



2018

ANNUAL REPORT



NATIONAL WAGES AND PRODUCTIVITY COMMISSION
Department of Labor and Employment



ABOUT THE COVER

In 2018, the National Productivity Conference carried the theme “People-Centric Technologies, Breakthrough Innovation for MSMEs” and involved the participation of over 200 productivity advocates, professionals, and experts from the academe, management and labor groups, government agencies, non-government organizations, and productivity and quality associations. Thus, this year’s Annual Report highlighted the role of technology and innovation as an essential factor in the MSME’s pursuit to business excellence.

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ABOUT

NWPC

CREATION

The NWPC was created by virtue of Republic Act 6727 or the Wage Rationalization Act in July 1989. It mandates the setting of minimum wages to protect vulnerable workers from undue low wages and the promotion of productivity and gainsharing between workers and enterprises.

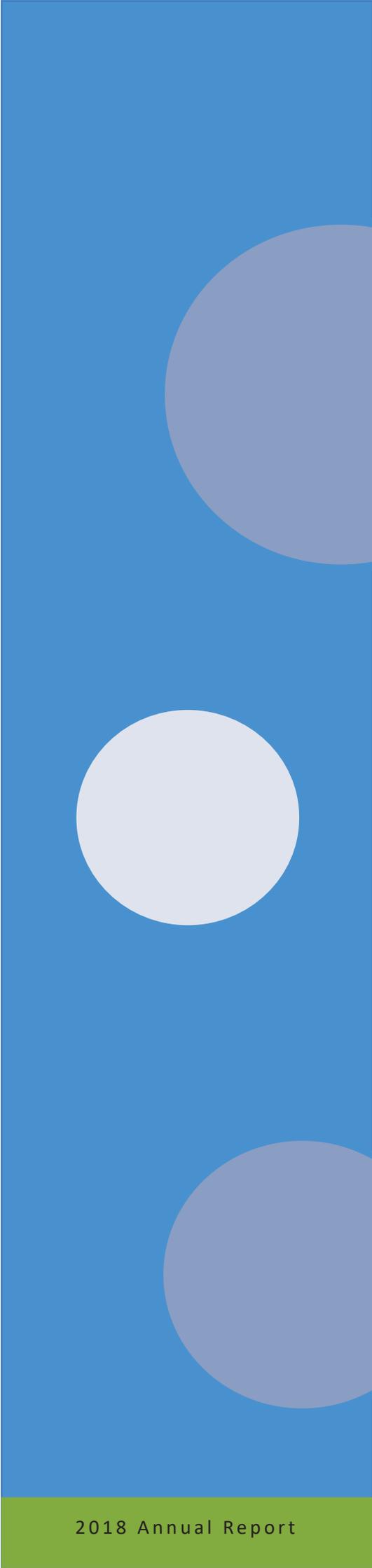
The law also provides that minimum wages shall be set on a regional basis, taking into consideration a prescribed set of relevant factors that essentially balance the needs of workers and employers' capacity to pay. For this purpose, the law created the National Wages and Productivity Commission (NWPC) and the 17 Regional Tripartite Wages and Productivity Boards (RTWPBs).

The NWPC is an agency attached to the Department of Labor and Employment (DOLE) for policy and program coordination.

MANDATE

The major functions of the NWPC are to act as adviser to the President and Congress on matters relating to wages, incomes and productivity; formulate policies and guidelines on wages, incomes and productivity; and review regional minimum wage levels set by the RTWPBs based on prescribed rules and guidelines.

Meanwhile, the RTWPBs are responsible for the setting of regional minimum wages and for implementing productivity improvement programs.



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
Responsiveness
Commitment
Transparency
Innovation
Collaboration

MESSAGE OF THE SECRETARY



One of the most difficult challenges faced by Department of Labor and Employment is the issue on wages. This year, higher-than-usual inflation rates heightened the demand for early minimum wage adjustments nationwide. Still, through broad and continuous consultations, the Commission and the Boards managed expectations and delivered 15 Wage Orders that provided relief to minimum wage earners.

Complementing its minimum wage setting mandate, the Commission and the Boards continued to implement its productivity programs, not only as a means to improve work processes and outputs, but as a platform for bipartite partners to share and work towards a common goal of continuously improving and adding value to work processes that lead to higher revenue for enterprises and real incomes for workers.

Moving forward, we anticipate greater challenges. Addressing the problems of unemployment and persistent low wages, remain high in the policy agenda of the Department. We continue to count on the support of the tripartite partners in crafting policies that redound to the improvement of the lives of Filipino workers, recognizing their indispensable role in economic development and in nation-building.

Lastly, I would like to congratulate the Commission and the Boards for maintaining its ISO 9001:2015 Certification and for achieving Human Resource Maturity Level 2 under the Civil Service Commission's Program to Institutionalize Meritocracy and Excellence in Human Resource Management. These are continuing testament to NWPC's commitment to quality and excellence in the delivery of its programs and services.


SILVESTRE H. BELLO III
Secretary

MESSAGE OF THE UNDERSECRETARY



Our work as a public institution demands that we not only execute our mandate but more importantly, influence government priorities using our expertise, knowledge and experience.

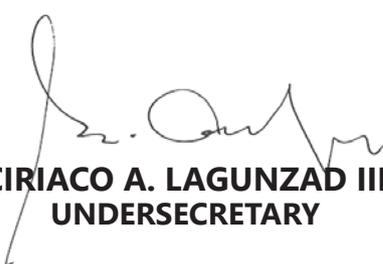
Over time, the focus of our wage policy has expanded from the perspective of social protection to growth and competitiveness. A clearer policy space for minimum wage setting on one hand and beyond which, increasingly linking wage with productivity and performance on the other, has been adopted as one of the key strategies to raise the income earning capacities of workers under the Philippine Development Plan 2017-2022. Towards this end, minimum wages, as genuine social protection tool and as a poverty reduction strategy, are constantly raised to levels beyond poverty. Further, opportunities for sustainable higher incomes are being realized through efforts of the Commission and the Boards in

building capacities of workers and enterprises in productivity improvement as basis for productivity or performance-based compensation schemes.

