tiered Wage System (2TWS) at the Henry Sy Auditorium, Saint Lukes Hospital, Bonifacio Global City, Taguig City on March 24, 2017. Under the MOU, the Productivity Toolbox and 2TWS would form part of the package of assistance to be offered by the ECOP local chapters to its members.



ECOP PUBLIC FORUM

Executive Director Maria Criselda R. Sy served one of the resource persons in the Employers' Confederation of the Philippines' Public Forum entitled "What Have Been and What Will Be: Ground-Breaking Developments on Labor-Management Relations" held at the A. Venue Hotel in Makati City on November 28, 2017.

Executive Director Sy discussed updates on and outcomes of the implementation of the two-tiered wage system, salient features of recent wage issuances, and pending wage petitions.



LEARNING SESSION ON LMC AND PRODUCTIVITY IN THE WORKPLACE

Deputy Executive Director Jeanette T. Damo discussed Labor-Management Cooperation (LMC): Driving Energy Management and Productivity in the Workplace in a learning session jointly organized by the Society of Advocates of Peace and Process, Inc. (ASAPP) and the National Conciliation and Mediation Board (NCMB) on July 25, 2017 at Mondelez International, Inc., Parañaque City.

The event was attended by more than 80 participants both from the labor and management sectors. Also present were speakers from DOLE-NCR, BLR, and ECOP.



PRODUCTIVITY-LINKED WAGE CONFERENCE IN MALAYSIA

Executive Director Maria Criselda R. Sy attended the ASEAN Productivity-Linked Wage Conference with the theme “Enhancing Wage Structure that Promote Wealth Creation and Wealth Sharing” in Kuala Lumpur, Malaysia on October 10, 2017. The conference was a platform for discussion and information exchange among ASEAN member states implementing productivity linked wage systems (PLWS) policies and practices.

LEADERSHIP CONGRESS

NWPC Executive Director Maria Criselda R. Sy, Deputy Executive Directors Patricia P. Hornilla, and Jeanette T. Damo attended the 7th Thought Leaders’ Congress convened by the Career Executive Service Board (CESB) on May 21, 2017 at the Diamond Hotel, Roxas Boulevard, Manila.

With the theme “Resilient Governance: Leading Strong with a Heart,” this year’s annual congress featured exemplary and transformational leaders with inspiring and life-changing stories on leadership and governance.

TRABAHO, NEGOSYO, AT KABUHAYAN

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

The summit was jointly organized by the DOLE and the DTI to foster commitment to decent job creation, entrepreneurship, creativity and innovation, formalization and growth of micro, small, and medium enterprises, youth unemployment reduction, and education and training.



INTERNATIONAL CONFERENCE ON PUBLIC SECTOR PRODUCTIVITY

NWPC officials and staff participated in the two-day international conference with the theme "Transforming the Public Sector in the Age of Innovation" organized by the Development Academy of the Philippines (DAP) on October 10-11, 2017 at the DAP Conference Center in Tagaytay City.

The conference brought together various productivity specialists and advocates to reinforce knowledge sharing and inspire transformation in the public sector on emerging trends, technologies, methodologies, and innovations merged with new policies to improve public sector productivity.

11TH ANNUAL QMS FORUM OF RCI

Executive Director Maria Criselda R. Sy opened the 11th Annual QMS Forum of Rosehall Consultancy Inc. with a presentation of NWPC's ISO Journey. The event was held at the Marco Polo Hotel, Ortigas, Pasig City on July 27, 2017. With the theme "ISO 9001:2015: Get Better Results with Smart QMS Implementation," the NWPC Chief spoke about managing the challenges of moving towards certification.



GOOD GOVERNANCE

EXPANSION OF ISO 9001:2015 CERTIFICATION

The NWPC and 8 of its Regional Boards – RTWPB NCR, CAR, IVA, VI, VII, X, XI, and XII passed its first ISO 9001:2015 surveillance audit by TÜV Rheinland (TUVR) on January 23-25, 2017. The audit covered regional operations, top management, internal quality audit/corrective action, policy formulation/conduct of research, customer feedback, human resource development, records management, annual planning performance review, procurement, appeals resolution management, disbursement, and facilities/equipment/vehicles preventive maintenance.

Having found no non-conformities, the auditors recommended the continuation of the NWPC/RTWPBs certification under ISO 9001:2015. The NWPC/RTWPBs, however, need to act on 25 opportunities for improvements found during the audit.



CSC PRIME-HRM

NWPC Executive Director Maria Criselda R. Sy and Deputy Executive Director Jeanette T. Damo formally received the Certificate of Recognition from the CSC during the awarding ceremonies at the Novotel in Cubao, Quezon City on March 8, 2017.

In 2017, the NWPC obtained Maturity Level III under the Civil Service Commission's (CSC) Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) for initiating innovations in HR management programs and systems. This makes NWPC one of the two government agencies in the country conferred the prestigious recognition.

