

two-tiered wage system
productivity toolbox
policy researches
national productivity convention
productivity olympics
tamang kaalaman sa kita at kakayanan
innovation and enterprise development
time and motion studies
facility evaluation
5S of good housekeeping
succeeding in business
service quality
green my enterprise
ISTIV bayanihan
ISTIV PAP
learning sessions

2014

annual report



National Wages and Productivity Commission

2014 NWPC annual report

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vision

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

mission

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

mandate

NWPC is a key policy making body on wages, incomes and productivity, mandated under RA 6727 or the Wage Rationalization Act (1989) and RA 6971 or the Productivity Incentives Act of 1990 to:

Determine minimum wages at the regional, provincial and/or industry levels; and

Promote productivity improvement and gainsharing schemes, particularly among micro, small, and medium enterprises.

NWPC formulates policies and guidelines on wages, incomes and productivity and exercises technical and administrative supervision over the RTWPBs.

With 17 RTWPBs (including ARMM) responsible for setting minimum wages and promoting productivity improvement programs.



preface

The National Wages and Productivity Commission (NWPC) reports its accomplishments that contributed to the attainment of a highly productive and competitive Filipino workforce and enterprises. Reflected in this report are milestones in the implementation of wage and productivity programs as well as the reforms that respond to the changing requirements of industry, business, and the labor market.

The reforms in wage and productivity have contributed to the improvement of the country's competitiveness ranking particularly on flexibility of wage determination and the link between pay and productivity. The two-tiered wage system reduced the gaps between the minimum wage and poverty thresholds and heightened the advocacy for productivity and performance based pay schemes above the minimum wage.

In the area of productivity improvement, the NWPC and the Regional Tripartite Wages and Productivity Boards (RTWPBs) strengthened the implementation of the NWPC Productivity Toolbox to better assist Micro, Small, and Medium Enterprises (MSMEs). New modules were developed and capacity building programs for the productivity trainers were organized.

Our continuing training collaboration with Singapore's Nanyang Polytechnic Interna-



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

tional and Temasek Foundation has expanded in scope, training other government agencies and key social partners in productivity, innovation and enterprise development. This was also the theme of the biennial 2014 National Productivity Convention, which hosted the kick-off of the 2015 Productivity Olympics and served as forum for researches/studies on innovation and enterprise development.

The NWPC actively participated in the crafting of a landmark productivity policy on Green Jobs Bill which incentivizes the creation of green jobs and use of green technologies.

For 2015, the NWPC will assist more enterprises in successfully implementing productivity improvement programs. New and innovative approaches will be adopted in investing on our human resources since productivity improvement programs will not succeed unless it is firmly grounded on skills enhancement and development of our workers.

This publication mirrors our strategic and collaborative efforts in promoting decent and productive work for all. Let us continuously work together to inspire our social partners, workers, and enterprises to support our programs and advocacies on wage, income, and productivity.

Maraming salamat at mabuhay!

National Wages and Productivity Commission

SECRETARY'S message

A writer once said, “Productivity is not just about doing more. It is about creating more impact with less work.” In 2014, NWPC has shown that by being strategic and focusing its resources on helping MSMEs become more productive and competitive, growth and gains can be felt by both workers and employers. This is evident in the significant reduction of minimum wage rates that are below the poverty threshold and in the number of establishments that have adopted a productivity-based incentive scheme. Indeed, time ripens all things and now is the time to reap the benefits of the Two-Tiered Wage System.

As we enter 2015, our commitment is to reduce, if not eliminate, minimum wage rates that are below the poverty threshold. Likewise, NWPC will continue to provide relevant and timely technical assistance on productivity improvement programs and in the design of productivity-based incentive schemes. Realizing the importance of recognition as positive reinforcement, the NWPC will recognize these establishments for implementing Tier 2 and their firms’ contribution to tightening the link between productivity and pay. Our goal is to be able to equip MSMEs with the know-how to measure productivity and consequently, develop performance and productivity metrics which will be the bases of increasing workers’ income that will go beyond the minimum wage.

I congratulate the dedicated and hard-working 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 through the observance of a fair, predictable and transparent wage and productivity policy. May you continue to take a pivotal role in the country’s productivity journey.

Maraming salamat at mabuhay kayong lahat!


ROSALINDA DIMAPILIS-BALDOZ
Secretary

Department of Labor and Employment



UNDERSECRETARY'S message



The year 2014 was another banner year for the NWPC as it successfully implemented wage and productivity programs that are directed at improving workers incomes and competitiveness of enterprises. The number of MSMEs that received technical assistance and adopted productivity improvement programs keeps on growing every year and is a clear manifestation of the readiness of firms to embrace the tools for the high road to productivity and competitiveness.

This year's highlight is the National Productivity Convention which brought together brilliant minds and passionate change-makers who shared inspiring stories about business and talked about the best-practices of some of the most successful enterprises. In an economy characterized by rapidly changing industry requirements, NWPC realized that its unique mandate is in its deliberate intervention to assist MSMEs become productive, innovative and competitive as this guarantees better and improved income for workers. As a result, the NWPC reviewed and upgraded its training modules to ensure that its serves the need of MSMEs.

For 2015, I am positive that NWPC will level up the provision of technical assistance on productivity improvement and productivity-based incentive scheme for MSMEs. 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, I look forward to a savvy and cutting-edge information and awareness-raising campaign that would inform the public of the benefit and impact of our wage reform policies.

I am extremely proud of the men and women of NWPC and the RTWPBs for continuing to serve with utmost dedication and integrity. I am confident that with everyone's unparalleled service, we will continue to raise the bar of excellence even higher.

Mabuhay kayong lahat!

REYDELUZ D. CONFERIDO

Undersecretary

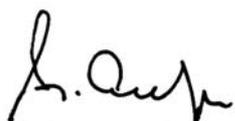
Employability of Workers and Competitiveness
of Enterprises Enhanced Cluster
Department of Labor and Employment

UNDERSECRETARY'S message

In creating an enabling environment for decent and productive employment opportunities to flourish, the NWPC and its RTWPBs are pioneers in the development of standards and deployment of mechanisms that signalled for better and competitive wages, which is considered acceptable both by enterprise players and workers. These reforms provided wage earners greater protection against vulnerabilities and economic shocks, by guaranteeing that minimum wages are above the poverty threshold lines, and recognized their exemplary performance through the provision of performance-based incentive schemes.

In my opinion, these changes allowed for an enhanced (labour) industrial peace, thereby improving productivity at the workplace. In 2014, the active implementation of the Two-Tiered Wage System has seen visible changes in the public transport sector and, in 2015, we expect that similar great leaps will be attained for domestic work and other alike sectors.

As the NWPC and its 17 Regional Boards continuously advocate for productivity improvement schemes, particularly for MSMEs, and work for higher real incomes for workers, I would like to extend my warmest congratulations to every man and woman who have labored to achieve the gains we now acknowledge. Indeed, much is still expected of us but let us remain steadfast to our commitment of promoting the greater welfare of all workers and constantly pursue for the continued viability and competitiveness of enterprises.



CIRIACO A. LAGUNZAD III

Undersecretary
Social Protection of Vulnerable Workers
Enhanced Cluster
Department of Labor and Employment



review and determination of minimum wage

Since its implementation in 2012, the NWPC and its 17 Regional Tripartite Wages and Productivity Boards have reviewed their minimum wage structures using the two-tiered wage system (TTWS). This meant ensuring that minimum wages do not lag behind the poverty threshold nor do they approach average wages. It also strengthened the advocacy towards productivity improvement and its tighter link to pay.

Implementation of TTWS

First Tier - Minimum Wage

With the adoption of the TTWS, regional minimum wage structures have been simplified with a reduction in the number of minimum wage rates from 130 before 2012 to 104 by end of 2014. The remaining gaps are expected to be closed by end of 2015.

For 2014, ten (10) wage orders took effect, bringing the total number of MW rates to 107 from about 131 rates in 2012.

Chart 1 - Current Daily Minimum Wage in Non-Agriculture, by region: 1989 - 2014

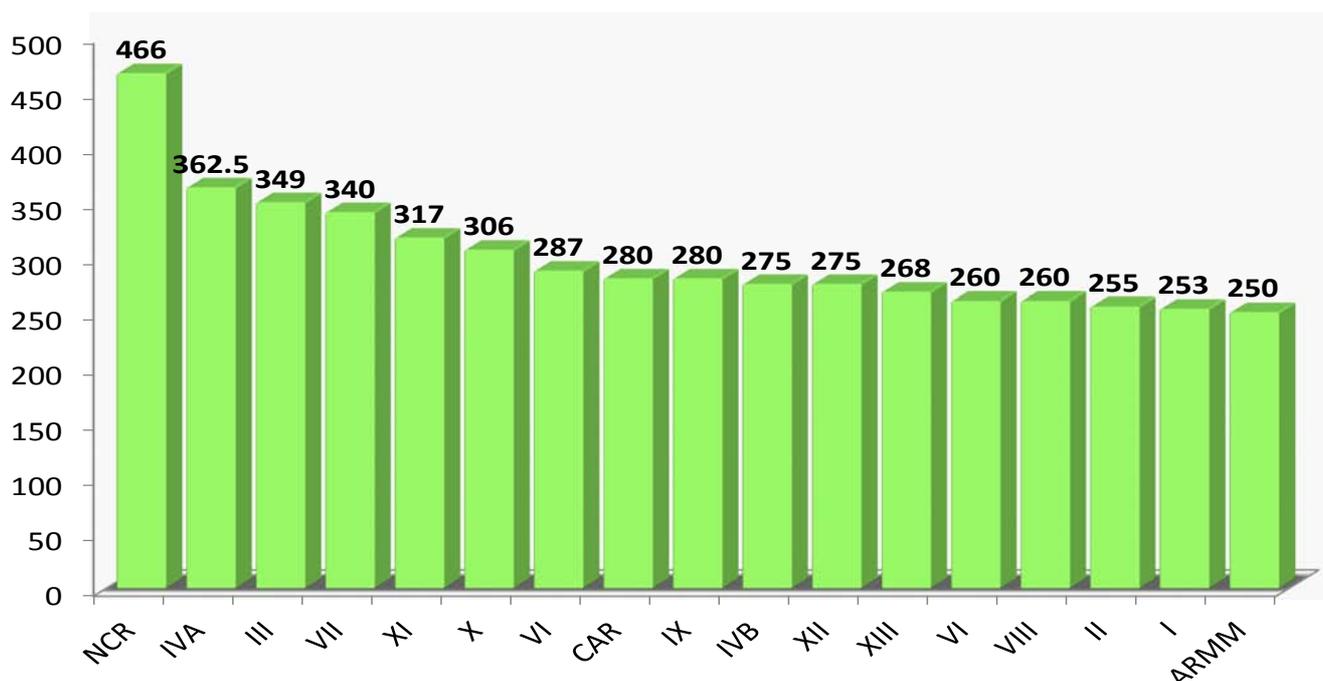


Chart 2 - Daily Minimum Wage Rates in ASEAN: December 2014 (in US\$)