It was also in the same year when demand for relief from rising cost of living from the labor sector confronted the Commission. Again, on the strength of its mandate to protect incomes of vulnerable workers, the Commission, under the initiative of Secretary Bello, proposed the earmarking of an amount to fund the grant of unconditional cash transfers to minimum wage earners.

In the area of productivity promotion, the 2018 National Productivity Conference was our platform for deepening the conversation on the impact of Industry 4.0 on the labor market and prompting policy level discussions on how the role of government will evolve in the new and rapidly changing digital and physical technology. It was indeed a feat for the Commission to have brought industry experts and practitioners in a forum that tackled one of the most dynamic, complex and disruptive forces of change.

On a final note, I would like to thank the tripartite partners in the Commission and the Boards for their sincere commitment to our mandate. I also extend my gratitude to the Commission and the Board secretariats for their indispensable role in providing the necessary technical and administrative support to the tripartite partners in the performance of their functions and in helping shape policies and programs that make a positive difference in the lives of Filipino workers.



CIRIACO A. LAGUNZAD III
UNDERSECRETARY

MESSAGE OF THE EXECUTIVE DIRECTOR



We are pleased to present the accomplishments of the NWPC and all the Regional Boards for 2018. Our organization had its share of challenges and difficulties, traversing the uncertainties of a high inflation environment and mounting clamour for immediate wage relief. Still, we did not lose sight and focus of our wage and productivity mandate; we used them to leverage these challenges.

In 2018, the NWPC and RTWPBs ensured the timely issuance of fifteen (15) Wage Orders for workers in private establishments and two (2) Wage Orders for domestic workers, following broad consultations with key stakeholders and backed by a set of accurate and authoritative data from government partners such as the BSP, NEDA, DOF, and DOE. We also initiated the proposal for the grant of an unconditional cash transfer to minimum wage earners, albeit, failing to merit approval of the DBM.

To help workers and enterprises become more cost efficient amid rising production costs, we rolled out productivity orientation and training under the Productivity Toolbox to 14,815 micro, small, and medium enterprises (MSMEs) and 26,606 workers and managers/owners. New productivity training modules such as 7S of Good Housekeeping and Social Media Marketing were developed, while productivity training modules on Productivity 101 and Lean Management were enhanced to adapt to the changing needs of workers and enterprises.

We maximized our social media presence, reaching 851,627 followers, making our social

media page the most followed among all social media pages managed by DOLE agencies – a testament to our passion for true, efficient, and effective public information service.

Parallel efforts to raise our own productivity, we steered our organization towards quality and excellence by maintaining our ISO 9001:2015 certification and achieving HR Maturity Level II for human resource systems and competencies under the CSC’s Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM).

Capping the year’s accomplishments was the conduct of the biennial National Productivity Conference, themed “People-Centric Technologies, Breakthrough Innovation for MSMEs.” It gathered productivity advocates, practitioners, and experts in a series of discussions on technology-based game changing paradigms that continue to reshape the world of productivity, quality and innovation. Among others, Google Philippines Country Manager Kenneth Lingan talked about social media platforms that could increase business’ visibility and market share; Willis Tower Watson’s Patrick V. Marquina talked about employee engagement in multi-generational workplaces and HR approaches to managing inter-generational differences; Asian Institute of Management Dr. Christopher D. Monterola discussed the use of data analytics to generate science-based solutions to problems in business and governance.

The event also launched our new program logos that embody the creativity and innovativeness of our banner programs on wage and productivity. It also kicked off the 2019 Productivity Olympics.

As we yet face another year, I remain confident that the NWPC and RTWPBs will continue to meet all challenges head on, resolved and committed to its mandate to implement sound, responsive, and coherent wage and productivity policies and programs.


MARIA CRISEL DAR, SY
Executive Director IV

FAST FACTS

WAGE ORDERS

15

Wage orders for workers in the private sector

2

Wage orders for domestic workers

92.8%

Wage rates above 2015 poverty threshold

PRODUCTIVITY-BASED INCENTIVE SCHEME

937

MSMEs provided with technical assistance on designing/formulation of performance-based incentive schemes (PBIS)

97

MSMEs with PBIS installed

PRODUCTIVITY TOOLBOX

ORIENTATION

10,537

MSMEs provided with orientation

TRAINING

4,278

MSMEs provided with training

PIPs Implemented

3,018

MSMEs trained with PIPs/action plans implemented

INFORMATION AND ADVOCACY

251,067

Clients reached through the information drive

DIGITAL MEDIA PRESENCE

851,027

Facebook likes

STAFF DEVELOPMENT

97%

NWPC personnel completed the required minimum 8 hours training credit

RECRUITMENT & PLACEMENT

13

Employees hired

7

Employees promoted

RECOGNITIONS



ISO 9001:2015 Certification Maintained



CSC's Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Level II



DOLE Citation for Innovative Programs

MINIMUM WAGE SETTING



TWO-TIERED WAGE SYSTEM

Under the Two-Tiered Wage System (TTWS), the NWPC and the Boards set minimum wages (Tier 1) at levels not lower than the poverty threshold but not approaching average wage. Complementing the minimum wage is performance or productivity based incentive scheme (Tier 2) which encourages workers and enterprises to jointly develop and implement productivity incentive schemes. It is a strategy to drive productivity growth that creates wealth that can be shared by both workers and enterprises.