UNQUALIFIED COA OPINION

NWPC received its first unqualified COA opinion having satisfied the state auditor in all material respects of NWPC financial transactions, which means compliance in form and content with all statutory accounting and auditing rules and regulations of the agency's true and fair reflection of its financial condition, position, and operations. The unqualified COA opinion was a result of annual financial seminar-workshop among its central and regional staff to ensure proper budget management and timely submission of accurate financial reports.



ORIENTATION ON FREEDOM OF INFORMATION

Representatives from Presidential Communications Operations Office (PCOO) oriented NWPC officials and employees on the use of the electronic portal of Freedom of Information (FOI) at the NWPC Conference Room on September 25, 2017. Executive Order No. 2 is the enabling order for FOI and provides the State policies on full public disclosure and transparency in the public service.



EMPLOYEE WELFARE PROGRAMS

HEALTH AND WELLNESS BENEFITS

As part of its human resource development program, the NWPC organized various programs for its employees.



ANNUAL PHYSICAL EXAMINATION

The NWPC held its annual physical examination for its employees on March 27, 2017 covering basic laboratory procedures. This was done in coordination with Best Diagnostic Corporation.

TEAM BUILDING EXERCISE

The NWPC held its team building exercise on April 25-26, 2017 at Dawal Beach Resort in Candelaria, Zambales with the theme “How to Deal with a Multi-Generational Workplace?”

The structured learning experiences were designed to enhance communication, interpersonal skills, and teamwork in a multigenerational workplace environment. It fostered better appreciation of the generation-based differences in needs and expectations and helped employees manage unconscious biases and negative stereotyping.



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 themes that promote gender sensitivity.



DRUG TESTING

In compliance with CSC MC 13-2017 all NWPC employees underwent drug testing on September 22 and December 7, 2017 in coordination with the East Avenue Medical Center-National Reference Laboratory.

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.



LIVELIHOOD PROGRAMS

In coordination with Manila Manpower Development Center, the NWPC conducted a series of livelihood programs for its employees, especially those nearing retirement age. Some of these were on baking, artisanal coffee making, table skirting, and pastry making.

STAFF DEVELOPMENT

As part of its commitment to continuously harness the knowledge and skills of the officers and staff of the organization through competency based training programs, participants from the Central Office and the Boards were sent to 182 different local and foreign trainings, fora, seminars, and workshops.

CAPACITY BUILDING ON INCENTIVIZING PERFORMANCE SCHEMES FOR MSMEs

A Capability Building on Incentivizing Performance Schemes for MSMEs was organized for the technical staff of the NWPC and RTWPBs on July 5-6, 2017 at the ACE Hotel and Suites in Pasig City.

The training intended to equip the participants with knowledge and skills in providing MSMEs technical assistance in designing, implementing and evaluating performance or productivity based incentive schemes.



WAGES AND PRODUCTIVITY STATISTICS

To strengthen the capacities of the NWPC and RTWPBs in the implementation of the Two-Tiered Wage System and in assisting the Commission and the Boards proper, the NWPC organized a training program on wage and wage-related statistics. Central office and regional staff were trained on labor statistics framework, statistical methodologies and measurement, wage and labor productivity statistics, labor market analysis, and statistical report writing.



E-PRODUCTIVITY TOOLBOX INFORMATION SYSTEM

A Users' Training was held on June 29-30 at the Hive Hotel and Convention Place to implement the new e-Productivity Toolbox Information System.

The features of the new information system allow paperless and greater efficiency and effectiveness in reporting transactions between the Regional Boards and NWPC. The system also allows quick response to applications for training and other related queries from workers and MSMEs.

The information from the new system will enable the Commission and the Boards to manage and streamline its productivity programs through informed and evidence-based decisions.

LEAN MANAGEMENT

A capability building on lean management was organized for the technical staff of the NWPC and RTWPBs on October 3-6, 2017 at the Paseo Premier Hotel, Paseo Business Park, Sta. Rosa City, Laguna.

The training intended to equip the participants with knowledge and skills in providing technical assistance to enterprises in eliminating wastes in all its processes and procedures to better serve the needs of its customers.



SOCIAL MEDIA

Emphasizing the relevance and importance of social media in information dissemination, the NWPC organized a seminar for the RTWPBs on developing a social media plan, content management, preparing infographics, and strengthening social media presence. As re-entry plans, the Boards created their respective official Facebook pages for more interactive stakeholder engagement.

The seminar was conducted on July 14, 2017 at the Orchid Garden Suites, Malate, Manila.

PROMOTION AND HIRING

In 2017, 11 new employees were hired and 10 employees were promoted in the central office and RTWPBs.