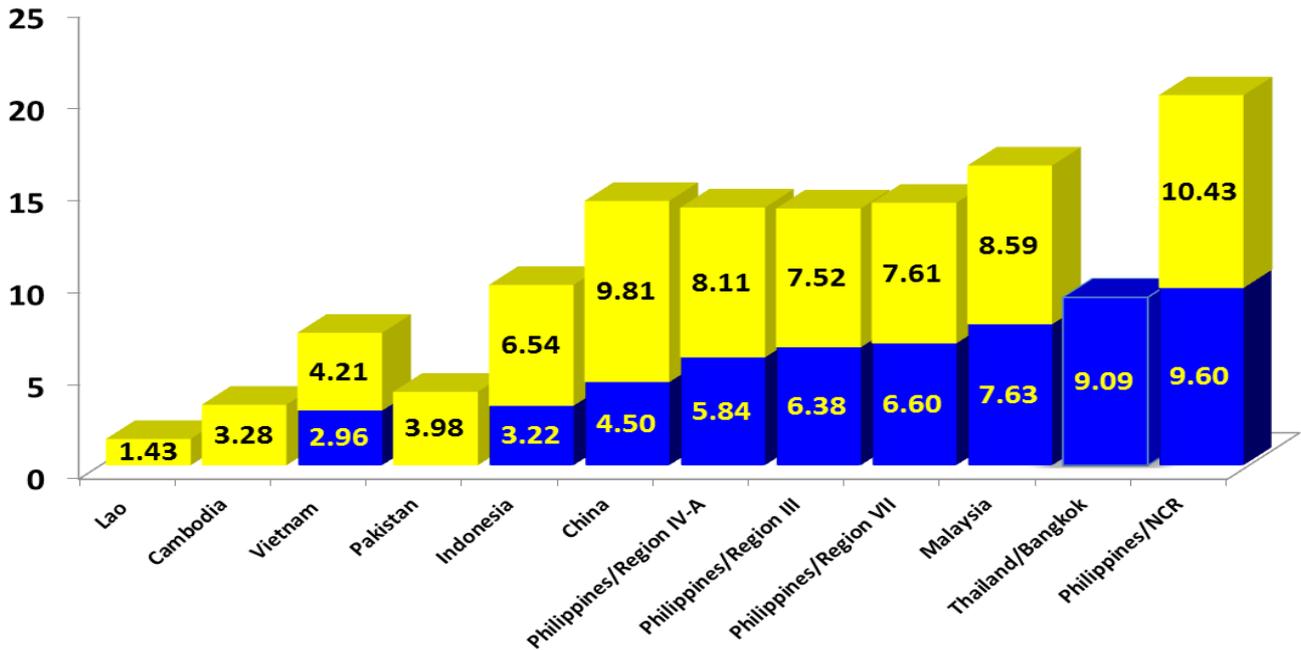
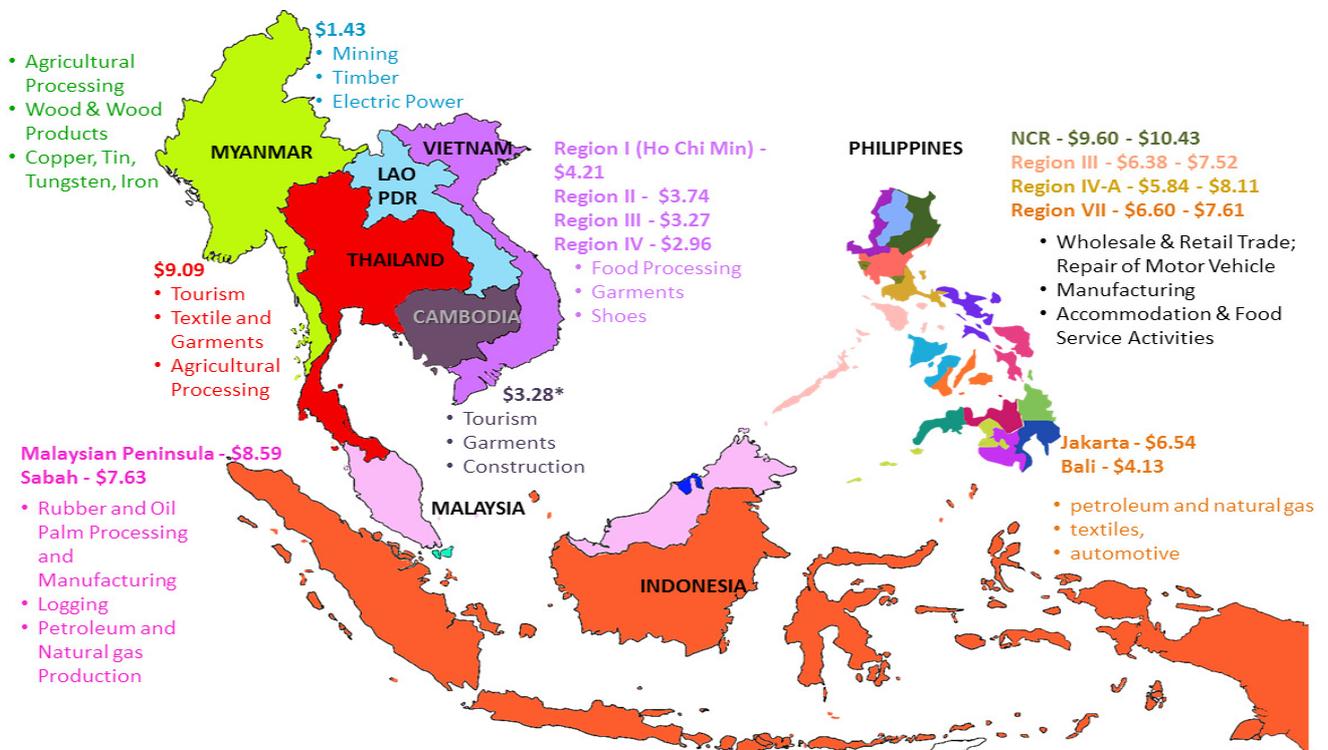


Chart 3 - Daily Minimum Wage Rates and Major Industries ASEAN: December 2014 (in US\$)



• Sources of data: Internet web page of respective countries and other press releases;
 • Wage rates as of December 29, 2014. Oanda.com (FX currency converter)
 • List of industries was taken from the CIA Factbook. The website entry provides a rank ordering of industries starting with the largest by value of annual output.
<https://www.cia.gov/library/publications/the-world-factbook>

Table 1 - Minimum Wage Rates Below Poverty Threshold by Region

Structure	No. of Minimum Wage Rates
Total No. of Minimum Wage Rates	107
Total Minimum Wage Rates < Poverty Threshold	15 (14%)
By Region	
I	1
II	3
III	1
IV-A	1
IV-B	3
V	1
VIII	2
XIII	2
ARMM	1

Second Tier- Productivity Based Pay Scheme



In line with the full implementation of the TTWS, the Regional Boards have also issued industry-specific advisories to guide workers and enterprises in developing and implementing productivity based incentive schemes over and above the mandatory minimum wage.

In 2014, 14 Regional Boards issued advisories for industries such as higher education, tourism, transportation and storage, manufacturing, mining, canning (sardines), banana, plantation for selected crops, agribusiness and hotels and restaurants on the grant of productivity based pay.

A total of 812 establishments were given technical assistance by the Boards to assist workers and management in adopting the recommendations on implementing productivity incentive schemes.

The more common productivity incentive schemes were on waste reduction, efficient use of utilities, perfect attendance, and improved work processes, among others.

Table 2 - Advisories on Productivity Incentive Schemes

Covered Industries and Basis	Date of Issuance	Date of Publication	Number of Establishments		MSMEs with Productivity Incentive Schemes
			Provided with Orientations on Advisory	Provided with Technical Assistance	
NCR - Tourism	October 3, 2014	October 18, 2014	185	51	
CAR - Administrative & Support Services Group - Hotels & Restaurants & Other Service Providers - Manufacturing - Wholesale, Retail Trade & Motor Shops	June 10, 2014	June 15, 2014	17	197	154
I - Hotel, Resort, & Restaurant	June 25, 2014	September 6, 2014			
II - Higher Educational Institutions	September 11, 2014	September 14, 2014	32	18	
III - Manufacturing - Wholesale/Retail Trade, Repair of Motor Vehicles - Accommodation and food service	December 2, 2013	December 5, 2013	342		32
IV-A - Agribusiness - Industry - Services	April 8, 2014	April 16, 2014	1,687	413	113
IV-B - Tourism Services	May 12, 2014	May 23-29, 2014			10
V - Tourism	March 7, 2014	March 28, 2014			89
VI - Sugar Industry	February 21, 2014	May 20, 2014	37 associations	43	68
VII - Hotel, Resort, & Restaurant Industry	November 27, 2014	December 17, 2014	1	1	
IX - Canning Industry (Sardines)	May 1, 2014	September 17, 2014	20	5	
X - Bus Transport Industry	February 21, 2014	May 8, 2014	13	13	8
XI - Banana Plantation	November 18, 2013	March 19, 2014	61	32	10
XII - ITC Plantation	August 5, 2013	November 15, 2013		28	11
XIII - Mining Industry	May 16, 2014	May 22, 2014	30	11	11

Implementation of DO 118-12

The NWPC and the RTWPBs, together with other DOLE agencies like the BWC, OSHC and the regional offices continue to implement Department Order 118-12 or the Rules and Regulations governing the employment and working conditions of bus drivers and conductors in the public utility bus transport industry.

In 2014, nine hundred twenty four (924) Labor Standard Compliance Certificates (LSCCs) were issued (new and renewal) with the corresponding part-performance, part-fixed compensation schemes reviewed by the Boards.