FIRST TIER (MINIMUM WAGE)

In 2018, fifteen (15) wage orders and implementing rules were issued by the RTWPBs NCR, CAR, II, III, IVA, IVB, V, VI, VII, VIII, IX, X, XI, XII, and ARMM, granting adjustments in minimum wages ranging from P9 to P56 for workers in private establishments. Minimum wage in non-agriculture stood at P537 in NCR and ranged from P256 to P400 in areas outside NCR. In the agriculture sector, minimum wage in NCR was set at P500 and varied from P256 to P370 outside NCR.

By end of 2018, 100% of minimum wage rates were above the 2012 poverty threshold and 93% or 77 out of 83 of rates were above the 2015 poverty threshold.

WAGE ORDER NO.	EFFECTIVITY	AMOUNT AND FORM OF INCREASE		NON-AGRICULTURE	AGRICULTURE	
		BASIC WAGE	ALLOWANCE		PLANTATION	NON-PLANTATION
NCR – WO No. 22	Nov. 22, 2018	P25	---	P537	P500	P500
CAR – WO No. 19	Aug. 20, 2018	P20-P30	---	P300 – P320	P300 – P320	P300 – P320
I – WO No. 19	Jan. 25, 2018	P13-P30	---	P265 – P310	P265	P256
II – WO No. 19	Nov. 25, 2018	P10	P10	P360	P340	P340
III – WO No. 21	Aug. 1, 2018	P20	---	P339 – P400	P324 – P370	P312 – P354
IVA – WO No. 18	April 28, 2018	P14–P21.50	---	P317 – P400	P303 – P370	P303 – P356
IVB – WO No. 9	Nov. 27, 2018	P12 – P20	---	P283 – P320	P283 – P320	P283 – P320
V – WO No. 19	Sept. 21, 2018	P20 – P30	---	P295 – P305	P295 – P305	P295 – P305
VI – WO No. 24	July 12, 2018	P8.50–26.50	P5 – P15	P295 – P365	P295	P295
VII – WO No. 21	Aug. 3, 2018	P10 – P52	---	P318 – P368	P313 – P368	P313 – P368
VIII – WO No. 20	June 25, 2018	P20 – P30	---	P305	P275	P275
IX – WO No. 20	June 29, 2018	P20	---	P316	P303	P303
X – WO No. 20	Nov. 1, 2018	P27 – P35	---	P343 – P365	P331 – P353	P331 – P353
XI – WO No. 20	Aug. 16, 2018	P56	---	P370	P365	P365
XII – WO No. 20	May 11, 2018	P16 – P18	---	P311	P290	P290
XIII – WO No. 15	December 8, 2017	P15	P10	P290	P290	P290
ARMM – WO. No. 17	June 15, 2018	P15	---	P280	P270	P270

SECOND TIER (PRODUCTIVITY-BASED INCENTIVES)



In 2018, four wage advisories were issued covering agribusiness, retail and wholesale, hotel and restaurant (Region II), wholesale, retail trade, and construction industries (Region V), hotels and resorts (Region XI), and hotels and restaurants (Region IX).

The Boards also provided technical assistance in designing/formulating productivity or performance-based incentive schemes to 932 MSMEs, which resulted in the implementation/adoption of performance-based incentive schemes by 101 MSMEs. To date, all Boards have issued at least one Advisory for their respective regions.

BATAS KASAMBAHAY

For 2018, two wage orders were issued for domestic workers in Cagayan Valley Region and CALABARZON. The amounts of increase ranged from P1,000 to P1,200 bringing the range of minimum wages of domestic workers to P3,500 in NCR and from P2,000 (CALABARZON, VIII, IX, X, XI, and XII) to P4,000 (Region III) outside NCR.

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		P3,500	
CAR-DW-02	May 8, 2017	P500		P3,000	P2,500
RB I-DW-01	October 2, 2016	P1,500	P1,000	P3,500	P2,500
RB II-DW-02	November 25, 2018	P1,000	P1,000	P3,500	P3,500
RB III-DW-01	October 7, 2017	P2,000	P1,500	P4,000	P3,000
RB IVA-DW-02	March 1, 2019	P1,000	P1,000	P3,500	P3,000
RB IVB-DW-01	July 7, 2017	P500	P1,000	P2,500	P2,500
RB V-DW-01	June 2, 2017	P1,000		P3,000	P2,500
RB VI-DW-02	December 8, 2017	P1,000	P1,500	P3,500	P3,500
RB VII-DW-01	April 13, 2017	P1,000		P3,000	P2,500
RB VIII-DW-01	March 23, 2016	P500		P2,500	P2,000
RB IX-DW-01	October 1, 2016	P1,000	P1,500	P3,500	P3,500
RB X-DW-01	December 6, 2017	P1,000		P3,000	P2,000
RB XI-DW-01	December 16, 2017	P1,000	P500	P3,000	P2,000
RB XII-DW-01	December 10, 2017	P500	P500	P2,500	P2,000
RB XIII-DW-01	October 12, 2016	P1,000		P3,000	P2,500

TRAIN LAW AND THE MINIMUM WAGE EARNERS



Given the income tax reforms under the TRAIN Law, the NWPC organized a briefing in February during its corporate planning exercise with Department of Finance (DOF), Department of Trade and Industry (DTI), National Economic Development Authority (NEDA), and Bangko Sentral ng Pilipinas (BSP) as resource persons. Among others, the briefing clarified that minimum wage earners remain income tax-exempt but that a slight acceleration in the inflation rate is to be expected due to supply shocks in food and global geopolitical tension affecting the price of fuel.

Another briefing on the current socioeconomic conditions and the impact of the implementation of the TRAIN Law was organized in June 2018 amid mounting demand for a wage hike.

The Commission, representing the DOLE as member of the Inter-Agency and Technical

The briefing for the government sector representatives in the Commission and the Boards intended to equip them with relevant, accurate, and coherent information for sound wage decisions.

