

NWPC celebrates Women's Month



NWPC officials and employees join the wearing of purple every Fridays of March tagged as #PurpleFridays in observance of the National Women's Month. (Photo taken during NWPC's flag retreat on March 15, 2019)

The NWPC, through Ms. Lourdes M. Secillano, Chief of the Planning and Information Division, participated in the 2019 National Women's Day Conference at the Philippine International Conventional Center (PICC), Pasay City on March 8, 2019.

The conference's main events were the launching of the Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025, GEWE Monitoring and Evaluation Compendium, Gender Responsive Local Government Unit (GERL) Toolkit, and the certification of New GAD Local Learning Hubs.

NWPC holds March Learning Sessions



NWPC organized learning sessions on General Labor Standards (GLS) on March 6; Department Order 183: The Revised Rules on the Administration & Enforcement of Labor Laws and Labor and Employment Issues for Women on March 13; and Adjustment Measures to Correct Wage Distortions on March 27.

Senior Labor and Employment Officer Queen Therese Espinas from the BWC served as resource speaker on GLS and Department Order 183. Supervising Labor and Employment Officer Roberto C. Cudal from the BWSC discussed the labor and employment issues for Women. Meanwhile, Atty. Alvin B. Curada, Director II of Policy and Research Service served as speaker during the learning session on correcting wage distortions on March 27, 2019.

Summary of Minimum Wage Rates as of March 2019

Region's Wage Order	Highest Minimum Wage	Effectivity Date
Wage Order No. RB NCR-22	P537.00	November 22, 2018
Wage Order No. RB CAR-19	P320.00	August 20, 2018
Wage Order No. RB I-19	P310.00	January 25, 2018
Wage Order No. RB II-19	P360.00	November 25, 2018
Wage Order No. RB III-21	P400.00	August 1, 2018
Wage Order No. RB IVA-18	P400.00	April 28, 2018
Wage Order No. RB IVB-09	P320.00	November 27, 2018
Wage Order No. RB V-19	P300.00	September 21, 2018
Wage Order No. RB VI-24	P365.00	July 12, 2018
Wage Order No. RB VII-21	P386.00	August 3, 2018
Wage Order No. RB VIII-20	P305.00	June 25, 2018
Wage Order No. RB IX-20	P316.00	July 30, 2018
Wage Order No. RB X-20	P365.00	November 1, 2018
Wage Order No. RB XI-20	P396.00	August 16, 2018
Wage Order No. RB XII-20	P311.00	May 11, 2018
Wage Order No. RBXIII-15	P305.00	December 8, 2017
Wage Order No. ARMM-17	P280.00	June 15, 2018

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NWPC joins DOLE in PUB consultation



The DOLE organized a consultation meeting with public utility bus (PUB) owners and drivers on March 14, 2018 at the LGLC Conference Room to re-orient them on the NWPC guidelines on part fixed and part performance based compensation scheme. In attendance from the private sector were PUB owners and drivers engaged in city and provincial operations.

The meeting was chaired by DOLE Secretary Silvestre H. Bello III, together with Undersecretary Ciriaco A. Lagunzad III, Undersecretary Ana C. Dione, Asst. Secretary Alex V. Avila, and Asst. Secretary Benjo Santos M. Benavidez. Executive Director Maria Criselda R. Sy and concerned officers of the NWPC also attended the consultation.

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Public consultations on wages conducted



RTWPBs VI and Caraga organized public consultations to hear the views of stakeholders on the need for an adjustment in the prevailing minimum wage.

RTWPB VI conducted public consultations on February 26, 2019 at the DTI Building in Iloilo City and on February 28, 2019 at the Sugar Workers Development Center in Bacolod City.

Meanwhile, RTWPB Caraga conducted a public hearing on March 5 at the Philippine Gateway Hotel Inc., Surigao City, Surigao del Norte.

NWPC maintains ISO 9001:2015 certification

The NWPC and five (5) of its Regional Boards - RTWPB I, III, V, VIII, and XI passed its ISO 9001:2015 recertification audit conducted by TUV Rheinland (TUVR) on March 5-6, 2019.

The recertification audit covered regional operations, top management, internal quality audit/corrective action, policy formulation/conduct of research, customer feedback, human resource development, records management, annual planning performance review, procurement, appeals resolution management, disbursement, and facilities/equipment/vehicles preventive maintenance.