Table 3 - Issuances of Labor Standards Compliance Certificates fro PUBS under DO 118-12 (As of December 2014 - new and renewal*)

Region	No. of LLCS issued	No. of buses	No. of CPCs covered	No. of Bus	
				Drivers	Conductors
Total	924 (239)	9,356 (5,938)	1,834 (1,028)	10,887 (6,435)	10,294 (6,119)
NCR	97 (70)	3,561 (4,464)	385 (516)	3,927 (4,262)	3,632 (3,974)
CAR*	76 (64)	251 (119)	184 (156)	266 (163)	225 (147)
I	514	549	514	545	544
II*	48(98)	387(447)	168 (236)	543 (639)	391 (473)
III	34	1,049	81	1,340	1,371
IV-A	22	1,221	68	1,383	1,359
IV-B					
V	75	509	9	509	387
VI	4	733	223	1,113	1,026
VII	1	2	1	2	2
VIII					
IX	3 (3)	59 (59)	26 (11)	59 (59)	59 (59)
X	3 (4)	285 (309)	22 (22)	612 (646)	601 (655)
XI	46 (56)	591 (654)	122 (219)	740 (850)	832 (966)
XII	1	159	31	159	159
XII					
ARMM					

Implementation of Republic Act No. 10361

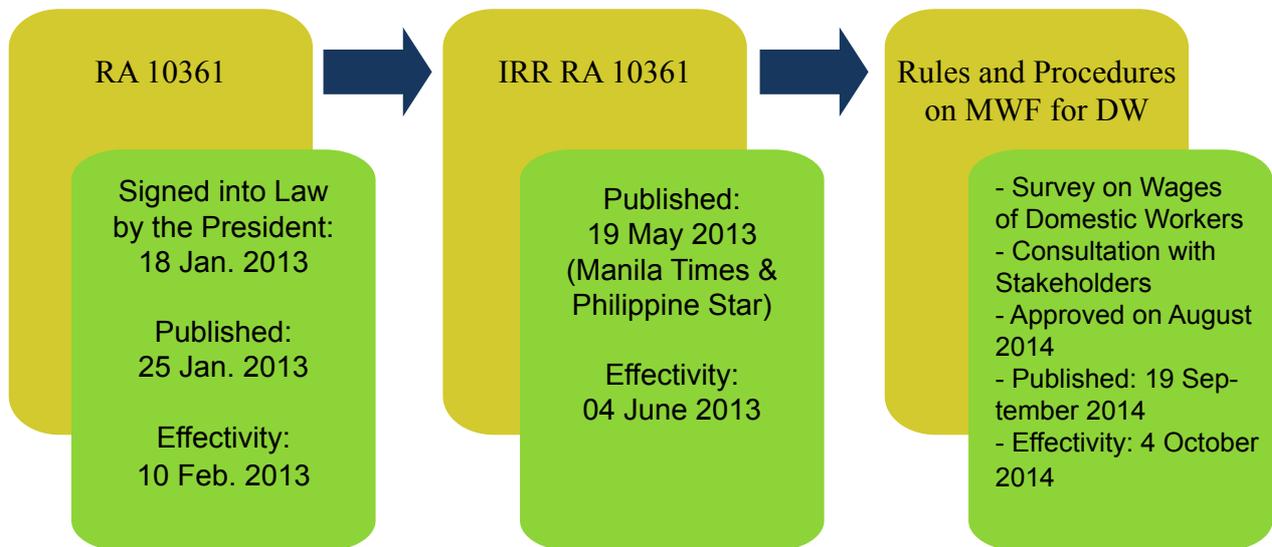
Republic Act No. 10361 otherwise known as Kasambahay Law which took effect in June 2013, affords protection and better working conditions for domestic workers.

For purposes of minimum wage setting, the NWPC issued the Rules of Procedure on Minimum Wage Fixing for Domestic Workers on September 19, 2014. The rules of procedure direct the regional boards to conduct annual review of the prevailing minimum wages of domestic workers, taking into consideration, among others, the needs of workers and households' capacity to pay.

The breakthrough legislation entitles domestic workers to benefits such as minimum wage, paid leaves, and coverage in insurance programs such as the SSS, Philhealth, and Pagibig.



Chart 4 - Rules of Procedure on Minimum Wage Fixing for Domestic Workers (Tier 1)



Pursuant to the IRR of the same law, the NWPC in cooperation with the Technical Education and Skills Development Authority (TESDA) developed the Advisory on Competency-based pay for Domestic Workers. It offers a percent wage increase for each TESDA-certified competency earned and applied by a domestic worker. The advisory will be published in 2015 after comments from the national and regional stakeholders have been sought.

Chart 5 - Criteria on Minimum Wage Fixing for Domestic Workers (Tier 1)

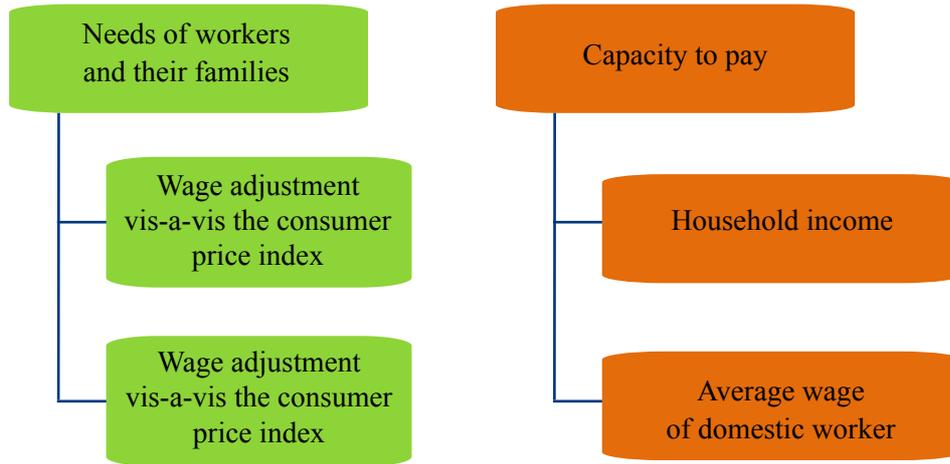


Chart 6 - Advisory on Competency-Based Pay for Domestic Workers (Tier 2)

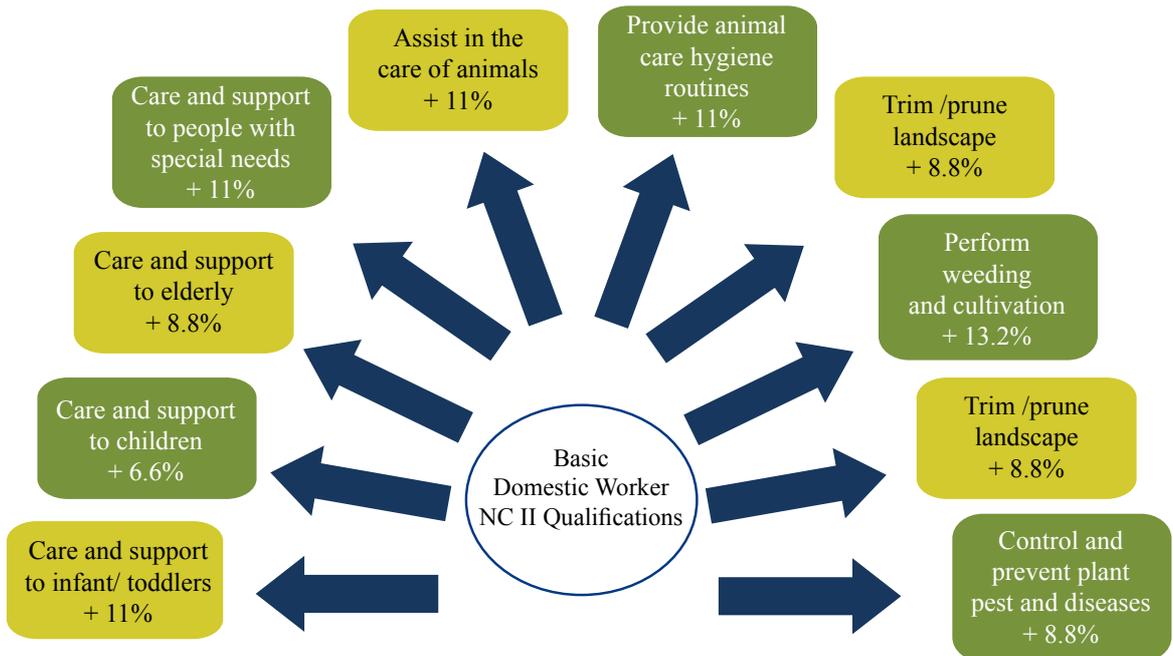
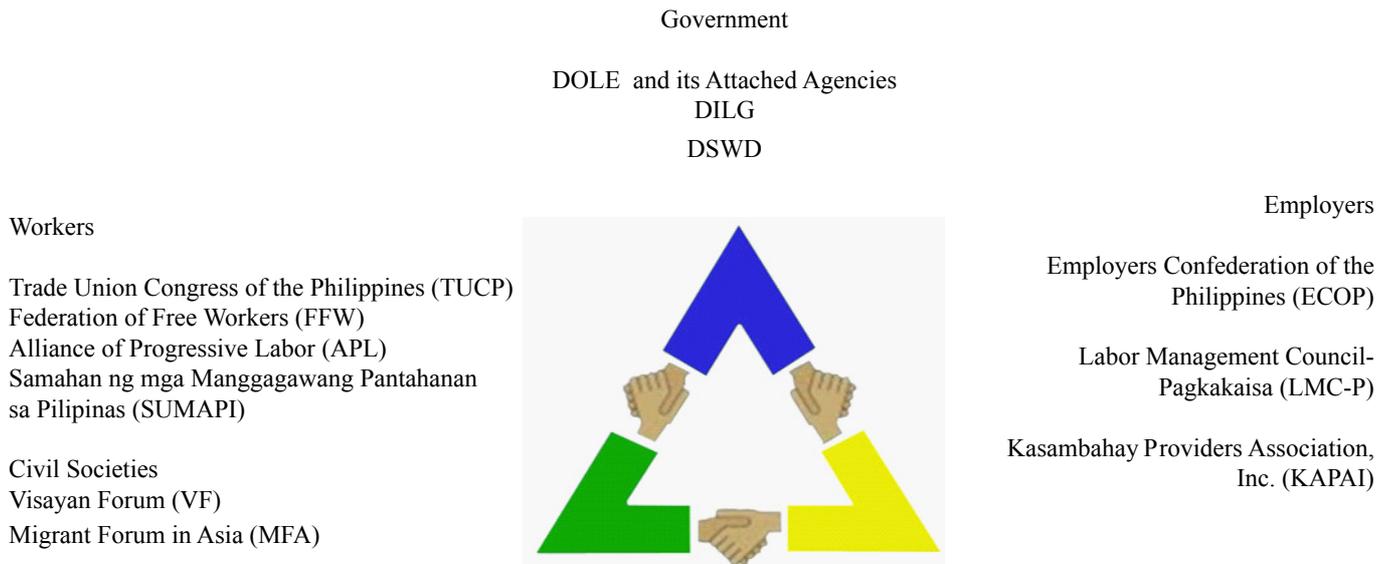


Chart 7 - Tripartite Partners on Minimum Wage Fixing for Domestic Workers



Facility Evaluation and Time and Motion Studies

61
Piece Rate/
Production standard
orders were issued
(77% disposition rate)



236 Facility Evaluation
orders were issued
(91% disposition rate)



productivity promotion

Productivity Toolbox

The NWPC enhanced and intensified the implementation of its Productivity Toolbox in 2014. The toolbox is a ladderized, needs-based package of interventions designed to assist and capacitate workers and enterprises, particularly MSMEs on productivity improvement. It contains training modules, technical assistance on work improvement measurements (time and motion studies) facility evaluation, and an award system that recognizes best productivity improvement programs.