Working Group on the Social Welfare Benefits under the TRAIN Law, also proposed the grant of unconditional cash transfer (UCT) to minimum wage earners. Towards this end, the NWPC submitted its proposal to the President and the Department of Budget and Management (DBM) for the earmarking of an amount that will cover said benefit for the period 2018-2020. In a communication sent by the DBM in August, however, it said there are no sufficient government funds to grant the proposal.



FACILITY EVALUATION

The RTWPBs also conducted Facility Evaluation (FE) to establish fair and reasonable valuation of facilities customarily provided by employers to their employees such as board, lodging, and other facilities for purposes of allowing such to be considered part of wages.

In 2018, 100% or 73 FE applications/requests from firms were acted upon by the RTWPBs. Of which, 67 were issued FE order.



TIME AND MOTION STUDIES

The RTWPBs also conducted Time and Motion Studies (TMS) to determine the standard rates for output-based or piece-rate workers.

In 2018, the RTWPBs acted upon 100% or 72 TMS applications/requests from firms. Production standards/quota orders were issued for all 72 applications.

PRODUCTIVITY PROMOTION



PRODUCTIVITY TOOLBOX

Continued efforts to promote productivity were implemented through the provision of training and technical services under the Productivity Toolbox. The program aims to build the knowledge and capacities of workers and enterprises on productivity concepts, tools, and techniques.



RTWPBs provided orientation and training to 26,606 employers and workers from 14,815 MSMEs.



NEW TRAINING PROGRAMS AND PLATFORM

In response to the growing number of MSMEs and the demand for training on basic productivity concept, tools, and techniques, the NWPC developed/upgraded four training modules, namely Social Media Marketing, Lean Management, 7S of Good Housekeeping, and Productivity 101. In addition, the NWPC also developed four e-learning modules that may be accessed through the NWPC e-learning portal. These modules cover topics on Productivity 101, Stock Control, Bookkeeping, and 5Rs of Waste Management.



NATIONAL PRODUCTIVITY CONFERENCE



The National Wages and Productivity Commission conducted the 2018 National Productivity Conference with the theme “People-Centric Technologies, Breakthrough Innovation for MSMEs” on September 14, 2018. Presentations from experts and industry practitioners on leveraging technology, creativity, and innovation highlighted the event.



Plenary sessions included topics on: 1) Inclusive Innovation Industrial Strategy (I3s) Propelling Jobs, Investments and Shared Prosperity for All, 2) Google: Connecting MSMEs in the International Value Chain, 3) Getting Ahead of the Automation Curve Prospects for MSMEs, 4) Financial Technology Tools for MSMEs, 5) Kapatid Agri Mentor Me Program (KAMMP): Taking Philippine Agripreneurship to the Next Level, 6) Managing the HR Landscape under Industry 4.0, and 7) How MSMEs can Benefit from Data Analytics.



The NWPC also launched its new program logos in colors and designs that captured the creativity and innovativeness of program content and delivery. The NWPC also kicked off the 2019 Productivity Olympics.

NATIONAL PRODUCTIVITY CONFERENCE



The conference gathered experts from different industries and sectors to lead the discussion on innovation, creativity, next-generation solutions and breakthrough technologies as fundamental and potent forces for sustainable growth





ADVOCACY



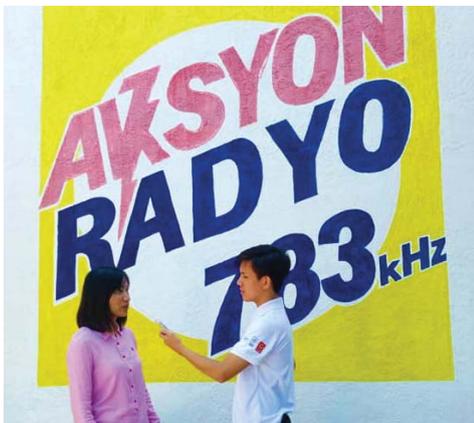
USAPANG 2Ps: PASAHOD AT PRODUCTIVITY

Usapang 2Ps is a marketing strategy to encourage enterprises to avail of the training programs under NWPC's Productivity Toolbox and technical assistance in designing productivity incentive schemes. In 2018, the NWPC and the RTWPBs conducted Usapang 2Ps nationwide, benefiting 1,534 employers and workers from 1,253 MSMEs.



TAMANG KAALAMAN SA KITA AT KAKAYANAN

Awareness raising 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 guestings, and interviews.



Frontline services which include public information services, learning sessions and training/orientation programs were rated by 15,393 clients or a response rate of 95% out of the 16,253 participants.





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SOCIAL MEDIA TOOL

The NWPC also intensified its social media campaign to inform the public about the latest updates on wage and productivity policies and programs. In 2018, the NWPC's official Facebook page reached 851,027 likes.

We've reached

 851,027 likes

LEARNING SESSIONS ON WAGES, INCOMES, AND PRODUCTIVITY



The NWPC organized seventeen (17) Learning Sessions attended by 850 participants from 498 companies.

