

## Secretary Laguesma Swears in Newly Appointed NWPC Commissioners and RTWPB Sectoral Representatives



**D**OLE Secretary Bienvenido E. Laguesma administered the oath of office to the newly appointed Commissioners of the National Wages and Productivity Commission (NWPC) and Board Members of the Regional Tripartite Wages and Productivity Boards (RTWPBs) on December 1, 2022, at the DOLE Main Building in Intramuros, Manila.

Commissioners Arturo Basea and Milagros Ogalinda were appointed as workers' representatives, while Commissioners Lucila Castillo-Tarriela and Atty. Ranulfo Payos were appointed as employers' representatives.

Appointed commissioners and board members shall serve for a term of five years in the NWPC and RTWPBs whose mandate is to determine the minimum wage rates applicable in each region in the country and promote wages, income and productivity improvement in all sectors.



Newly Appointed RTWPB Sectoral Representatives

Region	Employers' Representative	Workers' Representative
NCR	Federico R. Marquez, Jr.	Angelita D. Señorin
I	Salvador R. Poserio Ives Q. Nisce	Catherine Q. Pangan
II	Gary Ka Hong U. Chong Gerald C. Tactay	Johnny M. Alvaro
III	Marco D. Nepomuceno	Raul C. Remodo Edgar B. Ventura
IVA	Engr. Renato B. Almada Atty. Delia T. Uy	Patrocinio S. Caisip Englebert C. Lasang
IVB		Romeo R. Arica Darius M. Guerrero
V	Romeo S. Tan	
VI	Ronald U. So	Atty. Joseph Brian T. Perez
VII	Atty. Joseph S. Tanco Philip Ngai Tan	Atty. Nora Anayn S. Demetrio-Diego
VIII	Edwin C. Mañas	
X	Vivien M. Lawansa Arsenio L. Sebastian III	Limuel R. Oliverio Milbert M. Macarambon
XI	Atty. Susan P. Cariaga Rulfo V. Asis	Josefina C. Lim Virginia T. Camus
XIII	Marvin C. Sanchez	Edgar Allan M. Aquino Florante O. Perez

# 2nd Tranche of Minimum Wage Hike in Regions I, V, and X Takes Effect

NEW MINIMUM WAGE RATE IN ILOCOS REGION (2nd tranche) effective December 1, 2022			NEW MINIMUM WAGE RATE IN BICOL REGION (2nd tranche) effective December 1, 2022			NEW MINIMUM WAGE RATE IN NORTHERN MINDANAO (2nd tranche) effective December 16, 2022		
SECTOR/ INDUSTRY	Increase	NEW MINIMUM WAGE RATES	SECTOR/ INDUSTRY	Increase	NEW MINIMUM WAGE RATES	CATEGORY (See caption for more details)	Increase	NEW MINIMUM WAGE RATES
I. Non-Agriculture employing 10 or more employees	a. 30 or more employees	P30.00	• All Sectors/Industries	P20.00	P365.00	Wage Category 1	P15.00	P405 (non-agri) P393 (agri)
	b. 10-29 employees	P30.00				Wage Category 2	P22.00	P405 (non-agri) P393 (agri)
II. Non-Agriculture employing less than 10 employees; Agriculture less than 10 employees	a. non-Plantation	P30.00				Wage Category 3	P15.00	P390 (non-agri) P378 (agri)
	b. non-Plantation	P30.00				• Wage Category 4 • Retail / service establishments with not more than 10 workers	P22.00	P390 (non-agri) P378 (agri)
	c. Plantation	P47.00						

The 2nd tranche of minimum wage increase for workers in the private sector in Region I (Ilocos) and Region V (Bicol) took effect on December 1, 2022 and on December 16, 2022 in Region X (Northern Mindanao).

In Region I, minimum wage earners in non-agriculture and non-plantation agriculture establishments received a P30 increase. The minimum wage rate for non-agriculture establishments employing 30 or more employees is now P400, non-agriculture establishments employing 10-29 employees is now P370, and non-agriculture establishments employing less than 10 employees and non-plantation agriculture establishments is now P342. Minimum wage earners in plantation agriculture establishments received a P47 increase. The minimum wage rate for these establishments is now P372.

In Region V, minimum wage earners in all sectors and industries received a P20 increase in Region V. The minimum wage in the whole region is now P365.