In the broadest sense, the productivity improvement training programs aim to:

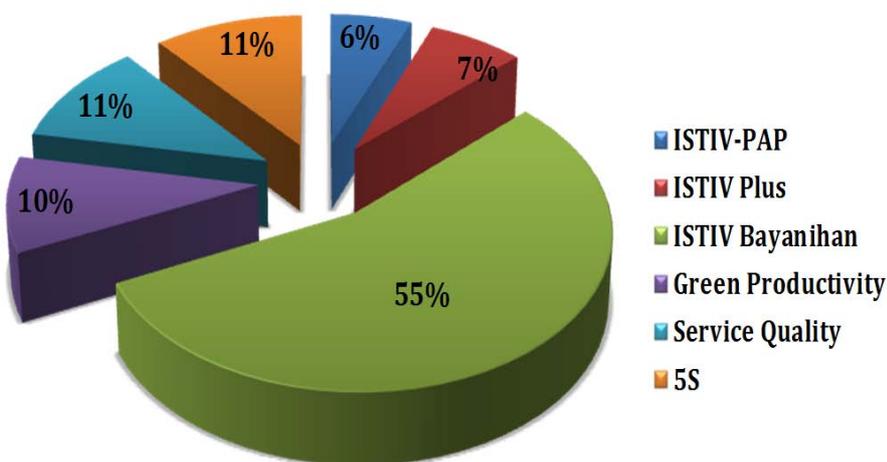
- 1) instill positive values among the workforce;
- 2) introduce cost cutting/saving measures and process improvements; and
- 3) mainstream a culture of quality and productivity.

The training modules consist of basic productivity concepts and measurements (Productivity 101); values-based human resource strategy (ISTIV PAP); 5S of Good Housekeeping; work systems (ISTIV Bayanihan); workplace cooperation on resource efficiency (ISTIV PLUS); productivity and environment (Green ME); error-free service (Service Quality); time and motion study (TMS), among others.

Orientations
8,409 firms with 17,350 workforce

Trainings
3,440 firms with 9,003 workforce

Chart 8 - Percentage Distribution of Productivity Toolbox Accomplishments



For 2014, a total of 11,849 MSMEs benefited from productivity training/orientation programs involving 26,353 workforce.

Creating Productivity Champions and Specialists



18 NWPC/RTWPBs/DOLE officers/private sectors attended Philippine Productivity professionals program (Feb -March 2014).



In an effort to expand the pool of productivity and innovation advocates and champions, the NWPC forged a second round training partnership with Temasek Foundation (TF) and Nanyang Polytechnic (NYPI) of Singapore. This expanded training collaboration includes participants from other government agencies like the DA, DTI, DOST, and DOT and our social partners like the ECOP, FFCCEII, PALSCON, TUCP and FFW.



For 2014, the NWPC deployed five (5) batches of participants as follows: one (1) senior officials' visit, two (2) program managers' training and two (2) specialists' training programs. Two more batches are scheduled to be deployed in 2015.



ILO Green ME Training Program

The Greener Business Asia (GBA) is a training program of the International Labor Organization (ILO) in partnership with the NWPC. This training program focuses on building sustainable enterprises and harnessing workplace cooperation in the use of environment-friendly resources and work processes.

Having been initially implemented in Phuket, Thailand, the program is now being taught in key tourist destinations in the country such as in MIMAROPA and Central Visayas. The training program will be rolled out in the rest of the regions in 2015.

The GBA training included sessions on environmentally-sound workplace practices and norms on workplace cooperation, rights, relations and equality at the workplace, including elective sessions on OSH, 5S, energy and water efficiency, waste management and Service Quality (SQ).

The ILO-GBA Trainers' Training was conducted on May 6-9, 2014 and was participated by potential trainers and facilitators from the regional boards.

Last December 16-19, forty one (41) officers and staff from the central and regional offices underwent a Trainers' Training on ILO-GBA Green ME Module in Vigan City, Ilocos Sur.

“ I am confident that the GBA will complement the Productivity Toolbox of the Department, especially in bringing about enterprise sustainability and firm competitiveness. The toolbox is a systemized and ladderized training focused on awareness raising, which progresses from basic to intermediate to advanced training.”

--- Secretary Rosalinda Dimapilis-Baldoz





New Productivity Training Modules

As part of its strategy to ensure the continuing relevance of its productivity training program, the NWPC developed the Productivity Enhancement for DOLE Livelihood Program Beneficiaries and Gainsharing Schemes.

The respective modules aim to ensure the sustainability and growth of the beneficiaries' livelihood by developing the capacities of its workers and to assist the enterprises in developing its gainsharing schemes for the productivity incentives of the workers and enterprises.



2014 National Productivity Convention



“The real and the big challenge is how to link wages with productivity. It isn’t just making companies competitive and profitable through improved productivity, but for productive workers to get higher wages and ultimately enjoy higher living standards.”

--- Secretary Rosalinda Dimapilis-Baldoz

The NWPC held the National Productivity Convention with the theme *“Productivity, Innovation, and Enterprise Development: Empowering Workers. Sustaining Enterprises.”*

The event was attended by DOLE Secretary Rosalinda Dimapilis-Baldoz, Chairman of the House of Representatives Committee on Labor and Employment Hon. Karlo Alexei B. Nograles, Acting Undersecretary Katherine Brimon, NWPC Worker Representative David Diwa (TUCP-ITUC), ECOP President Edgardo G. Lacson, DTI Undersecretary Nora K. Terrado, and NEDA Deputy Director General Emmanuel F. Esguerra.

In her message, Secretary Baldoz emphasized the significance of productivity and innovation as a key strategy towards sustained growth and global competitiveness, referring to the 2013/2014 Global

Competitiveness ranking of the World Economic Forum. She challenged the social partners to increasingly link pay with productivity in order for workers to realize their fair share in the fruits of production. Hon. Cong. Nograles, for his part, expressed support for NWPC’s contributions in strengthening the country’s more than 800,000 MSMEs.

The Convention’s highlight was the research forum where experts and resource speakers from the ILO and Gawad Kalinga Foundation presented studies and researches on the importance of workforce cooperation and character building, respectively in promoting productivity. On the policy side, DTI Asst. Secretary Rafaelita Aldaba discussed the 2015 ASEAN Economic Integration (AEC) and the policy levers to prepare the country for the AEC. Meanwhile, DOST Undersecretary Fortunato T. dela Peña presented a paper on innovation-led development path in the Philippines.



The convention also kicked off the 2015 Productivity Olympics and launched the NWPC Productivity Toolbox for MSMEs.

After the program proper, the Commission and regional boards convened to listen to two of the best practices on the implementation of the Service Quality program. Western Visayas Board Secretary Nesa Nolido presented her region's Pier to Port (P2P) Program while Caraga Board Secretary Earl dela Victoria showcased the implementation of the service quality program at the Bancasi airport in Butuan City.

The convention was held at The Heritage Hotel in Pasay City and was attended by some 250 delegates and participants representing the public and private sector organizations, as well as experts and champions from the productivity movement.

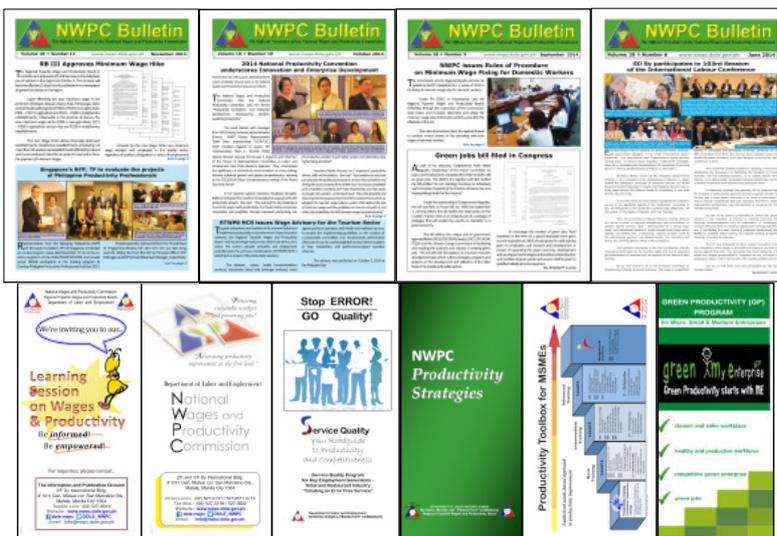


Tamang Kaalaman sa Kita at Kakayanan

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

The T3K consists of learning sessions, stakeholder consultations, public hearings and various information and educational and advocacy materials.

The information drive reached 298,401 clients nationwide.



