



NWPC organizes 4 Learning Sessions in October

The NWPC organized four learning sessions for the month of October.

NWPC Director Jamie-Lyn D. Jamias discussed Incentivizing Performance Schemes (October 5), General Labor Standards (October 12), Minimum Wage Policy and the Current Daily Minimum Wage Rates (October 19), and Adjustment Measures to Correct Wage Distortions (October 26).

Meanwhile, Labor and Employment Officer Terence Joy O. Amores served as resource person on 5Rs of Waste Management (October 5), Supervising Labor and Employment Officer Amelica C. Kakazu on 7S of Good Housekeeping (October 12), Labor and Employment Officer Francis Michael G. Atangan on Retail Merchandising Program (October 19), and Maria Corazon P. Caritativo on the mechanics for the 2019 Productivity Olympics (October 26).

NWPC welcomes new Director, Chief



NWPC welcomed Attorney Alvin B. Curada as the new Director for Policy and Research Service and Pia Charmane O. de Jesus as the new Chief of Wage Policy and Research Division.

Prior to joining NWPC, Atty. Curada served as OIC-Director IV of DOLE-Bureau of Working Conditions and chief of staff of former DOLE Undersecretary Joel B. Maglunsod. He graduated with a bachelor's degree in Agricultural Engineering from the University of the Philippines - Los Baños and Bachelor of Laws at the San Sebastian College-Recoletos. At present, Atty. Curada is finishing his Master's degree in Industrial Relations degree at the University of the Philippines Diliman.

Ms. de Jesus worked as Department Legislative Liaison Specialist of the Department of Social Welfare and Development. Ms. de Jesus is a registered social worker with a bachelor's degree in Social Work and Master of Arts in Women and Development from the University of the Philippines Diliman.

Accounting for Non-Accountants

Administrative Assistants Renz Allan V. Canlas and Krismy M. Caramillo attended a training on Accounting for Non-Accountants at the Department of Trade and Industry - Philippine Trade Training Center (DTI-PTTC) on October 17, 2018. The training was designed for those who are not accountants by profession but, by the nature of their work, are required to possess working knowledge on accounting.

New minimum wage for workers in 4 regions



Regional Tripartite Wages and Productivity Boards recently approved wage orders for minimum wage earners in Northern Mindanao, Metro Manila, Cagayan Valley, and MIMAROPA.

establishments regularly employing not more than 10 workers, and; establishments adversely affected by natural and human-induced calamities.

Wage Order No. NCR-22 was published on November 7 in The Philippine Star and will take effect on November 22, 2018.

National Capital Region

In Metro Manila, the Regional Tripartite Wages and Productivity Board approved the P25 basic wage increase and the integration of the existing P10 cost of living allowance to the daily basic pay of private sector workers in Metro Manila. This brings the minimum wage rates to P537 for workers in the non-agriculture sector and P500 for workers in the agriculture (plantation and non-plantation), retail/service establishments employing 15 workers or less, and manufacturing establishments regularly employing less than 10 workers.

Cagayan Valley Region

RTWPB-II also approved a P10 basic pay increase and P10 per day COLA in the region. This brings the minimum wage to P360 for non-agriculture and retail/service establishments employing more than 10 workers; P340 for agriculture; and P320 for retail/service establishments employing not more than 10 workers.

The Wage Order allows exemption only for establishments adversely affected by natural and

The Wage Order allows exemption for distressed establishments, retail/service

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3rd Quarter Performance Assessment in Davao

Executive Director Maria Criselda R. Sy and Lourdes M. Secillano, Chief of Planning and Information Division, participated in the 2018 Third Quarter Performance Assessment of the Labor Relations, Special Concerns, and Regional Operations Cluster on October 24-25, 2018 at the Grand Regal Hotel in Davao City.

Discussed during the two-day activity were the third quarter performance assessment, labor compliance system, revised sheriff's manual, case conferencing, statistics on job orders, and administrative concerns.

Summary of Minimum Wage Rates as of November 2018

Wage Order	Highest Minimum Wage	Effectivity Date
Wage Order No. RB NCR-21	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-08	P320.00	November 27, 2018
Wage Order No. RB V-18	P305.00	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-19	P370.00	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



New minimum wage... from page 1 human-induced calamities.

Wage Order No. RTWPB-02-19 will take effect 15 days after its publication in a newspaper of general circulation in the region.