In Region X, minimum wage earners under Wage Category 1 and 3 received a P15 increase, while those under Wage Category 2 and 4 received a P22 increase. The daily minimum wage in Wage Category 1 and 2 shall be P393 (agriculture) and P405 (non-agriculture), and in Wage Category 3 and 4 shall be P378 (agriculture) and P390 (non-agriculture).

From page 1, Secretary Laguesma swears in...

Secretary Laguesma urged the representatives to look into the welfare and protection of all workers as well as the viability and survival of businesses amid the significant increase in the inflation rate.

Undersecretary Benedicto Ernesto R. Bitonio, Jr., NWPC Chairperson-Designate, Undersecretary Ciriaco A. Lagunzad III, Assistant Secretary Paul Vincent W. Añover and Executive Director Maria Criselda R. Sy witnessed the oath-taking ceremony.



Following the oathing, an onboarding session for the newly appointed commissioners and sectoral representatives was conducted on December 2, 2022, in Makati City. They were oriented on the programs, services and structure of the NWPC and RTWPBs pursuant to Republic Act No. 6727 and its implementing rules and regulations. A lecture on the Omnibus Rules on Minimum Wage Determination was also conducted.

## NWPC Attends APO Workshop on “Business Models for the Circular Economy in SMEs”

NWPC participated in the virtual workshop on “Business Models for the Circular Economy in SMEs” organized by the Asian Productivity Organization (APO) in cooperation with the Vietnam National Productivity Institute on December 21-23, 2022.

Francis Atangan and John Rowen Rubite of NWPC attended the workshop, which was conducted to share and discuss the foundations and business models that small and medium enterprises (SMEs) may utilize in adopting the circular economy concept in business operations.

In the Philippines, one circular economy initiative is a holistic community program launched by the Local Government of Quezon City in 2021 and implemented by the Climate Change and Environmental Sustainability Department in partnership with the Basic Environmental Systems and Technologies, Inc. (BEST). Titled “Trash to Cashback Program,” this initiative provides an innovative solution for citizens in the community to participate in the waste diversion project.

The five (5) steps of the BEST circular economy model focus on the following: 1) recyclable materials segregation; 2) exchange for reward points; 3) redeem incentives through equivalent service/product; 4) collection by partner companies of materials for recycling/upcycling; and 5) recycling and upcycling. *(Article by John Rowen Rubite)*



## RTWPB-IX Launches 2023 Regional Productivity Olympics

RTWPB-IX launched its 2023 Regional Productivity Olympics simultaneously with the conduct of 3S Service Quality Seal of Recognition Awarding Ceremony on December 14, 2022, in Zamboanga City.

Productivity Olympics national winners, national finalists and regional winners from Zamboanga Peninsula were invited to deliver inspirational messages and testimonies about the competition which recognizes the best productivity programs and practices of micro, small, and medium enterprises (MSMEs) in the agribusiness, service, and industry sectors.

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## NWPC Chairperson-Designate, Newly Appointed Commissioners Attend NWPC Year-End General Assembly



**D**OLE Undersecretary Benedicto Ernesto R. Bitonio, NWPC Chairperson-Designate, and newly appointed NWPC Commissioners representing the workers' sector attended the NWPC year-end general assembly on December 22, 2022, in Malate, Manila.

Undersecretary Bitonio welcomed the new NWPC commissioners. He said he is looking forward to working with them and instructed NWPC to continuously provide guidance and support to the newly appointed commissioners.

He thanked NWPC for maintaining its good performance and quality of work and expressed confidence that NWPC will overcome challenges along the way.

Commissioners Arturo A. Baesa and Milagros C. Ogalinda

expressed gratitude to the NWPC officers and employees for inviting and welcoming them as part of the NWPC family.

Commissioner Baesa said he is hoping he would be of good help to the organization. Even though he is a labor representative, he said he also aims for the betterment of the employers so that they would be able to provide more employment opportunities.

Meanwhile, in her message, Michelle Irish D. Mackay, President of the NWPC Employees' Association, expressed her gratitude to and wished for the continued support of the management to the programs and activities of the association. The general assembly concluded with variety of games, presentations, and raffle prizes from and for the NWPC employees.