Having found no non-conformities, the auditors recommended the continuation of the organization's certification under ISO 9001:2015.

Social Media Marketing, Lean Management training in Tuguegarao

RTWPB II conducted social media and lean management training on February 27-28, 2019 at the Villa Blanca Hotel, Tuguegarao City, Cagayan Valley. Labor and Employment Officers Enrique P. Reyes, Jr. and Francis Michael G. Atangan from NWPC's Training and Technical Services Division served as resource persons during the trainings.

The social media marketing module introduces the concepts of social media and social marketing, illustrates the processes for creating effective social media posts, and teaches participants to create a social media plan. Lean management teaches participants the elimination of wastes or non-value adding activities and the application of Kaizen philosophy or continuous improvement.

RTWPB Caraga joins 1st Dinagat Islands Livelihood Summit



RTWPB Caraga conducted the Productivity 101 orientation during the 1st Dinagat Islands Livelihood Summit on February 28, 2019 at San Jose, Province of Dinagat Islands.

With the theme, "All Things Work Together for Good," the summit sought to provide continuing education, capacity building programs and motivational learning sessions for all DILEEP-DILP beneficiaries. It was participated by 34 firms with 96 participants.

Usapang 2Ps goes to Abra

RTWPB CAR conducted the Usapang 2Ps: Pasahod at Productivity for 35 MSMEs on March 13, 2019 and retail merchandising training for 22 MSMEs on March 14 at Lucky's Hotel & Restaurant, Bangued, Abra.

Usapang 2Ps is a one-day orientation on the agency's wage and productivity programs, such as designing productivity or performance based compensation schemes and Productivity Toolbox.

Third Workshop on the Effects of Trade on Employment



The NWPC participated in the Third Workshop on the Effects of Trade on Employment, sponsored by the European Union through the International

Labor Organization. It was held at the Legazpi Room 1, Makati Diamond Residences on March 6-8, 2019 and was attended by Maureen Mae L. Sajise, Labor and Employment Officer III from NWPC's Productivity and Policy Research Division.

The workshop aimed to strengthen the capacity of policy makers, researchers and the social partners to assess and address the effects of trade on employment by measuring employment outcomes under the 2019-2021 Philippine Export Development Plan.

NWPC welcomes newly appointed Board Member

DOLE Secretary Silvestre H. Bello III led the oath-taking ceremony for the newly appointed member of RTWPB-V. Representing the labor sector, Mr. Dante Llamera Encinas took his oath on March 14, 2019 at the DOLE LGLC in Intramuros, Manila.



Under the law, each Board is composed, among others, of two sectoral representatives each from the labor and management sectors.

RTWPB NCR conducts 7S, ISTIV Bayanihan

RTWPB NCR conducted a training on 7S of Good Housekeeping to 24 establishments with 57 participants and ISTIV Bayanihan training to five firms with 10 participants on February 28 and March 15, respectively at the NWPC Conference Room.

7S of Good Housekeeping, an expanded version of 5S of Good Housekeeping, teaches MSMEs to optimize physical workspace for efficiency, safety, and effectiveness while ISTIV Bayanihan is a training program and networking intervention specifically designed for barangay micro business enterprises.



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Executive Director Sy explained the part fixed and part performance based compensation scheme while Mr. Nic Bon of the BWC clarified the standards contained in DO 118-12.

Issues on determining compensable working time, CBA-concluded wages and wage increases, mechanics and requirements for securing certificates of no pending case and application of wage and working time standards to circumstances unique to bus operations including owner-driver type of operations, were raised during the consultation.

Undersecretary Lagunzad III committed that NWPC and the Boards will provide the necessary technical assistance to PUB companies in designing their compensation scheme to ensure compliance with the guidelines.

A follow-up meeting among DOLE agencies and some Regional Offices was convened on March 26, chaired by Undersecretary Ana C. Dione to validate and respond to the issues raised during the bus consultation.

Among others, the group agreed on the need to clarify compensable working time for the bus industry, re-issue the labor advisory exempting owner-driver arrangements from coverage of the NWPC guidelines, and to arrange a meeting with concerned transport regulating agencies like LTO, LTRFB and MMDA to clarify roles and responsibilities and identify areas for collaboration towards realizing the intent of DO118-12 and the guidelines on compensation, which is to promote safety and productivity as a strategy to improve business outcomes.