2013 annual report
 12 monthly news bulletin
 compendium of wage orders
 5 new posters
 4 new brochures

The NWPC also developed creative audio-visual presentations for the following events:

Media Event of Singapore Training (Phase 1)

Official Program Review (Phase 1)

Labor and Employment Education Services Project (Productivity Olympics, 5S, ISTIV, SQ, Green, Productivity Benefits)

Launching of 2015 Productivity Olympics

Launching of Productivity Toolbox

“Munting Pangarap”
 (entry to DOLE Secretary's Best Documentary Award)



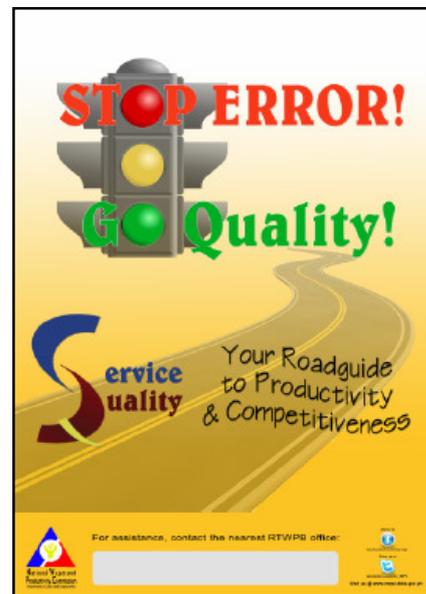
ISTIV stands for
Industrious
Systematic
Time Conscious
Innovative
V Strong Value for Work



GREEN ME is a training and consulting program for sustainable growth and environmental protection that recognizes the workforce as the driver of change in the enterprise.



5S of Good Housekeeping is an integrated concept of actions, conditions, and culture aimed at boosting productivity through basic housekeeping processes.



Service Quality is a quality management intervention which makes use of prescribed tools and techniques in developing creative solutions to deliver error-free service.

Learning Sessions on Wages, Incomes, and Productivity

NWPC's Learning Sessions are lecture-type sessions that aim to educate the public on wage, wage-related, income and productivity policies and programs and other related labor and employment concerns.

For 2014, the NWPC conducted sixteen (16) learning sessions covering a total of 500 participants from 300 companies.



Media Event on Singapore Productivity Training



The NWPC organized a media event on April 8, 2014 at the OSHC, Quezon City as culminating activity for Phase 1 (Developing Productivity Professionals in the Philippines) and to kick-off phase 2 (Capacity Building on Innovation and Enterprise Development) of the training collaboration of DOLE, through the NWPC with Singapore's Nanyang Polytechnic International (NYPi) and Temasek Foundation (TF).

Mr. Foong Tze Foon, General Manager for Programmes and Services Group, Mr. Anthony Woon, Director for International Development; Temasek Foundation's Mr. Ong Boon Hwee, Board Director, Mr. Gerald Yeo, Director for Programmes and Partnership and Ms. Diana Lee, Senior Associate for Communications.

Present during the event were Secretary Baldoz, DOLE and NWPC officials, and senior delegates from Singapore which include NYPi's

It was also attended by Mr. Daniel Wang, Deputy Chief of Mission of the Embassy of the Republic of Singapore in the Philippines. Over 120 representatives from government, social partners, productivity specialists, and media were present during the event.



The event featured the re-entry programs of the 120 participants trained under Phase 1 through an audio visual presentation and a photo exhibit. A brief presentation on the productivity journey of Ati-Atihan Festival Hostel and Conference Center and RBest Foods Corporation, two private sector participants, was also one of the highlights of the event.



Let's Talk Productivity

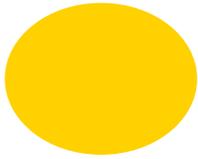


“*Let's Talk Productivity*” is an advocacy strategy to promote and sustain awareness on the importance of productivity in the workplace. It was re-launched during the 2014 National Productivity Convention.

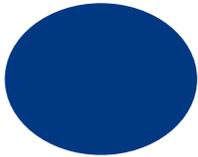
For 2014, seventeen (17) “*Let's Talk Productivity*” sessions were organized during the DOLE flag raising ceremony. The sessions featured the re-entry programs of the DOLE and private sector participants to the first round of NWPC-TF-NYPi training collaboration.

RTWPBs in action

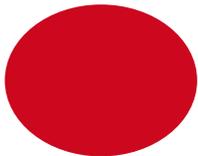
members



DOLE Regional Director as ex-officio Chairman



Regional Directors of the NEDA & Department of Trade and Industry as ex-officio Vice Chairmen



Two representatives each from the worker and employer sectors as Members



NCR
DOLE-NCR Training
on Productivity

Service Quality
for Tourist Police
Auxillary Brigade



CAR
Green Productivity

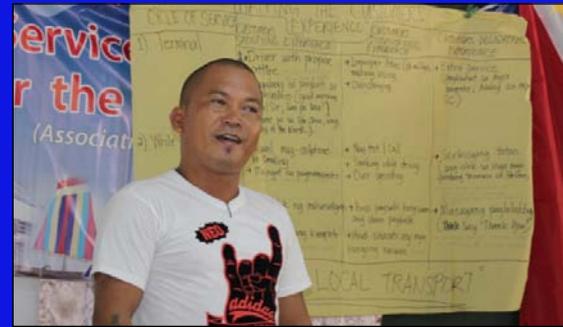
Promotion of
Productivity Month



I
Conduct of Public
Hearing on the new
Wage Order and
Advisory

II

SQ Value Chain
for the Tourism
Industry



III

Time and Motion
Studies

Facility Evaluation



IVA

Writeshop on
Productivity-Based
Pay Scheme



IVB

Sectoral consultation on
proposed minimum wage
increase



V

Interview with PO winner
Big Norman's

Seminar on Labor and
Social Legislation



The RTWPBs are responsible for setting minimum wages and promoting productivity improvement programs.



VI

ISTIV Training Program

Singapore Training's Official Program Review



VII

ISTIV Bayanihan Training Program

TTWS Public Consultation



VIII

Employers' Forum on TTWS

ISTIV Bayanihan with DOLE Beneficiaries



IX

RTWPB-DOLE RO IX Convergence Program

X

Green Productivity Training Program

Tree-Planting Activity



XI

Public consultation on Two-Tiered Wage System and Wage Issues



XII

Public consultation on Two-Tiered Wage System and Wage Issues



XIII

Service Quality Training Program and Diskwento Caravan



ARMM

Public Consultation on Minimum Wage Adjustment

Orientation on the Two-Tiered Wage System



Regional Highlights

RTWPB VI showcases Pier-to-Port Project

In response to the growing number of tourist arrivals in the region's most attractive islands, Regional Tripartite Wages and Productivity Board VI. in cooperation with the local government units, various national government agencies and private sector firms, implemented the Pier to Port Project (P2P) – an enhancement of the Service Quality Program.

The ultimate goal of the project is to address the concerns of key employment generators and consequently to improve the quality of life in the islands of Boracay and Guimaras. The Service Quality Program is an intervention to the P2P by consciously creating error-free service at any point in the tourism supply chain and maintaining compliance with all labor standards. In 2013, Boracay received 615,508 foreign tourists and 748,093 local tourists, breaching the 1.5-million mark in 2014. Meanwhile, Guimaras had an estimated 60,000 tourist arrivals in 2014.



It was in 2012 when various employers' and workers' groups in Boracay signified their interests to work with DOLE-RO VI and the local government of Malay to promote service quality in the tourism industry. Currently, the P2P in Boracay is being led by the Industry Tripartite Council (ITC) of Boracay, the local government unit, Department of Tourism (DOT), and Boracay Alliance.

The P2P was then replicated in Guimaras, with the conduct of a training on Service Quality last July 9-10, 2014. It was participated in by the members of the Guimaras Hotels and Resorts Association, Jordan Motor Banca Multi-purpose Cooperative, and the staff of Guimaras Provincial Tourism office. It was followed by a training on basic tour guiding, first aid, and disaster preparedness --- all under the P2P Program coordinated by the local government units.



RTWPB II launches Service Quality Value Chain for the Tourism Industry

Together with NWPC officers/trainers, RTWPB II launched the Service Quality Value Chain for the Tourism Industry Stakeholders Cauayan City, Isabela and conducted SQ Training for the Tourism Supply Chain in Sta. Ana, Cagayan last July 11-12, 2014.

The two-day activity was participated in by the RTWPB board members, regional tourism council officers, local government officers, and industry associations.

In her welcome message, RTWPB II Employers' Representative and Chairperson of the Regional Tourism Council Dr. Cecilia La Madrid Dy underscored the need to continuously improve the quality of frontline service, given the importance of the industry to the region's overall development.

Vice-Mayor Bartolome Mallillin of Cauayan, Isabela expressed his gratitude to NWPC for accepting their invitation to conduct the SQ orientation and training and to help them upgrade the tourism services in the region.

Deputy Executive Director Jeanette T. Damo discussed the rationale of NWPC/RTWPB for Service Quality (SQ) Program for Key Employment Generators (KEGs). The country's advantage in terms of its rich and diverse natural resources and the hospitality and warmth of the Filipino people made it one of the more popular tourist destinations in the world. In support of the government's initiative to promote the tourism industry, the NWPC developed the SQ Training Program as a training intervention to enhance workforce knowledge and skills in providing "error free" service to clients.

Leading the presentation of the SQ modules were Ms. Sylvia P. Piano, Training and Technical Services Division Chief and Senior LEO Maria Rosa D. Opis. The sessions focused on defining service quality, mapping customer experience, error recovery, and teamwork.

At the end of the program, participants prepared action plans, the implementation of which shall be monitored and evaluated by the RTWPB.



Butuan City Airport transforms itself through DOLE's Productivity Improvement Program

No less than Labor and Employment Secretary Rosalinda Dimapilis-Baldoz experienced the improvement in the quality of services at the Butuan City Airport in Bancasi, Butuan City after the Regional Tripartite Wage and Productivity Board (RTWPB) partnered with the Civil Aviation Authority of the Philippines (CAAP) in transforming the way airport workers and employees deal with their customers.

"When you step out of the plane at the Bancasi Airport, what you immediately notice is the courteousness of airport employees greeting you with their smiles. You notice their willingness to go out of their way to make passengers comfortable," said Baldoz who has visited Butuan City several times in the past month.

RTWPB-Caraga worked with the CAAP and the City Government of Butuan in understanding errors in service quality and customer complaints which served as basis for the conduct of a series of training on service quality to address these problems.

"Short of chaotic, offices were unclean and some were not even well-lighted. The toilets were dirty, and outside, service providers-vendors and transport--vie and haggle for harassed customers. RTWPB-Caraga took the initiative to change this by linking the CAAP in Butuan City to the NWPC's productivity programs," said dela Victoria.