MIMAROPA

In MIMAROPA, the Board approved a P12 to P20 basic wage increase, bringing the new minimum wage rates to P320 for establishments with 10 or more workers and P283 for establishments with less than 10 workers.

Wage Order No. RB-MIMAROPA-09 will take effect 15 days after its publication in a newspaper of general circulation in the region.

The wage order allows exemption only for establishments adversely affected by calamities such as natural and human-induced disasters and distressed establishments.

Northern Mindanao

Starting November 1, workers in private establishments in Northern Mindanao will receive a P27 to P35 basic wage increase following the issuance of Wage Order No. RX-20 on October 9, 2018. This brings the new minimum wage rate in the cities of Malaybalay, Valencia, Gingoog, El Salvador and Ozamiz, and municipalities of Opol, Maramag, Quezon, Manolo Fortich, and Lugait to P365 in the



non-agriculture sector and P353 in the agriculture sector.

In the cities of Cagayan de Oro and Iligan, and the municipalities of Tagoloan, Villanueva, and Jasaan, the new minimum wage is P358 in the non-agriculture sector and P346 in the agriculture sector. The new minimum wage in the cities of Oroquieta and Tanguib and municipalities of Laguindingan, Mambajao, and Balingasag is P350 in the non-agriculture sector and P338 in the agriculture sector. All other areas as well as retail and service establishments employing not more than ten (10) workers will be receiving a new minimum wage of P343 in the non-agriculture sector and P331 in the agriculture sector.

The Wage Order allows exemption for distressed establishments and establishments adversely affected by natural and human-induced calamities.

Wage Order No. RX-20 was published on October 17, 2018 in the Mindanao Daily News

NWPC joins discussions on TRABAHO Bill

A series of briefings on the Tax Reform for Attracting Better and High-Quality Opportunities (TRABAHO) Bill were attended by NWPC officials and staff in October 2018.

Sarah D. Mesina from the Wages Policy and Research Division, attended the briefing for the IT & BPO industries held at the IT & Business Process Association of the Philippines (IBPAP), Bonifacio Global City (BGC) on October 1, 2018. The positions and opinions of the concerned industries on the effect of the bill on investments and employment were discussed during the briefing.

Meanwhile, Director Jamie-Lyn Jamias and Executive Director Maria Criselda R. Sy joined the discussion on the DOLE's position on the bill held at the Bureau of Local Employment (BLE) and Institute of Labor Studies (ILS) offices on October 2 & 9, respectively.

The TRABAHO Bill is the second package of the Tax Reform for Acceleration and Inclusion (TRAIN) Law which aims to incentivize corporate investments in the country by lowering the corporate income tax rate and rationalizing and modernizing fiscal incentives.



RTWPB IV-B conducts training on 7S and Service Quality



RTWPB MIMAROPA conducted trainings on 7S of Good Housekeeping and Service Quality at the Ivy Wall Hotel, Puerto Princesa, Palawan on October 11, 2018.

Maria Rosa D. Opis and Terence Joy O. Amores from the Training and Technical Services Division (TTSD) served as resource persons.

The 7S of Good Housekeeping, an expanded version of 5S of Good Housekeeping, teaches MSMEs to optimize their physical workspace for efficiency and effectiveness while Service Quality teaches MSMEs to implement productivity tools and techniques to provide error-free service to customers.

NWPC joins Business Intelligence and Analytics Training



Labor and Employment Officers Francis Michael G. Atangan and Maureen Mae L. Sajise participated in the Business Intelligence and Analytics Training organized by the Department of Information and Communications Technology's (DICT) National Government Portal team on October 10-12, 2018 at the Ace Hotel & Suites in Pasig City.

The training aimed to help data analysts of various government agencies integrate diverse data from any source for purposes of analysing information that affects operations and workflows.

Technical Assistance on Tier 2 in Pagadian

Labor and Employment Officers Sarah D. Mesina and Rosanna L. Dela Cruz from the Wage Policy and Research Division joined RTWPB-IX in providing technical assistance to MSMEs in the tourism industry design and implement workplace productivity/performance-based Incentives schemes on October 18, 2018 in Pagadian City, Zamboanga del Sur.

The activity aimed to build capacities of enterprises and workers in developing performance/productivity-based incentive schemes that would improve productivity, generate revenues and savings and higher incomes for workers.