EMPLOYEES PROMOTED

Atty. Romina E. Boado-Cabrillos (RTWPB I)	Board Secretary VI / SG 25
Heidelwina M. Tarrosa (RTWPB II)	Board Secretary VI / SG 25
Mary Rose R. Lara (RTWPB II)	Supervising LEO / SG 22
Virginia I. Salvador (RTWPB I)	Supervising LEO / SG 22
Gladys M. Peralta (RTWPB IV-A)	Supervising LEO / SG 22
Rowena Z. Gecaraya (RTWPB IX)	Supervising LEO / SG 22
Athena P. Ermitano (RTWPB I)	LEO III / SG 16
Misfah Lyn L. Tingson (RTWPB VI)	LEO II / SG 13
Kathleen Agnes I. Mallare (RTWPB I)	LEO I / SG 11
Anne Jelyka A. Gubat (RTWPB XI)	Administrative Assistant III / SG 9

EMPLOYEES NEWLY HIRED

Maria Praxedes R. Peña (Central Office)	Chief LEO / SG 24
Atty. Stephanie Tabladillo-Yanson (Central Office)	Chief LEO / SG 24
Atty. Grace M. Badilla (Central Office)	Attorney IV / SG 23
Marvie M. Fulgencio (RTWPB CAR)	Attorney IV / SG 23
Edward Lyndon M. Madali (Central Office)	Computer Programmer III / SG 18
Loraine D. Cerillo (Central Office)	LEO III / SG 16
Erra Gelle D. Lozano (RTWPB-IX)	LEO III / SG 16
Ronald Alvin Nestor M. Viado (RTWPB NCR)	Administrative Assistant III / SG 9
Babelyn P. Juanitas (Central Office)	Administrative Assistant I / SG 7
John Rowen S. Rubite (Central Office)	Administrative Assistant I / SG 7
Jessielee R. Bilog (RTWPB XI)	Administrative Assistant I / SG 7

REGIONAL BOARDS AT WORK



RTWPB NCR



RTWPB CAR



RTWPB I



RTWPB II



RTWPB III



RTWPB CALABARZON



RTWPB MIMAROPA



RTWPB V



RTWPB VI



RTWPB VII



RTWPB VIII



RTWPB IX



RTWPB X



RTWPB XI



RTWPB XII



RTWPB CARAGA

COMMISSION AT WORK

In 2017, the Commission organized a series of roundtable discussions to engage productivity and quality experts in analyzing the country's state of productivity and competitiveness as well as strategic policy and program directions to address gaps and challenges. The Commission convened three (3) RTDs with experts from the Development Academy of the Philippines, Mr. Arnel Abanto (Vice President/Managing Director for Productivity Development Center), Ms. Magdalena Mendoza (Senior Vice President for Program Operations) and Mr. Samuel Rosal (Director for PDC-Technology Management Office); from the Export Development Council, Deputy Executive Director Emmarita Mijares and from and Rosehall Management Consultancy, Inc. Chairman, Mr. Juan Quintos.

The Commission reviewed and passed upon 10 Wage Orders and Implementing Rules for minimum wage earners and 11 Wage Orders and Implementing Rules for domestic workers. They also ruled on six appeals to Wage Orders and exemptions. The Commissioners also headed some of the National Screening Committees which selected the national finalists for the 2017 Productivity Olympics. As part of its rule-making function, the Commission issued a resolution on the application of the minimum wage set for workers in private establishments to family drivers.



28TH ANNIVERSARY OF NWPC

The NWPC celebrated its founding anniversary on July 3, 2017 at the NWPC Conference Room, marking 28 years of setting minimum wages and promoting enterprise and workers' productivity. Undersecretary Bernard P. Olalia graced the event and congratulated the agency for its achievements through the years.



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THE COMMISSIONERS



ERNESTO M. PERNIA
Vice Chairperson
Socioeconomic Planning Secretary
and NEDA Director-General



SILVESTRE H. BELLO III
Chairperson
DOLE Secretary



RAMON M. LOPEZ
Observer
DTI Secretary



LUCILA CASTILLO-TARRIELA
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Employers Confederation of the Philippines



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

VACANT
Management Representative



BERNARD P. OLALIA
Chairperson-Designate
DOLE Undersecretary



DAVID L. DIWA, JR.
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NWPC

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Deputy Executive Director



MARIA CRISELDA R. SY
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MARC ALEXIS M. ARABE
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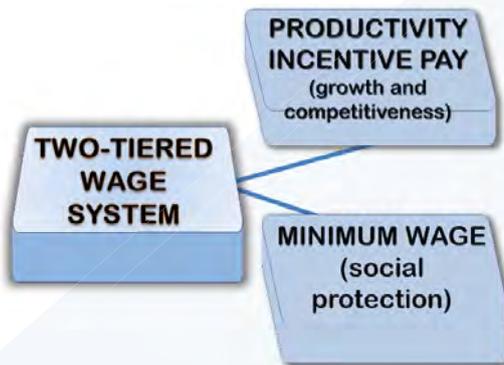
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Productivity Toolbox for MSMEs



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