

Annual Establishment Report on Wages goes online



ANNUAL ESTABLISHMENT REPORT ON WAGES

The NWPC launched the online submission of the Annual Establishment Report on Wages (AERW) on April 11, 2022. It urged all private establishments to submit their reports through the online portal annualwagereport.nwpc.dole.gov.ph.

This centralized online submission of AERW is an integral part of NWPC's digitalization initiatives to ensure a more efficient collection of administrative-based data on wages. It replaced the physical (paper) submission of establishment reports to the 16 Regional Tripartite Wages and Productivity Boards.

Article 124 of the Labor Code, as amended by Republic Act No. 6727 or the Wage Rationalization Act, requires establishments to submit an annual report containing "a

verified itemized listing of their labor component, specifying the names of their workers and employees below the managerial level, including learners, apprentices and disabled/handicapped workers who were hired under the terms prescribed in the employment contracts, and their corresponding salaries and wages."

For the calendar year 2021, the report containing the aforementioned details as of 31 December 2021 shall be submitted online within the period 11 April 2022 to 30 June 2022. Thereafter, the submission shall not be later than 31st of January of the following year for succeeding calendar years (i.e., the deadline of the 2022 report is on January 31, 2023).

NWPC receives Gold Award for Communication Program



NWPC received a Gold Award for the commendable implementation of the DOLE Communication Program for 2021. It was given during the closing ceremonies of the 5th Labor Information Officers Training held on April 21-23 at the Orchard Hotel in Baguio City.

Labor Information Officers and designates from DOLE and its bureaus, attached agencies, and regional offices attended the two-and-a-half-day training. Ms. Jullianne Blair L. Coco, Planning Officer III of the Planning and Information Division, represented NWPC.

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NWPC Learning Sessions goes serial



Once again, NWPC innovated its learning sessions by conducting a trilogy of topics focusing on employee engagement. The first two sessions of the series were held on April 20 and April 27, 2022.

Mr. Juno Arcenal, an Employee/Industrial Relations Advisor of Shell Business Operations, presented Organizational Excellence through Employee Engagement in a podcast format. He discussed how employee engagement is an important aspect of a company's success and why the well-being of employees (physically and mentally) needs to be addressed to boost company productivity.



Ms. Romelyn Santos, NWPC's Labor and Employment Officer, presented Engaging Employees in Designing and Implementing Productivity Incentive Schemes. The session discussed crafting and implementing productivity incentive schemes through the labor-management cooperation committees. It also tackled how involving employees in identifying productivity gaps and finding their solutions can empower them and deepen their commitment to organizational goals.



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Ms. Maria Ena Coleen Delos Santos (TV Director from PTV Cordillera) and IT Engineer James Ewald Tuanquin, also from PTV Cordillera lectured on managing a Facebook page, social media analytics and optimization, Facebook live stream requirements, and setting up of a Zoom meeting presented. Mr. Conrado Generoso, a public relations specialist, discussed crisis communication and speech writing and served as the training facilitator.



RTWPB activities on minimum wage adjustment

In response to the directive of Secretary Silvestre H. Bello III to start reviewing their regions' minimum wages and expedite the procedure of increasing their rates, the RTWPBs carried out a series of wage consultations and hearings for the minimum wage adjustment for employees of private establishments and those of domestic workers.

LUZON

- The **National Capital Region** conducted a wage consultation via Zoom for the labor sector in April and the employer sector on April 19.
- **Cordillera Administrative Region** conducted public hearings for minimum wage earners in Tabuk, Kalinga on April 19 (for Kalinga & Apayao), April 20 in Bontoc, Mountain Province, April 26 in Bangued, Abra, and April 28 in Baguio City, Benguet, where they also held the hearing for domestic workers.
- **Region 1** held its wage consultation for minimum wage earners and domestic workers on March 29 in Bantay, Ilocos Sur, and April 8 in Dagupan City, Pangasinan. The public hearing was then held in San Fernando, La Union on April 20.
- **Region 2's** wage consultation for minimum wage adjustment in Batanes was held on April 6 via Zoom then on April 8 in Tuguegarao City, Cagayan
- **Region 3** conducted its public hearings on April 20 in San Fernando, Pampanga, April 22 in Malolos, Bulacan, April 26 in Abucay, Bataan, and April 27 in Subic Bay Freeport Zone, Zambales. The series of hearings would continue until May.
- **Region 4A** conducted its wage consultation for Rizal province on April 4 & 6 (formal workers) and on April 8 for kasambahays, Cavite on April 11, 13 & 18 (kasambahay), Batangas on April 20, 21, and 22 (kasambahay) and April 28 & 29 for formal establishments in Quezon province. The series of hearings would continue until May.
- **Region 4B** held its wage consultations on April 12 (Calapan, Oriental Mindoro) and April 20 (Boac, Marinduque). A public hearing was also held on April 27 in San Jose, Occidental Mindoro.
- **Region 5** had its public hearing last April 26 in Naga, Camarines Norte and April 28 in Legazpi, Albay