General Labor Standards

Handling Administrative Cases

Department Order No. 174

Orientation on Lean Management

Wage Implication of TRAIN Law

Tax Exemption for Minimum Wage Earners

Orientation on 7S of Good Housekeeping

Orientation on Productivity Toolbox

Department Order No. 183

Orientation on Service Quality

Occupational Safety and Health

Post-Employment and Other Concerns

Incentivizing Performance Schemes

Orientation on the 5Rs of Waste Management

Minimum Wage Policy

Orientation on Retail & Service

Adjustment Measures to Correct Wage Distortion

POLICY AND TECHNICAL ADVICE



POLICY INPUTS AND RECOMMENDATIONS

The NWPC submitted policy inputs and recommendations to Congress on the following bills relating to wages, income and productivity:

Senate Bills

Senate Bill No. 2
(14th Month Pay)

Senate Bill Nos. 99 and 335
(Comprehensive Nursing Law of 2016)

House Bills

House Bill Nos. 5618, 5701, 6227, and 6476
(The Philippine Innovation Act)

House Bill Nos. 4722, 5630, 5776, 5841, and 6322
(The Right to Disconnect under the Telecommuting Act)

House Bill Nos. 245 and 6278
(Corn Industry Development Act)

House Bill Nos. 3422, 5835, 6132, and 6324
(Establishing a Philippine Corn Research Institute)

House Bill Nos. 4562, 5911, and 6650
(Service Charge)

House Bill No. 1719
(Micro-Credit Financing Bill)

House Bill No. 7787
(National Minimum Wage)

House Bill Nos. 4071, 5711, 6043, 6119, and 6581
(Bereavement Leave with Pay)

House Bill No. 1619
(Monthly Salary for Local Nurses)

House Bill Nos. 269 and 500
(An Act Instituting Policies for the Protection and Welfare of Caregivers in the Practice of their Profession)

House Bill No. 2225
(Increasing Night Shift Differential)

House Bill No. 7787
(Proposed National Minimum Wage/Abolition of NWPC/ RTWPBs)

House Bill No. 8548
(Increasing the Minimum Wage of Domestic Workers)

House Bill No. 5067
(Increasing the Number of Service Incentive Leave Benefits)

RESEARCH



STUDY ON THE COMPENSATION SCHEME FOR FISHERFOLKS IN SMALL SCALE COMMERCIAL FISHING



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The study on small-scale commercial fishing aimed to determine the appropriate compensation scheme for small-scale commercial fishing operation. Among others, the study showed that fishers' compensation is based on a sharing system, where all operating expenses and revenues are shared by operators, skippers, and fishers.

Sharing scheme of net revenues ranges from 10% to 33% for skippers and 25% to 45% for fishers. The study revealed it was a common practice for owners/operators, skippers/captains, and fishers to share expenses even those related to the business of fishing vessel operations/rental.

The NWPC proposed to maintain the existing sharing/compensation scheme, albeit sharing of expenses limited to items of personal consumption and excluding those inherent to the operations/rental of fishing vessels such as maintenance, repair, fuel, government fees/licenses. The setting up of a reserve fund which can be used to level out fluctuations in the income of fishers especially during low or no catch and/or to fund programs to uplift their living conditions was also recommended.

IMPLICATIONS OF NATIONAL MINIMUM WAGE SYSTEM IN THE PHILIPPINES

This study examined the implications of a national minimum wage system and determined its viability and appropriateness to the country's socioeconomic structure. The study analysed data on: 1) regional and industry-level economic performance, 2) impact of a national minimum wage on the country's economic growth, employment, and inflation, and 3) experiences of countries which have implemented a national minimum wage system like Thailand and the Republic of Korea.

Findings showed that the level of development and economic activity is highly variable and is disproportionate across regions. Results of statistical simulation also showed that setting a relatively high national minimum wage will accelerate inflation rate, slow down economic growth, and impair job security. The experiences of Thailand and Korea in also revealed that differences in economic conditions across the country are critical to the design of a minimum wage system.

Given the economic and labor market realities in 2018, the NWPC proposed to maintain the policy of decentralized wage setting in the Philippines. Other regulatory and non-regulatory alternatives may be pursued to achieve higher pay for workers.

RECOGNITION OF PRODUCTIVITY EXPERTS

The NWPC developed a recognition system of productivity experts. The recognition program will tap productivity and quality experts/practitioners to assist the NWPC and the Boards in developing capacities of MSMEs in advanced productivity tools and technologies.

The guidelines prepared for the purpose covered the rules on the recognition process, identification of productivity experts, recognition of productivity experts, administration of productivity interventions, and the role of the RTWPBs in engaging private sector experts, among others.



EMPIRICAL FRAMEWORK FOR SETTING MINIMUM WAGE FOR DOMESTIC WORKERS

As inputs to the development of an empirical framework for setting minimum wages for domestic workers, the NWPC designed and submitted a rider questionnaire to the Labor Force Survey (LFS) to the Philippine Statistical Authority (PSA). The questionnaire will be fielded during the October 2019 round of the LFS.

The Philippine Statistical Research and Training Institute will also be engaged in the crafting of the rider module and in the development of an empirical framework for setting minimum wage for domestic workers.



NETWORKING



MOU ON SUSTAINABLE CONSUMPTION AND PRODUCTION



NWPC and the Philippine Center for Environmental Protection and Sustainable Development Inc. (PCEPSDI) signed a Memorandum of Understanding on “The Sustainable Diner - A Key Ingredient to Sustainable Tourism.”

The MOU aimed to: 1) strengthen the technical assistance for the national government agencies (NGAs) and local government units (LGUs); 2) promote “The Sustainable Diner” and “Transforming Tourism Value Chain” projects; and 3) promote sustainable tourism and involvement in green production and consumption.

PHILIPPINE EXPORT DEVELOPMENT PLAN (PEDP) 2018-2022 STAKEHOLDERS ENGAGEMENT

The NWPC attended the Philippine Export Development Plan (PEDP) 2018-2022 Stakeholders Engagement. The event was organized by the Department of Trade and Industry (DTI), through the Export Marketing Bureau and the Export Development Council (EDC), as part of a series of engagements to cascade the PEDP to the regions and solicit commitments among stakeholders on its implementation.

The NWPC and other government line agencies agreed to align their respective programs to accomplish the PEDP 2018-2022 Strategies, namely: 1) improve the overall climate for export development; 2) exploit existing prospective opportunities from trading engagements; and 3) design comprehensive packages of support for selected products and services sectors.