## Baguio's "Pony Boys" Trained on Service Quality

NWPC and RTWPB-CAR conducted productivity and service quality training for the horse handlers or "Pony Boys" of Wright Park in Baguio City on December 20-21, 2022.

In his opening message, DOLE-CAR Regional Director and RTWPB-CAR Chairperson Nathaniel Lacambra stressed that the objective of the activity is to improve the quality of service provided by the "Pony Boys" to the visitors and tourists of Baguio City. He said that it is part of the full-cycle assistance program entitled "Trabaho, Turismo, Asenso: Ang Pony Boys" developed by DOLE-CAR to informal workers in the tourism sector.



NWPC OIC-Director Jerome Yanson and Atty. Marvie M. Fulgencio, Board Secretary of RTWPB-CAR, served as trainers/resource persons on productivity, service quality concepts and principles, service error and recovery, good grooming and personal hygiene and related topics.

The training was part of the convergence program of DOLE-CAR and RTWPB-CAR, Department of Tourism (DOT-CAR), Department of Health (DOH-CAR), Professional Regulation Commission (PRC-CAR), Technical Education and Skills Development Authority (TESDA-CAR), and City Government of Baguio.

Beneficiaries of the service quality improvement program were members of the Horse Handlers Association and the Kabalyero Guardians Association. (With report from RTWPB-CAR).

### *From page 3, RTWPB IX Launches...*

During the launching, RTWPB-IX recognized the successful 3S Service Quality beneficiaries who participated in the training activities for five months. The 3S Project (Service Quality, Service Innovation, and Customer Satisfaction) is a productivity program specifically designed for KCC Mall de Zamboanga employees and tenants engaged in service and retail business.

"The project is designed to boost productivity, promote service innovation and uphold service quality within the KCC Mall. 3S project awardees were recognized based on constant monitoring, customer feedback, and assessment," Board Secretary Joel Ijirani said.

## YEAR-END REPORT

# DOLE Issues 16 Wage Orders

The Department of Labor and Employment (DOLE), thru the Regional Tripartite Wages and Productivity Boards, issued 16 wage orders across the regions in 2022.

In a year-end report, the National Wages and Productivity Commission (NWPC) announced that the wages of workers in private establishments were raised from 31 pesos to 110 pesos, and 500 pesos to 2,500 pesos for the kasambahay.

Meanwhile, to ensure strict compliance with labor laws and standards, the DOLE’s regional offices inspected during the period 33,481 establishments covering 1.87 million workers nationwide.

The labor laws compliance system assesses the establishment’s adherence to all labor laws, which include the General Labor Standards (GLS), Occupational Safety and Health Standards (OSHS), and other related labor laws and issuances.

In support of the labor standards implementation, DOLE’s Occupational Safety and Health Center implemented 339 training for 14,658 workers.



The NWPC has also provided 2,505 micro, small, and medium enterprises (MSMEs) with programs to improve their capability to adopt productivity technologies for sustained enterprise development and growth. (Source: [www.dole.gov.ph](http://www.dole.gov.ph))

## Minimum Wage Rates

as of December 31, 2022

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P380.00	June 14, 2022
Wage Order No. RB1-21	P400.00	December 1, 2022
Wage Order No. RB2-21	P400.00	October 1, 2022
Wage Order No. RB3-23	P450.00	June 20, 2022
Wage Order No. RB4A-19	P470.00	December 30, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P365.00	December 1, 2022
Wage Order No. RB6-26	P450.00	June 5, 2022
Wage Order No. RB7-23	P435.00	June 14, 2022
Wage Order No. RB8-22	P350.00	June 27, 2022
Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB10-21	P405.00	December 16, 2022
Wage Order No. RB11-21	P427.00	June 19, 2022
Wage Order No. RB12-22	P368.00	September 1, 2022
Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



**NWPC  
Bulletin**

The NWPC Bulletin is published by the Planning and Information Division of the National Wages and Productivity Commission, 3rd Floor DY International Building, No. 1011 Gen. Malvar corner San Marcelino Streets, Malate, Manila. Tel. Nos. 5278011 to 17. For comments, suggestions and contributions, please e-mail us at [info@nwpc.dole.gov.ph](mailto:info@nwpc.dole.gov.ph). You may also visit our website at [www.nwpc.dole.gov.ph](http://www.nwpc.dole.gov.ph)

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