VISAYAS

- **Region 6** held its series of public hearings for private establishments on April 8 in Negros Occidental, April 11 in Iloilo, Guimaras, and Antique, and April 12 (via Zoom) for Capiz and Aklan. The public hearing for domestic workers was also held in Iloilo on April 11.
- **Region 7** conducted its public hearing for both private establishments and domestic workers on April 12 in Bogu City for North Cebu, April 25 in Tagbilaran, Bohol, and April 29 in Dumaguete for Negros Oriental and Siquijor. Another public hearing would be held in May.
- **Region 8** held its public consultations on April 22, 2022 in Macrohon, Southern Leyte, and on April 27 in Ormoc City, Western Leyte

MINDANAO

- **Region 9** had its public consultations for private establishments on April 4 and domestic workers on April 24, both in Zamboanga City. The ensuing public hearings for private establishments happened in: April 25 in Ipil, Zamboanga Sibugay, April 26 in Pagadian, Zamboanga Del Sur and April 27 in Dipolog, Zamboanga del Norte.
- **Region 10** conducted all its public consultations via Zoom on April 7 in Misamis Oriental & Camiguin, April 12 in Bukidnon, and April 25 in Misamis Occidental and Lanao del Norte. They were for both private establishments and domestic workers.
- **Region 11** a public hearing for both private establishments and domestic workers was held via Zoom on April 19.
- **Region 12** had public consultations for private establishments and domestic workers on March 28 in Tacurong, Sultan Kudarat, March 29 in Kidapawan, North Cotabato, March 30 in Koronadal, South Cotabato, and March 31 in General Santos City (also for Sarangani). A public hearing was held on April 26 in General Santos City.
- **Region 13's** consultation was held in April 5 in Butuan City. Public hearings were then held in April 25 in San Francisco, Agusan Del Sur, April 26 in Bislig, Surigao Del Sur, April 27 in Tandag, Surigao Del Sur, April 28 in Surigao City, Surigao Del Norte and April 29 in Butuan, Agusan Del Norte).



NWPC collaborates with NCR agencies on productivity trainings

NWPC, in collaboration with RTWPB-NCR, held a learning session on Green My Enterprise in the New Normal on April 20, 2022. In the session, Mr. Enrique Reyes, Jr. (NWPC) helped participants in building a foundational knowledge of green productivity and Ms. Jackilyn Borja (RTWPB-NCR) discussed productivity incentive schemes to incentivize and recognize excellent work performance.

Likewise, on April 22, 2022, DOST-NCR, in collaboration with NWPC, conducted an appreciation course on Occupational Safety and Health as well as on Business Continuity and Resilience Planning. Mr. Rey Jose Soriano (OSHC) emphasized creating a safe and hazard-free workplace. Afterward, Mr. Mark Leroy Arpon (NWPC) led an informative session on maintaining strategic business operations in the face of unexpected disruptions.



Business Continuity & Resiliency Planning (BCRP)

BCRP is a plan of action aimed at ensuring that business will continue during and after a disaster.



Usapang Pasahod at Productivity Conducted in Casiguran for the first time

For the first time since its creation, RTWPB Central Luzon visited the scenic town of Casiguran, Aurora on March 24, 2022 to conduct Usapang Pasahod at Productivity (2Ps). Board Secretary Jerome Yanson conducted productivity orientation and training for representatives of MSMEs from Casiguran and Dilasag.

Atty. Miguel de Leon conducted wage clinique and orientation on facility evaluation. He reiterated the importance of complying with the prevailing and applicable minimum wage rates set by Board.



DTI Aurora Provincial Director Aldrin Veneracion presented DTI programs and services. He said that MSMEs can avail themselves of their programs through the Negosyo Centers in their respective towns. He also encouraged the full recovery of the economy in the area.

RTWPB III organized the activity in cooperation with DOLE Aurora headed by Provincial Head Joey Sicat Jr. and Ms. Arlene Dulay-Flores, wage and productivity focal person.

RTWPB XI Conducts Productivity Orientation to Kasambahays



On April 8, 2022, the RTWPB-XI conducted a productivity orientation with the Kasambahays, their employers, and the Alternative Learning System District Coordinators with the theme “Produktibong Kasambahay, Kaagapay sa Bahay”. The activity was one of the first face-to-face events that RTWPB-XI has conducted since the pandemic and was attended by 35 participants.

The orientation was divided into three parts: the rights and responsibilities of the Kasambahays as stated in the Batas Kasambahay for the first part; the concept of productivity, work values and characteristics of a productive individual and how these could be applied at work, and the importance and benefits of being productive for the second part; and safety and security precautions while at work for the third part.

The Kasambahays themselves shared their own experiences and tips on how to be productive at their job, making the event a great environment for the exchange of ideas – not just among them, but also with the secretariat as well.