WORKPLACE COOPERATION AND PRODUCTIVITY IMPROVEMENT

NWPC and NCMB signed a memorandum of agreement on promoting productivity improvement and gainsharing program through workplace cooperation.

The convergence program aimed to strengthen Labor Management Committees (LMCs) by building their capacities in the formulation and implementation of productivity or performance based incentive schemes.

To date, 36 establishments from LMC convergence program with NCMB were provided technical assistance.





Photo by DOLE Information and Publication Service

YOUTH ENTREPRENEURSHIP PROGRAM

In 2018, the NWPC also joined the launching of Youth Entrepreneurship Program (YEP), a nationwide program spearheaded by the Department of Trade and Industry to help young Filipinos develop their entrepreneurial skills. A symbolic signing of pledge of support formalized the various agencies' commitments to the program. For the DOLE, the NWPC shall provide productivity training and technical assistance to youth entrepreneurs to help them grow and

become viable and competitive economic units.

YEP supports the national development agenda of doubling the number of entrepreneurs in the Philippines by 2022 which will in turn, broaden the gains of economic development, address inequality, and uplift the quality of life of Filipinos especially the youth.

SOCIAL WELFARE AND BENEFITS PROGRAM UNDER RA 10963

NWPC, as member of the Inter-Agency Committee (IAC), participated in developing the implementation mechanisms of the social welfare and benefit programs for minimum wage earners under R.A. 10963, otherwise known as the Tax Reform for Acceleration and Inclusion (TRAIN) Law.

The Committee agreed on the procedure for availment of TESDA skills training as one of the benefits intended for minimum wage earners.

The NWPC also proposed the grant of unconditional cash transfer (UCT) to minimum wage earners. Relative to this, side meetings with BIR, SSS, DSWD and the Data Privacy

Office were initiated, should the proposed UCT be approved by the DOF. Chaired by the Department of Budget and Management (DBM) and co-chaired by the Department of Finance (DOF) and Department of Social Welfare and Development (DSWD), the IAC completed the Joint Memorandum Circular (JMC) No. 001, series of 2018 which provides for the general guidelines on the identification of qualified beneficiaries and the implementation of social welfare and benefits programs specified in the R.A. 10963. The programs include unconditional cash transfers (UCTs), jeepney fuel vouchers, NFA rice subsidies, and free skills training for minimum wage earners and the unemployed.

COMMISSION AT WORK





In 2018, the Commission reviewed and passed upon 15 wage orders and implementing rules for minimum wage earners, two wage orders and implementing rules for domestic workers, and four wage advisories. The Commission also ruled on three appeals to wage orders and exemptions.

The Commissioners also approved NWPC Resolution No. 2 on “Mainstreaming a Productivity Agenda in the Country’s Development Plans” which directed the NWPC Secretariat to “integrate productivity agenda in the development, strategic, and action planning processes at the national, industry, sectoral, and local levels” to

concerned interagency committees, working groups, and other bodies.

In the area of research, the Commissioners approved the studies on national minimum wage setting in the Philippines, compensation schemes in fishing industry, engaging productivity experts from the private sector, and the rider module to the PSA’ Labor Force Survey.

The theme and topics for the 2018 National Productivity Conference as well as the new program logos were also approved.

New Logos

In 2018, the NWPC launched its new program logos in colors and designs that capture the creativity and innovativeness of program content and delivery.



GOOD GOVERNANCE



ISO 9001:2015 CERTIFICATION

The NWPC maintained its ISO 9001:2015 certified since 2015. In its last surveillance visit, TUV-Rheinland recommended the continuation of the NWPC/RTWPBs certification under ISO 9001:2015 standard, absent non-conformities.



PRIME-HRM AWARD LEVEL II

NWPC received recognition from the Civil Service Commission for meeting HR Maturity Level II for human resource systems and competencies in connection with CSC's Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) at Alta D' Tagaytay Hotel in Tagaytay City.



CITATION FOR INNOVATIVE PROGRAMS

The NWPC received a citation for its innovative programs - One Call Away, e-Prod Toolbox, and Usapang 2Ps: Pasahod at Productivity - during the awarding ceremony for the Most Innovative Office at the Labor Governance Learning Center on December 5, 2018.



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, gift wrapping and pastry making.



HEALTH AND WELLNESS BENEFITS

As part of its human resource development program, the NWPC organized health and wellness programs for its employees. They also conducted their annual physical examination, in coordination with Best Diagnostic Corporation on March 27, 2018 covering basic laboratory procedures. Stress management activities such as free haircut, massage, and spa services were organized for officers and staff in coordination with the Manila Manpower Development Center.

TEAM BUILDING EXERCISE

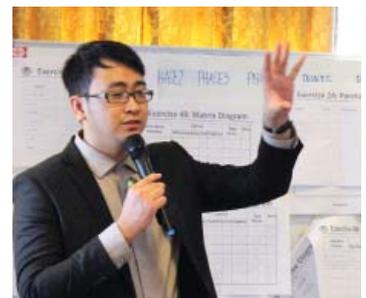
The NWPC held its team building exercise on April 5-6, 2018 at Vista Venice Resort, Morong, Bataan. The officers and staff participated in various structured learning experiences to enhance communication, interpersonal skills, and teamwork.

GENDER AND DEVELOPMENT

In compliance to Republic Act 9710 otherwise known as the Magna Carta of Women, the NWPC held a seminar on mainstreaming gender and development in occupational safety and health. The NWPC also attended and organized seminars with themes promoting gender sensitivity.



STAFF DEVELOPMENT





TRAININGS, FORA, SEMINARS, AND WORKSHOPS

Recognizing the importance of its people in the delivery of its programs and projects, participants from the Central Office and the Boards were sent to different local trainings, fora, seminars, and workshops under its competency based training plan.