The seminar focused on how airport personnel and porters could become more customer-friendly and how they could render fast, efficient, and reliable services.

On 11 December 2013, the RTWPB Caraga and the CAAP conducted a 5S



Soon, improvements in service delivery became noticeable as CAAP personnel and porters demonstrated what quality service in the way they approach and serve their customers / passengers.

Seminar in the airport. Over a hundred personnel from the administration, tower, engineering, and field personnel divisions participated in the one-day activity. The focus of the seminar was office organization, cleanliness, and orderliness. The RTWPB offered practical suggestions for improvements in the offices as well as in the airport itself.

Shortly thereafter, the airport's physical infrastructure began, with the construction of a specially-made, glass-enclosed, VIP Lounge. Additional lighting was mounted; toilets cleaned; and order was restored in the departure and arrival areas. Even vendors and transport service providers were assigned designated places where they could ply their trades and services. The airport became more comfortable and customer-friendly.

"The on-going construction and the continuing improvements manifest that the management is really serious in intensifying awareness and commitment to quality and productivity, as the RTWPB-Caraga has emphasized," he said.

The economic vibrancy of the region has brought the airport busier, as official records of CAAP-Butuan show a significant increase of outgoing and incoming passengers.

"We are really thankful to the DOLE for its productivity improvement program because we were able not only to improve our services that make our customers happy and satisfied, but also because we have imbibed a culture of quality service," declared June V. Alfonso, terminal supervisor, who has several times welcomed and assisted Secretary Baldoz at the airport.



RTWPB IV-A conducts writeshop on Productivity-Based Pay Scheme

The Regional Tripartite Wages and Productivity Board IV-A (RTWPB4A), in partnership with the National Conciliation and Mediation Board IV-A (NCMB4A) and the Cavite Export Zone Administration (CEPZA) conducted training-cum-write shop on the formulation of a management system on Productivity Based Pay (PBP) and organization of Labor-Management Committee (LMC) at the CEPZA Administration Bldg in Rosario, Cavite last June 23, 2014.

The activity was participated in by 32 Human Resource & Administrative Managers/Officers, and Operations Managers/Production Heads/Quality Control Leaders from 16 companies.



The training aimed to capacitate enterprises in developing a Productivity Based Pay system that will allow them to provide enterprise-based incentives/rewards linked with individual, group, or company-wide performance.

The overall output of each of the participating companies is a Productivity Based Pay System for the approval of their CEOs/Managers.

RTWPB XI joins DTI in Diskwento Caravan 2014

Now on its seventh year since its launching in 2008, Regional Tripartite Wages and Productivity Board-Region XI joins Department of Trade and Industry-Region XI in its conduct of the Diskwento Caravan for the 3rd quarter of 2014. This is in line with the Board's steadfast commitment to make non-wage benefits more accessible to workers. This event was actively participated in by various companies in Region XI such as the NCCC Supermarket, Holiday Foods, Bread Area Inc. and Minola, among others, selling their products at discounted prices.

Through the Diskwento Caravan, the government in partnership with participating manufacturers and distributors could provide the workers a respite from the impact of rising commodity prices. This is also part of the corporate social responsibility (CSR) of the participating establishments.



For the third quarter of 2014, four (4) Diskwento Caravans were successfully conducted in the region which generated aggregate sales ranging from P270,000.00 to P557,000.00 for each activity. Venues for this quarter's Diskwento Caravans include Compostela, Lupon, New Bataan, Laak, Dujali, and Davao City.



One of the reasons cited by companies for taking part in this activity is their desire to help low-income workers by offering them high discount rates from ten percent (10%) to fifty percent (50%) off the regular price of the products. Ms. Sol Imperial, Sales Coordinator of Holiday Foods in Davao City, said that they are happy to be of help to ordinary workers, while promoting their products at the same time.

“This is our third time to join the Diskwento Caravan and some of the benefits to us is that we are able to advertise our new store branch and generate revenues as well,” remarked Jeane Rose delos Santos, Operation Supervisor for NCCC OroDerm Branch.

Many consumers in the region expressed their delight for this opportune occasion to avail of the big discounts for commodities like rice, milk, bread, canned goods, shampoo, toothpaste and other products.

commission at work

One of the highlights of 2014 was the policy direction and guidance set by the Commission proper. During the year, the Commission reviewed and passed upon seven (7) Wage Orders and Implementing Rules and Regulations issued by RTWPBs. In its review, the Commission ensured that minimum wage setting complied with the TTWS framework, taking into consideration (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.

The Commission also reviewed wage advisories under the second tier of the TTWS. In particular, the Commission analyzed the (i) relative importance of the sector/industry covered by the advisory; (ii) comprehensiveness and soundness of industry analysis and the use of empirical data (iii) basis for industry outlook and the (iv) the extent to which the Boards have been able to provide quantitative recommendations on a percentage range of productivity-based pay increase.



In support of strategies to strengthen advocacy for tier 2, the Commission also approved the recognition scheme for establishments adopting the recommendations of the advisories issued by the Boards.

The Commission proper also set the direction for setting the theme of the 2014 National Productivity Convention as well as the researches/studies presented during the forum.



The following policy guidelines were also reviewed and approved by the Commission:

- 1) Rules of Procedure on Minimum Wage Fixing for Domestic Workers;
- 2) Advisory on the Competency-Based Pay for Domestic Workers; and
- 3) Resolution Amending the Rules on Exemption from Compliance with Prescribed Wage Increases/Cost of Living Allowances Granted by the Regional Tripartite Wages and Productivity Board.



New Leadership with Undersecretary Reydeluz D. Conferido

policy and research

Compensation Schemes: BPO, Manufacturing and Shipping Industry

**Compensation Scheme:
The Case of the BPO Industry**

Executive Summary

The Philippine government has included the BPO industry among its priority sectors because of its huge contribution to economic growth and job generation in the last 5 years. In line with the growing interest in this sector, this policy brief examines the Compensation Scheme of the BPO industry based on the 2013 Corporate Compensation Survey Report by the Economic Confederation of the Philippines (ECON). Policy recommendations that can serve as a basis for growth are also put forward in this policy brief.

Background

The industry is made up of seven sub-sectors namely: (i) contact centers; (ii) knowledge Process Outsourcing (KPO) and Back Office; (iii) software development; (iv) animation; (v) game development; (vi) medical transcription; and (vii) engineering design.

The Philippine IT-BPO sector has approximately increased from US\$1.2 billion in 2006 to US\$11.8 billion in 2011. It has been one of the fastest growing offshore destinations in the world. Its impact on annual GDP for 5 years (2006-2011) is 4%-%. Fig. 1 shows the Philippine IT-BPO Industry Size from 2006-2011 in USD Billion.

Business Process Outsourcing (BPO) is the "outsourcing of technology or specialized process vendors to provide and manage an organization's critical and/or non-critical enterprise processes and applications." (PISA, 2012)

In August 2014, employment in Philippines' Business Process Outsourcing (BPO) is an all-time high with over one million employees. BPO industry has experienced high growth-revenue and employment has been tested since 2004 the industry has an average yearly employment growth rate of 20%. Figure 2 shows IT-BPO industry, employment, in thousands.

Year	Industry Size (USD Billion)
2006	1.2
2007	4.8
2008	6.1
2009	7.1
2010	9.9
2011	11.8

Figure 2: IT-BPO Industry Employment in Thousands

Year	Employment (Thousands)
2004	100
2005	163
2006	239
2007	372
2008	442
2009	505
2010	642
2011	642

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**Compensation Scheme:
The Case of the Shipping Industry**

Executive Summary

The Philippines is an archipelagic country and water transport is its most dominant form of transportation, goods, services and people within the country. The significance of the maritime industry has turned the development of a national highway system and a well-seafared (MOROS) terminal to accelerate administration development. Such efforts to improve the shipping sector are embodied in the Philippine Development Plan 2011-2016.

The Domestic Shipping Industry: A Brief Profile

In 2010, the total number of merchant vessels in the Philippines was 4,763. Approximately 70% of merchant domestic vessels in the country have gross tonnage below 200 while the remaining 30% have gross tonnage above 200 (MARMA).

Major homoports, excluding homoports of fishing vessels, are found in Manila (22.2%), Cebu (13.4%), Batangas (10.8%), Pangasinan (10.5%) and Capitan de Oro City (3.5%). Homoports are of significance to seafarers because it dictates the minimum wage. Using the Minimum Safe Manning for Ships in the Domestic Trade (MSM) and 2006 and above, the estimate total number of seafarers based on the Commission's 2010 estimate is 10,000. This number excludes maritime students under apprenticeship agreements (Working at Sea, Institute for Labor Studies).

Our country has been at the forefront of discussions and has actively participated in the drafting of Maritime Labour Convention, 2006 (MLC) which the Philippines ratified in 2012. The MLC 2006 sets the comprehensive minimum requirements for seafarers to be employed on a ship as well as the standards and conditions of their employment, hours of work, accommodation, recreational facilities, food and catering, health protection, medical care, welfare and social security protection. It also establishes a compliance and enforcement mechanism based on inspection and certification of the seafarers' working and living conditions.

As the 30th Member to have its ratification required, the Philippines are to achieve decent work for seafarers. In addition, the country also needs to comply with the international standards and obligations set by the ILO (International Labour Organization) and IMO (International Maritime Organization).

Recent Work in the Domestic Shipping Industry

The domestic shipping industry in the Philippines, in spite of its reputation as the seafaring capital of the world, is suffering from a shortage of deck and engine officers brought about by the decision of Filipino seafarers to work in foreign vessels.

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**Compensation Scheme:
The Case of Manufacturing Industry**

Executive Summary

The generation of more and better jobs is deemed imperative in the attainment of inclusive growth and poverty reduction. To this end, the manufacturing industry, as a significant sector of the economy and major contributor to economic growth, becomes a key consideration in economic policy decisions.

This policy brief reviews the compensation scheme in the manufacturing industry and affirms the view that the industry is an integral source of quality jobs and accessible even to the low-skilled sector of the labor market. The challenge, therefore, is to sustain industry development through comprehensive and integrative economic policies and industrial strategies that generate more meaningful employment for Filipino workers.

Introduction

The formulation of a comprehensive national industrial strategy (NIS) as envisioned in the Philippine Development Plan 2011-2016, underscores the importance of industrial development to the attainment of what President Aquino stated to be as the principal driving force of government initiatives and decisions: inclusive growth and poverty reduction.

