



DOLE-DTI MOA ON ENTERPRISE DEV'T AND LIVELIHOOD ASSISTANCE INKED ON LABOR DAY



President Ferdinand R. Marcos Jr. (center) witnesses the signing of the memorandum of agreement (MOA) between the DOLE and DTI to promote growth and competitiveness of MSMEs through advocacy and capacity-building initiatives. The MOA was signed by DOLE Secretary Bienvenido E. Laguesma (2nd from the left) and DTI Secretary Alfredo E. Pascual (3rd from left) on April 30, 2023, a day before the 121st Labor Day Celebration, at the SMX Convention Center in Pasay City. Also present were Department of Human Settlements and Urban Development Secretary Jose Rizalino L. Acuzar (1st from left) and PEZA Director General Tereso O. Panga (4th from left). *(Photo courtesy of Bureau of Labor Relations)*

The Department of Labor and Employment (DOLE) and the Department of Trade and Industry (DTI) signed a memorandum of agreement (MOA) that aims to promote growth and competitiveness among micro, small, and medium enterprises (MSMEs).

Titled “Sa Produktibong Negosyo, Manggagawa at Mamumuhunan Sabay ang Asenso”, the MOA is a joint DOLE-DTI initiative that directs both agencies to collaborate on activities in connection with the conduct of advocacy and capacity-building initiatives on enterprise development, livelihood assistance, productivity improvement and other capacity development programs for MSMEs.

It was signed by DOLE Secretary Bienvenido E. Laguesma and DTI Secretary Alfredo E. Pascual on April 30, 2023, a day before the 121st Labor Day Celebration on May 1, at the SMX Convention Center in Pasay City.

President Ferdinand “Bongbong” Marcos Jr. witnessed the ceremonial signing of the MOA.

Under the MOA, the DOLE, through its Regional Offices, the Bureau of Workers with Special Concerns, and the National Wages and Productivity Commission, shall collaborate with the DTI through its Regional Offices and

Negosyo Centers, Bureau of Small and Medium Enterprise Development (BSMED), Bureau of Domestic Trade Promotion (BDTP), and Export Marketing Bureau (EMB) for the conduct of orientation, training, and technical assistance on productivity improvement, livelihood orientation, and access to DTI programs and services.

The DOLE shall conduct orientation, training, and technical assistance on Productivity Toolbox and facilitate access of DTI MSME clients to DOLE Integrated Livelihood Program (DILP) grant assistance, subject to existing rules and regulations.

It shall also endorse interested DILP and Productivity Toolbox beneficiaries to DTI to facilitate their access to business advisory services and other capacity building programs.

The DTI shall provide technical assistance to DILP and Productivity Toolbox beneficiaries on improvement of product design, marketing and use of digital business tools, among others, as well as access to DTI's Shared Services Facilities and other capacity-building programs.

It shall also endorse interested DTI MSME clients to DOLE to facilitate their access to DILP assistance and productivity programs and services.

NWPC holds team-building in Baler



The NWPC held its annual team-building and Gender and Development (GAD) activity on May 24 to 26, 2023 in Baler, Aurora. En route to Baler, a video briefing on Safe Spaces Act was shown inside the bus followed by a trivia game jointly facilitated by NWPC GAD focal persons Dalisay Moog and Andrew De Guia. Lakbay Aral, Learning Session, group games, and team-building activities were organized during the three-day activity.

From page 4

(MSMEs), who were among the most badly hit by the COVID-19 pandemic.

Amid criticism over low wage adjustments, Executive Director Sy maintained that the NWPC and RTWPBs set minimum wage based on official data including but not limited to the poverty threshold, prevailing wage rates, and socio-economic indicators.

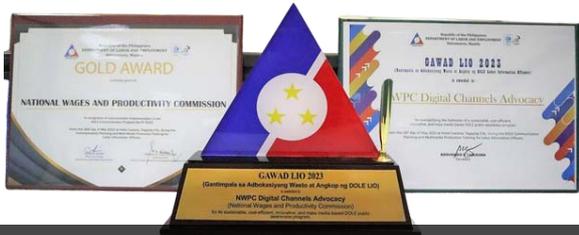
“The Wage Boards are collegial bodies composed of representatives from the labor and management sectors and their decisions are not just plucked out of thin air.

Their decisions are a product of analysis and empirical facts every time they review indicators that represent the criteria for minimum wage determination. The process also goes through a series of consultations,” she said.

The hearing aims to approve a bill seeking to increase minimum wage in the private sector by PHP150.

Representatives from the labor and employee sectors and from DOLE, NWPC, and other government agencies were present during the hearing.

NWPC reaps awards at DOLE GAWAD LIO 2023



A plaque and two certificates were awarded to the NWPC on Day 1 of the Labor Information Officers training event in Tagaytay City on May 23, 2023.

The NWPC has bagged two awards during the awarding ceremony on the first day of the "Communication Planning and Multimedia Production Training for Labor Information Officers" in Tagaytay City on May 23 to 26, 2023.

The NWPC received a plaque and certificate for being one of the recipients of DOLE Gawad LIO 2023 "for exemplifying the hallmarks of a sustainable, cost-efficient, innovative, and mass media-based DOLE public awareness program" through its digital channels such as Facebook, Twitter, YouTube, and Viber.