LEADERSHIP AND MANAGEMENT

- Trendwatcher Learning Session 02: Coaching and Working with Millennials
- Workplace Learning and Development Program
- Mentoring and Coaching for Leaders
- Ethical Leadership
- Learning and Development Planning
- Digital Leadership
- 2018 CES Executive Leadership, Wellness & Work-Life Balance Camp
- 15th Regional Council of Policy Officers' Conference
- 17th Annual Career Executive Service (CES) Conference
- Leading Beyond 2020: Transforming the Workplace to Meet Global Expectations
- Public Sector Productivity Seminar on Phronetic Leadership

WAGES AND PRODUCTIVITY

- Learning Session on Process Evaluation of the Productivity Toolbox
- Computation of Family Living Wage and Analysis of Labor Market Information
- Training on the 2018 Occupational Wages Survey (OWS)
- 2017/2018 ISLE Public Sector Productivity Seminar on Quality Circle
- International Conference on Public Sector Productivity
- GODP: Orientation on 7S of Good Housekeeping
- Capacity-Building on "Follow the Firm" Program and Value Chain Analysis
- Training of Trainers on Improving Productivity through Social Media Marketing
- Public Sector Productivity: Seminar on Managing Productivity thru Big Data Analytics

LABOR AND EMPLOYMENT

- Learning Engagement on Contractualization
- 16th National Occupational Safety and Health Congress
- 5th Araw ng Kasambahay
- Orientation on New DOLE Issuances
- Basic Occupational Safety and Health Summit 2018
- Regional Capacity-Building for Single Entry Approach for Desk Officers
- Labor and Management Fora
- Employees Forum Engagement

TECHNOLOGY, NEW MEDIA, AND DESIGN

- Government Data Privacy Officers' Conference 2018
- National ICT Competency Framework Workshop
- Basic Photography
- Adobe InDesign CC: Beginner to Intermediate
- Graphic Design I: Introduction to Graphic Design
- Learning Session on Data Storytelling
- Adobe After Effects CC: Beginner to Intermediate
- Adobe Illustrator CC: Beginner to Intermediate
- Infographics Design
- Basic Videography
- Seminar on Data Privacy Law
- Business Intelligence and Analytics Training
- Digital Transformation Envisioning Workshop
- Training Workshop on Maximizing the Use of Social Media for Government

ADMINISTRATIVE COMPETENCY AND UPGRADING

- Strengthening Excellence in Human Resource Actions
- 2017 Omnibus Rules on Appointment and Other Human Resource Actions
- Philippine Government e-Procurement System Training
- 2017 Rules on Administrative Cases in the Civil Service
- Cash Management and Control System
- Seminar on Property and Supply Management
- Philippine Financial Management Forum
- 2nd Regional Recruitment, Selection and Placement Symposium
- Pre-Retirement Innovations and Options for Results (PRIOR)
- Human Resources Strategy and Action Planning Workshop
- Training on Streamlining and Process Improvement of Critical Services for NGAs

GENDER AND DEVELOPMENT

- We Make Change: Women Inspiring Women Forum
- Gender Sensitivity Training
- Regional Gender and Development (GAD) Budget Fora



PROMOTION AND HIRING

In 2018, seven (7) employees were promoted and thirteen (13) new employees were hired in the central office and RTWPBs.

PROMOTED EMPLOYEES

Bilog, Jessielee R.	Admin. Assistant III (RTWPB-XI)
Canlas, Renz Allan V.	Admin. Assistant II (Finance Management Division)
Cerillo, Loraine D.	Admin. Officer V (Administrative Division)
De Belen, Maria Elena	Labor and Employment Officer II (RTWPB-IVA)
Gubat, Anne Jelyka A.	Labor and Employment Officer II (RTWPB-XI)
Ocmer, Francia N.	Board Secretary VI (RTWPB-V)
Rivera, Gener C.	Labor and Employment Officer III (RTWPB-IVA)

NEWLY HIRED EMPLOYEES

Curada, Alvin B.	Director II (Policy and Research Service)
Damondamon, Xena Blanch	Admin. Assistant I (RTWPB-XI)
De Jesus, Pia Charmane O.	Chief LEO (Wage Policy and Research Division)
Dela Cruz, Pamela Denise	Admin. Assistant III (RTWPB-NCR)
Dugando, Christine B.	Admin. Assistant I (RTWPB-XII)
Guinto, Arman L.	LEO III (Training and Technical Services Division)
Javier, Erly E.	Admin. Assistant I (RTWPB-VII)
Leonardo, Mike Velar C.	Admin. Assistant I (RTWPB-NCR)
Liza, Kenneth D.	Supervising LEO (RTWPB-III)
Narag, Carlina Joy C.	Admin. Assistant III (RTWPB-II)
Pagaduan, Justin C.	LEO I (Productivity Policy and Research Division)
Paguirigan, Mary Gladys R.	Attorney IV (RTWPB-II)
Sison, John Winston T.	Admin. Assistant I (RTWPB-VI)

THE COMMISSIONERS



CIRIACO A. LAGUNZAD III
Chairperson-Designate
DOLE Undersecretary



SILVESTRE H. BELLO III
Chairperson
DOLE Secretary



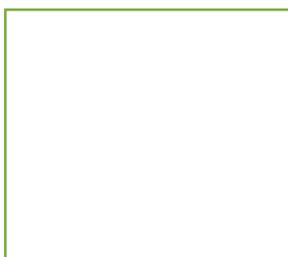
ERNESTO M. PERNIA
Vice Chairperson
NEDA Director General



LUCILA CASTILLO-TARRIELA
Management Representative
Employers Confederation of the Philippines