The NIS requires the formulation of individual sectoral roadmaps integrated and linked to the overall manufacturing roadmap as the government aims to revitalize the manufacturing sector and facilitate structural transformations that would see shifts to high-value production and the realization of labor force to more meaningful and high-productivity jobs.

Historically, the rise of high-income economies is fueled by robust industrialization. (Bainbridge & Forbes, 2013). Adams (2014) observes that the best way to create quality jobs and achieve inclusive growth is by strengthening the manufacturing industry and transforming it into a globally competitive sector of the economy.

Background

Manufacturing is the largest industry in the Philippine economy accounting for 21.1 percent of the country's GDP in 2012. The share of the whole industry sector to GDP is 21.1% in the same year (National Statistical Coordination Board, 2014).

Despite this, the share of the manufacturing industry to GDP has, in decades, either remained stagnant or has declined. Manufacturing declined gradually annually from 24.3% share to GDP in 1998 to 21.5% in 2009, while the whole industry sector declined from 35.3 percent to 31.5% of GDP. Only in the following years has there been a slight resurgence (Figure 1) (NSCB, 2014). In plans of agriculture and manufacturing, the services sector has dominated growth since 1985. The great majority of services, however, consist of activities with low productivity (The World Bank Philippine Office (WBPO), 2013).

Within manufacturing, only the food manufacturing and electronics subsector were able to sustain growth especially between 2000 and 2008. About 50 percent of manufacturing value-added came from the capital-intensive food and beverage industries, Petroleum and chemicals, also a capital-intensive industry, accounted for 30 percent of manufacturing value-added. Labor-intensive manufacturing such as garments, footwear and furniture continued to decline and accounted for only some 10 percent of manufacturing value-added, with adverse consequence to employment (WBPO, 2013).

Manufacturing employment seldom exceeded three million, or a mere eight percent of total employment - a number that has hardly changed in the past 15 years (Figure 2) (NSCB, 2014). In 2011, the bulk of

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These policy briefs analyzes the compensation schemes in the manufacturing, BPO and shipping industries in the Philippines and affirms the view that these industries are an integral source of quality jobs and accessible to both highly-skilled and less-skilled workers. The challenge, therefore, is to sustain industry development through comprehensive and integrative economic policies and industrial strategies that generate more meaningful employment for Filipino workers.

Review and Updating of the Family Living Wage

The study surfaces the conceptual and methodological issues surrounding the FLW raised by social partners. It also discusses the ILO Methodology for estimating internationally comparable estimates of living wage as well as existing practices of other countries in estimating a living wage. On the basis of which, the study identifies decision points, both at the policy and program level, which should be undertaken in order to institutionalize the generation and regular review of FLW estimates.

comments to legislative bills

Bills on Wages and Productivity

The NWPC as an 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 2014, twenty seven (27) bills on wages and three (3) bills on productivity were analyzed, for which position papers were prepared and submitted.

wages	House Bill 4333 Rural Employment Assistance Program	House Bills 3729, 4015, 4080, 4155, 4277, 4007, and 3776 Go Negosyo Bills	House Bills 127, 1018, 1036, and 117 BMBE Law	House Bill 253 P125 Across-the-board wage increase	
	House Bill 3387 Senate Bill 22 Inquiry on the TTWS	Senate Bills 453, 256, 452, 1838, 1213, 1356, 163 and 257 Increasing the tax exempt ceiling on bonuses	Senate Bills 2223 and 2227 Tax reform measure	Senate Bills 1342 and 1378 Benefits of drivers and conductors in the PUB Industry	
	productivity	House Bill 4969 Green Jobs Bill	Senate Bills 950 and 2193 Amendments to RA 6971		

The NWPC together with the Institute for Labor Studies and Bureau of Local Employment took part in crafting the Green Jobs Bill, for the sponsorship of House Committee on Labor and Employment Chairperson and Davao City 1st District Representative Karlo Alexei B. Nograles.

and activities pertaining to basic, higher and technical vocational education and training, database that identifies and links green job opportunities with private and public entities, and information on knowledge and skill requirements of a green economy.

The bill calls for bolder government actions to reduce emissions and strengthen climate resilience.

The bill calls for bolder government actions to reduce emissions and strengthen climate resilience. The transition to a green economy demands that the government take an active role in developing a green jobs agenda, enhancing workers' skills and providing business enterprises with incentives to support a low-carbon and resource-efficient economy which not only reduces environmental risks and ecological scarcities but also improves human well-being and social equity.

The bill also directs the Department of Labor and Employment, in cooperation with other concerned government agencies to create a national green jobs human resource development plan, which will sustain the transition into a green economy which shall include programs, projects,

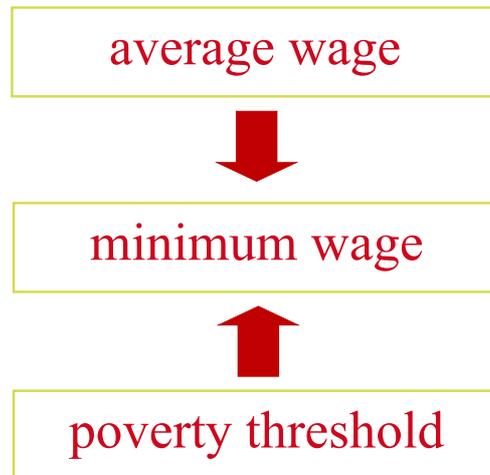
Among the government institutions that will be involved in the implementation of the bill are the Department of Finance (DOF), Department of Environment and Natural Resources (DENR), Department of Education (DEPED), Department of Trade and Industry (DTI), Department of Agriculture (DA), Department of Energy (DOE), Department of Interior and Local Government (DILG), Department of Science and Technology (DOST), Commission on Higher Education (CHED), National Economic and Development Authority (NEDA), Professional Regulation Commission (PRC), Bangko Sentral ng Pilipinas (BSP), Climate Change Commission (CCC) and Government Financial institutions.



GREENjobs

Bills on Minimum Wage Setting

In 2014, the Commission also submitted its position to four legislative measures filed by Congressman Fernando L. Hicap on minimum wage setting: (1) increase in the premium pay of SSS members (2) implementation of two-tiered wage system, (3) P125.00 daily across-the-board increase in the salary rates of employees and workers in the Private Sector, and (4) an act repealing Republic Act No. 6727.



In its position papers, the NWPC clarified the minimum wage policy and the importance of setting a genuine floor wage to ensure that it targets and benefits the poor and vulnerable workers, which the policy seeks to protect. The NWPC also cited the unintended outcomes of huge across-the-board wage increases.

Rural Employment Assistance Act

The NWPC expressed its support to House Bill 4333 or the “Rural Employment Assistance Act” through an official communication to Congressman Manuel S. Agyao, House of Representatives’ Chairman on Committee on Rural Development.

The Commission, however, recommended that beneficiaries of the rural employment assistance be entitled to receive the prevailing minimum wage, including the social welfare benefits.

House Bill 4333 was filed by AKO Bicol party-list Reps. Christopher S. Co and Rodel M. Batocabeas the Philippines’ adoption of India’s National Employment Guarantee Act 2005 and shall be implemented by the Department of Social Welfare and Development (DSWD).

The bill is a five-year Rural Employment Assistance Program which seeks to provide temporary employment to qualified heads of family or single adult members of poor households who volunteer to do unskilled manual work in rural areas where they reside.

good governance

Health and Wellness

Seminars and Vaccination



As part of its employee welfare program, the NWPC organized an orientation seminar on preventive measures on influenza, pneumonia, and cervical cancer on February 12, 2014. Dr. Carmela Napiza and Dr. Carol V. Narra, both from Department of Health – Disease Prevention and Control Bureau served as speakers on the importance of disease awareness and prevention.

Another program initiated by the Management Support Service Department (MSSD) was the facilitation and administration of the pneumonia vaccination (March 23), annual physical examination (March 26), and flu vaccination (July 25) held at the NWPC office.

Stress Management

The NWPC, through its Administrative Division, organized a series of film-showing activities as stress-buster for its employees.

Programs for Senior Citizens

Financial Literacy

The Administrative Division organized a seminar on financial literacy and stock investment for the officers and employees of the NWPC last October 3, 2014. The activity was conducted in coordination with the Philippine Stock Exchange.



Collective Negotiation Agreement

The Civil Service Commission (CSC), through its representative Ms. Ma. Luisa C. Lopez, Acting Director of the CSC-BSP Field Office, awarded the Certificate of Registration for the Collective Negotiation Agreement (CNA) concluded between the National Wages and Productivity Commission management (NWPC) and the NWPC Employees Association (NWPC-EA) during the 24 November 2014 flag raising ceremony.

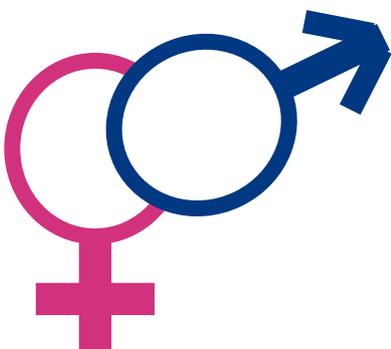
The CNA was signed on 03 September 2013 and is the fourth round inked between the management and the EA since the union's establishment in 1985. The first CNA was sealed in December 2000. The current CNA remains valid until 2016.

“The CNA is a result of the commitment of both parties in furthering the mandate of the Commission while providing benefits to its personnel, be it in a form of training, health care and subsidized education/scholarship programs.”

--- Executive Director Maria Criselda R. Sy



Gender and Development



On its continuing commitment to mainstream gender and development sensitivity into the agency's regular programs and services in compliance with Republic Act 9710 otherwise known as the Magna Carta for Women, the NWPC, through its Administrative Division held two gender-sensitive seminars on Parent Responsibility (February 14) and Adolescent Youth Development (August 15) in 2014.

The NWPC also organized eight (8) film screenings with themes related to gender and development.

Women's Month Celebration

The 2014 theme “*Juana, ang Tatag Mo ay Tatag Natin sa Pagbangon at Pagsulong!*” paid tribute to the strong and resilient Filipinas who brought inspiring changes to the country and across the globe.

The NWPC employees participated in the annual celebration of Women's Month in March 2014.

Selected NWPC employees participated in the “*Women Symbol Formation*” on March 8, at the Quirino Grandstand in Rizal Park, which was the kick-off activity for the month long celebration.

The celebration is aligned with Presidential Proclamation No. 224 (series of 2008) declaring the first week of March as Women's Week and Presidential Proclamation No. 227 (series of 2008) on the observance of the month of March as Women's Role in History Month.