Gawad is short for Gantimpala sa Adbokasiyang Wasto at Angkop ng DOLE Labor Information Officers.

The NWPC also received a gold award certificate in recognition of its commendable implementation of the DOLE Communication Program for fiscal year 2022.

Among the most notable aspects of the NWPC's Communication Program are the Learning Sessions (LS), an advocacy initiative that aims to apprise workers, business enterprises, and human resource (HR) practitioners of recent labor issuances, labor standards, and trends in business practices affecting wages and productivity among others.

RTWB-IVB secures collab with Coron LGU



RTWPB OIC Board Secretary Atty. Grace Lyn Pantaleon pays a courtesy visit to Coron Mayor Mario Reyes Jr. to seek a collaboration to promote compliance to minimum wages and productivity improvement.

RTWPB-Mimaropa has secured a collaboration with the local government of Coron, Palawan following a courtesy visit to the office of Coron Mayor Hon. Mario Reyes Jr.

OIC Board Secretary Atty. Grace Lyn Pantaleon met with Mayor Reyes to share the RTWPB's commitment to promoting compliance to minimum wages and productivity improvement through its programs and services.

"The partnership between the RTWPB-Mimaropa and LGU Coron is a testament to the importance we place on cooperation and collective effort. By working hand in hand, we can foster a thriving business environment that further empowers the workforce and enhances economic growth in the region," OIC Board Secretary Pantaleon said.

RTWPB-Mimaropa thanked Mayor Reyes for his warm hospitality and for providing the office with an opportunity for an exchange of ideas and collaborations.

Productivity incentives aren't 'one-size-fits-all'



Ms. Romelyn M. Santos of NWPC during an online Learning Session on May 10, 2023 says that there is no one-size-fits-all productivity incentive.

There is no one-size-fits-all approach to giving productivity incentives to employees.

Ms. Romelyn M. Santos of the NWPC made this reminder during an online Learning Session on "Engaging Employees in Designing and Implementing Productivity Incentive Schemes" on May 10, 2023.

During the nearly three-hour session, Santos discussed how workers belonging to different generations were

motivated by different incentives.

Citing studies, she said that millennial employees value work-life balance, a social working environment, a sense of purpose, training opportunities and flexibility, while baby boomers want leadership opportunities, financial security, competitive pay, and steady employment.

Santos explained that employees with special concerns such as persons with disabilities or minority groups also had different motivations, stressing the need for HR and line managers to be more "approachable" to their wants and needs.

"There is no one-size-fits-all incentive. Employers can mix and match incentives depending on their budget. Ultimately, what's important is you'll be able to provide incentives based on what your employees value," she said.

Santos also underscored the need for HR and line managers to be "consistent" in driving employee engagement in the workplace.

Once employees are engaged, Santos said that it would benefit both employees and employers.

DOLE Sec. Laguesma hopes for job preservation, creation from proposed law on wage hike

DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma is hopeful that proposed laws seeking wage increases will preserve and generate more jobs in the country.

Sec. Laguesma made this remark before lawmakers during a hearing with the Senate Committee on Labor, Employment, and Human Resource Development on May 10, 2023 following petitions for wage hikes.

In his opening statement, the DOLE Secretary maintained that he was attending the Senate hearing not as an “oppositor” nor as an “outright supporter” of the senate bills.

“We are here in our capacity as a consultative and advisory body to the Senate per the mandate of the law. We fully recognize that enactment of laws is the purview of the legislative branch of government,” Sec. Laguesma said.

He also noted that it was his and other officials’ role to provide inputs or technical comments in the hope that these inputs will be useful and helpful to the Senate committee in arriving at a mutually beneficial solution that will address the concerns of the labor and employer sectors and the nation in general.

“We hope that whatever piece of legislation that will eventually be crafted will result to job preservation and job creation,” he said.

‘Balancing act’

NWPC Executive Director Ma. Criselda R. Sy, for her part, said that the process of wage determination is a “balancing act” that must be dealt with carefully.



(R-L) DOLE Secretary Bienvenido E. Laguesma, DOLE Usec. Benedicto Ernesto R. Bitonio, Jr. and NWPC Executive Director Maria Criselda R. Sy face the Senate Committee on Labor, Employment and Human Resources hearing on May 10, 2023.

During the hearing, senators asked Executive Director Sy to run through the procedure and criteria on minimum wage fixing as well as problems being faced in the process.

She acknowledged the plight of workers seeking higher wages, but noted that employers’ capacity to pay must also be considered in making minimum wage adjustments.

“From the reasons I’ve heard earlier on why we increase the minimum wage, most of them focus on the worker’s needs. But with our criteria for minimum wage as per the stated law, we also need to consider the other criteria— employer’s capacity to pay and requirement for economic development,” Executive Director Sy said.

Citing NWPC data, she said 90 percent of employers are from micro, small, and medium enterprises

Minimum Wage Rates as of March 31, 2023

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P400.00	January 1, 2023
Wage Order No. RB1-21	P400.00	December 1, 2022
Wage Order No. RB2-21	P420.00	January 1, 2023
Wage Order No. RB3-23	P460.00	January 1, 2023
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	P375.00	January 2, 2023
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	P443.00	January 1, 2023
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



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