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



VACANT
Management Representative



RAMON M. LOPEZ
Observer
DTI Secretary



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



MARIA CRISELDA R. SY
Member
NWPC Executive Director

THE DIRECTORS



PATRICIA P. HORNILLA
Deputy Executive Director



MARIA CRISELDA R. SY
Executive Director IV



JEANETTE T. DAMO
Deputy Executive Director



ELVIRA P. JOTA
Director II
Technical Service



ATTY. ALVIN B. CURADA
Director II
Policy and Research Service
(Assumed October 2018)



ATTY. JAMIE-LYN JAMIAS
Director II
Management and Support Service
(Assumed October 2018)
Policy and Research Service
(January to October 2018)



ATTY. WELMA T. SICANGCO
Director II
Management and Support Service
(Retired on June 2018)

THE DIVISIONS CHIEFS



PIA CHARMANE O. DE JESUS
Wage Policy
and Research Division



RICHARD G. VALENZUELA
Productivity Policy
and Research Division



NELSON C. LERIOS
Review Appeals
and Legal Division



SYLVIA P. PIANO
Training and Technical
Services Division



LOURDES M. SECILLANO
Planning and Information Division



EDITHA M. SAUS
Finance and Management Division



MARC ALEXIS M. ARABE
Administrative Division

THE BOARD SECRETARIES



KIM S. LAGCAO
National Capital Region



AUGUSTO L. AQUILLO
Cordillera Administrative Region



ATTY. ROMINA E. BOADO-CABRILLOS
Ilocos Region



HEIDELWINA M. TARROSA
Cagayan Valley Region



KENNETH D. LIZA
Central Luzon Region



ATTY. RIO ARIEL A. SORIANO
CALABARZON



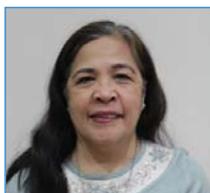
ROMEO E. OPIS
MIMAROPA



FRANCIA N. OCMER
Bicol Region



ATTY. MA. AILYNE P. VALAQUIO
Western Visayas Region



GRACE G. CARREON
Central Visayas Region



REYNALDO SOLIVERES
Eastern Visayas Region



JOEL I. JIRANI
Zamboanga Peninsula Region



ATTY. MA. VERGEL C. WALAG
Northern Mindanao Region



RUBY A. BADILLES
Davao Region



JESSIE M. DELA CRUZ
SOCCSKSARGEN



EARL D. DELA VICTORIA
Caraga Region



LILIAN RUTH C. CABANBAN
Autonomous Region of Muslim Mindanao

DIRECTORY

National Wages and Productivity Commission

2nd and 3rd Floor Dy International Building, San Marcelino corner General Malvar Streets
Malate, Manila
ipd.nwpc@gmail.com / info@nwpc.dole.gov.ph 527-8014 / 527-8011

National Capital Region

2nd Floor, Dy International Building
San Marcelino corner General Malvar Streets
Malate, Manila
wage_ncr@yahoo.com.ph 527-5155 / 400-6765

Cordillera Administrative Region

3rd Floor, DOLE Building
#1 Cabinet Hills
Baguio City
rtwpbcar@yahoo.com (074) 300-3452 / 424-3416

Ilocos Region

Room 202-203, Juanita Commercial Building
Quezon Avenue, San Fernando City
La Union
rtwpb1_rb1@yahoo.com (072) 607-8914 / 242-4396

Cagayan Valley Region

3rd Floor, Andrew's Building
Luna corner Blumentritt Streets
Tuguegarao City, Cagayan
rtwpb2@yahoo.com (078) 844-1553 / 844-0956

Central Luzon Region

2F Kingspire Business Center MacArthur
Highway, Brgy. San Isidro,
City of San Fernando, Pampanga
rtwpb3@yahoo.com.ph

CALABARZON

3rd Floor, Milan Prestige Building
National Highway, Barangay Halang
Calamba City, Laguna
rtwpb4a@yahoo.com / (049) 545-5511 / 834-4030

MIMAROPA

2nd Floor, Luna Building III
Governor Infantado Street,
Calapan City, Oriental Mindoro
rtwpbivb_dole@yahoo.com / (043) 288-1425

Bicol Region

ANST Building, Washington Drive,
Legazpi City, Albay
rtwpb5@gmail.com (052) 742-4172

Western Visayas Region

Room 30, 3rd Floor, Doña Maria Building
La Castilla corner EL 98 Streets
Jaro, Iloilo City, Iloilo
rtwpb6@yahoo.com (033) 320-5864 / 329-0880

Central Visayas Region

6th Floor DOLE-VII Building, Gorordo Avenue
corner Gen. Maxilom Avenue, Kamputhaw
Cebu City, Cebu
rtwpb7@yahoo.com (045) 963-1162

Eastern Visayas Region

DOLE Compound
Trece Martires Street,
Tacloban City, Leyte
rtwpb_8@yahoo.com / (053) 832-2978

Zamboanga Peninsula Region

Compartment 2F, H.C. Marketing Building
Governor Camins Avenue
Zamboanga City
dole_rtwpb9@yahoo.com / (062) 991-2672

Northern Mindanao Region

2nd Floor, Trinidad Building,
Corrales-Yacapin Streets,
Cagayan de Oro City
rtwpbx@gmail.com / (088) 880-3920

Davao Region

2nd Floor, R & T Yap Building
corner Bangoy and Monteverde Streets
Davao City
rtwpbxi@gmail.com (082) 222-4652 / 224-2027

SOCCSKSARGEN

#102 ACEPAL Building
Mabini Extension, Koronadal City
South Cotabato
rtwpbxii@yahoo.com (083) 520-0129 / 878-4723

Caraga Region

Nimfa Tiu Building
J.P. Rosalez Avenue
Butuan City, Agusan del Norte
rtwpb13@yahoo.com (085) 342-9987



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