Housekeeping

Tree Planting



The NWPC conducted its annual tree planting activity, in coordination with Taguig CENRO and the DENR on August 19-20 in Brgy. San Miguel in Taguig City. This is in compliance with EO No. 26 (2011) otherwise known as the National Greening Program and DOLE Administrative Order No. 269 (2011).

ISO Certification



Moral Recovery Program

As part of President Aquino III's 22-point Labor and Employment Agenda and the Department's Human Resource Development Program, NWPC employees participated in the Moral Renewal Seminar on February 4, 2014 at NWPC Conference Room.

The facilitators from the Lay Formation Center of the Archdiocese of Manila were Dr. Mateo delos Santos and Dr. Gains, et.al. led Level 1 of the moral renewal seminar. The said activity was part of the Moral Recovery Program Level 2 of the office.

Team Building

The NWPC held its annual team building exercise at the Boso-Boso Highlands Resort and Convention Center in Antipolo, Rizal on June 26-27, 2014.

Various indoor and outdoor group-based activities and games were organized such as poster and jingle-writing contests, sack race and other relay games like "longest line" and "rabbit-archer-wall" to strengthen team relationships, communication and problem solving skills and to test agility and sportsmanship.

The group also found time to reflect on the true meaning of happiness through an exercise facilitated by Exec. Dir. Sy using a presentation on "*15 Things That We Should Give Up To Be Happy*" by Dana Saviuc.



staff development

Local and Foreign Trainings

For 2014, the NWPC facilitated the participation of a total of officers and staff from both the central and regional offices to 50 local and foreign trainings, fora, and seminars on various areas: financial reporting, wage and productivity-related bills, internal quality audit, leadership and management strategies, human resource and administrative functions, environment and social responsibility, program and monitoring functions, public policy analysis and formulation, planning and budgeting, personal development, labor laws compliance system, and innovation and enterprise development.

Together with Secretary Rosalinda Dimapilis-Baldoz and Undersecretary Rebecca C. Chato, Executive Director Maria Criselda R. Sy joined the worker, employer, and government delegates in the 103rd International Labour Conference - the International Labor Organization's highest decision making body - to discuss labour migration, employment strategies, ways out of informality and strengthening ILO Convention 29 on force labour in Geneva, Switzerland last 27 May to 12 June 2014.



Further, two NWPC officials participated in international events/fora. Director Atty. Jamie-Lyn Jamias-Garcia presented the country's practices on minimum wage setting during the *Seminar on Implementation of Minimum Wages: Lessons Learnt from ASEAN Countries* in Kuala Lumpur, Malaysia last October 13-14, 2014. Meanwhile, Deputy Executive Director Jeanette T. Damo, in coordination with Malaysian Productivity Corporation, participated in APEC Workshop on Establishing Best Practices on Human Capital Development in Malaysia last December 8-9, 2014.

Aside from this, six NWPC and RTWPB technical staff also participated in the multi-sectoral and multi-level second phase training on Innovation and Enterprise Development in collaboration of DOLE through NWPC with Singapore's Nanyang Polytechnic International (NYPI) and Temasek Foundation (TF).



Promotions



On 21 June 2014, Secretary Rosalinda Dimapilis-Baldoz administered the oath taking of the new senior officials of the Department. NWPC Deputy Executive Director Jeanette T. Damo was of the newly appointed

The new members representing Employers and Workers Sector of RTWPBs also took their oath namely: RTWPB-CAR Employers Representative Juan Johnny R. dela Cruz; RTWPB-CAR Employers Representative Alfonso T. Lao; RTWPB-CAR Workers Representative Renerio C. Lardizabal Jr.; RTWPB-RO 3 Workers Representative Raul C. Remodo; RTWPB-RO 4-B Employers Representative Osias C. Navarro; RTWPB-RO 11 Employers Representative Rulfo V. Asis; and RTWPB-RO 11 Employers Representative Bienvenido D. Cariaga.

Atty. Welma T. Sicangco and Atty. Jamie-Lyn Garcia have been promoted to the position of Director II for Management and Support Service (MSS) Department and Policy and Research Service (PRS) Department, respectively.

The rest of the newly promoted employees are: Ms. Amelia C. Kakazu (as Supervising LEO), Julie Callope-Llorente (as Senior LEO), Michelle A. Mackay (as LEO III), and Phyllis G. dela Rosa (as Leo I).

Retirement

The Financial Management Division Chief Ms. Victoria P. Macapagal retired from the government service last November 30, 2014 at the age of 60.

Macapagal started to serve the government in 1981 at the Commission on Audit where she was an Audit Examiner II. From 1990 to 1994, she worked for private companies and then entered the Commission as Accountant III.

She finished Bachelor of Science in Commerce major in Accounting and Marketing at Araullo Lyceum and Masters in Government Management at the Pamantasan ng Lungsod ng Maynila.

NWPC's silver anniversary

A celebration of the true meaning of Serbisyon Totoo

The NWPC celebrated its 25th anniversary on 1 July 2015 with a simple gathering at its office premises in Malate.

This simple yet fun-filled celebration complements its theme *Serbisyong Totoo*: cutting down the cost of internal activities while leveling up the services given to the public.

In her brief message, Secretary Baldoz expressed satisfaction on the accomplishment of NWPC, declaring that the agency has successfully hit its twin mandate, of setting minimum wages and promoting productivity.

In his message, Usec. Lagunzad and former NWPC Executive Director proudly declared that the hefty load of work given to NWPC symbolizes the confidence of the administration to the capabilities of the agency.

For her part, NWPC Executive Director Maria Criselda R. Sy said she wanted this day to symbolize the agency's commitment to a higher standard of service and more years of public service to come.

The NWPC Employees Association President Ms. Elvira Prudencio, thanked management for its employee welfare programs, *"Kami po ay nagpapasalamat sa management sa inyong suporta at pagkilala sa aming kakayahan. Ilan lamang sa mga benefits na inyong sinang-ayunan ay ang CNA (Collective Negotiation Agreement), libreng health benefits gaya ng vaccinations para sa flu at pneumonia. Asahan po ninyo na kaming mga empleyado ay lagi ding nakasuporta sa mga programa ng NWPC at DOLE at ibuhuhos po namin ang aming kakayahan at kaalaman upang mas mapataas ang antas ng ating serbisyo publiko."*



“Natumbok na ng NWPC ang wage at productivity. Ang dalawang ito ay magkaakibat na sa ngayon. Hindi kagaya noong una na tayo ay kilala lamang sa pag-set ng minimum wage. Sa ngayon, dahil sa Two-Tiered Wage System, nagawa nating pag-isahin ang pag-set ng minimum wage at pag-promote ng productivity.”

---- Secretary Rosalinda Dimapilis-Baldoz



“Congratulations sa ating lahat sapagkat naabot natin ang 25 years na may malinis at mataas na antas ng public service.”

--- Undersecretary Ciriaco A. Lagunzad III



“Ang gusto ko lang ay maging simbolo ang araw na ito ng ating maigting na public service at ng matagal pang panahon na paglilingkod sa ating bayan. Ipinagdarasal ko din na bigyan tayo ng malakas at malusog na pangangatawan upang magampanan natin ng maayos ang ating responsibilidad para palawakin ang naaabot ng minimum wage at pagandahin ang working condition ng ating mga manggagawa.”

--- Executive Director Maria Criselda R. Sy



the NWPC commissioners



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Undersecretary, DOLE



Rosalinda Dimapilis-Baldoz
Chairperson
Secretary, DOLE



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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

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National Wages and Productivity Commission
2nd and 3rd Floors Dy International Building
No. 1011 General Malvar corner San Marcelino Streets
Malate, Manila
Tel nos.: (02) 527-8011 to 17
Fax nos.: (02) 527-5139 / 5522 / 8012 / 8014

 www.nwpc.dole.gov.ph

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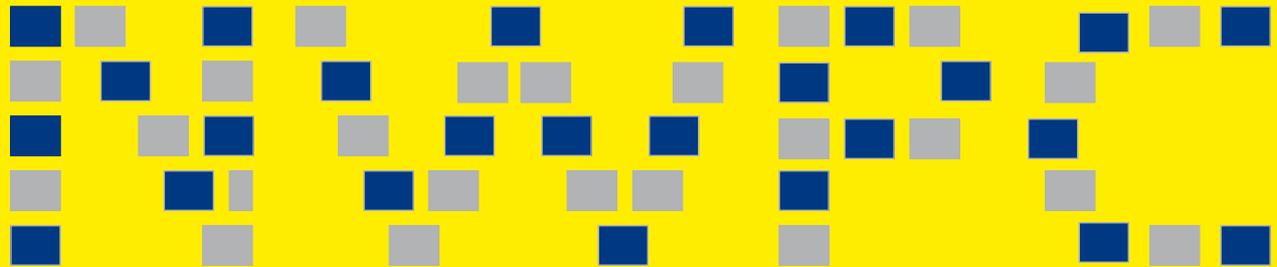
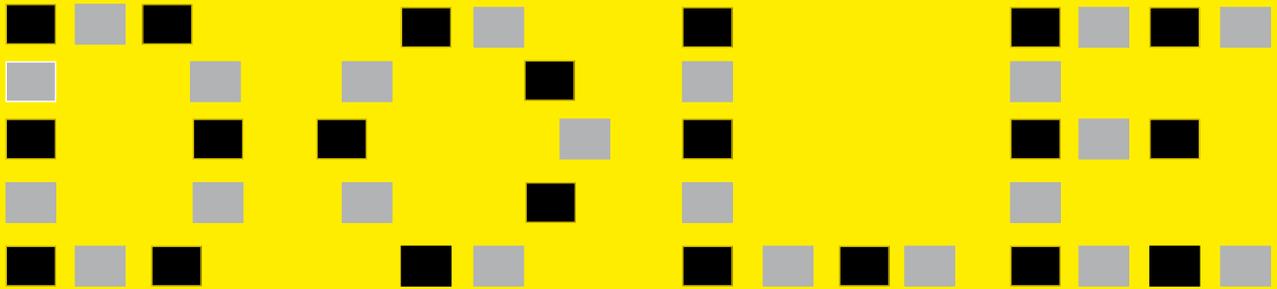
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editorial staff

Editor-in-Chief	Lourdes M. Secillano
Assistant Editor-in-Chief	JEM Samonte
	Jerome P. Lucas



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