



RTWPB-NCR GRANTS MINIMUM WAGE INCREASE FOR WORKERS IN PRIVATE ESTABLISHMENTS

NEW MINIMUM WAGE RATE IN NCR

effective July 16, 2023

SECTOR/INDUSTRY	NEW MINIMUM WAGE RATE
Non-Agriculture	P 610.00
Agriculture (Plantation and Non-Plantation)	P 573.00
Service/Retail Establishments Employing 15 Workers or Less	P 573.00
Manufacturing Regularly Employing Less Than 10 Workers	P 573.00

WAGE ORDER NO. NCR-24
PROVIDING FOR A MINIMUM WAGE INCREASE IN THE NATIONAL CAPITAL REGION

WHEREAS, the National Wages and Productivity Board - National Capital Region is mandated under Republic Act No. 6727, otherwise known as "The Wage Rationalization Act", to periodically assess wage rates and conduct continuing studies in the determination of the minimum wage applicable in the region or industry;

WHEREAS, the Board received several petitions filed by various labor groups seeking for minimum wage increase for all workers in the private sector in the region, to wit:

Petitioners	Date of Filing & Receipt	Proposed Amount of Increase	Proposed New Minimum Wage
1. Kapitan ng mga Unyon at Samahang (KAPUTAN)	Dec. 6, 2022	P102.00	P672.00
2. Unity for Wage Increase Now (UWIN)	March 21, 2023	PP21.00	PL141.00
3. Mery Est. Labor Federation (MELF), United Independent Organizations (UNION), St. Luke's Medical Center Employees Association (SLMCEA), Solidarity of Unions in the Philippines for Employment and Reform (SUPHER), Medical City Employees Association (MCEA), and Labor Organizers' Labor Union (LOU)	June 16, 2023	PP37.00 PP28.00 PP28.00	PL151.00

WHEREAS, after due notice to all concerned establishments, the Board conducted consultations and public hearing, to wit:

Consultation/Public Hearing	Date	Venue
Labor Consultation	May 20, 2023	Online Consultation via Zoom
Employment Consultation	June 8, 2023	Online Consultation via Zoom
Public Hearing	June 21, 2023	Philippine Trade Training Center, Gen. St. Pineda Avenue, Pasay City

WHEREAS, in setting the minimum wage, the Board has to consider the various criteria under Republic Act No. 6727 as well as compliance with the procedures laid down in the Omnibus Rules on Minimum Wage Determination;

WHEREAS, after a thorough review and evaluation of the existing socio-economic conditions in the region as well as the position of labor and management, the following findings were established:

4. The Consumer Price Index (CPI) in the region was at 112.3 in June 2022 and at 118.1 in May 2023;

5. Based on the abovementioned CPI figures in the region, the average inflation rate from the effectivity of the last wage increase to present is 7.03%;

6. The poverty threshold based on the preliminary data for 2021 provided by the Philippine Statistics Authority is at Php 452.00; and

7. Other relevant findings of the Board.

NOW THEREFORE, by virtue of the power and authority vested under RA No. 6727, RTWPB-NCR hereby issues this Wage Order:

Section 1. Amount of Increase. Upon effectivity of this Wage Order, minimum wage earners in the private sector in the Region shall receive the amount of FORTY PESOS (P40) increase in the basic wage per day.

Section 2. New Minimum Wage Rates. The new daily minimum wage rates in NCR shall be as follows:

Sectors/Industry	Current Minimum Wage Rates	New Wage Increase	New Minimum Wage Rates
Non-Agriculture	₱570.00	₱40.00	₱610.00
Agriculture (Plantation and Non-Plantation)	₱533.00	₱40.00	₱573.00
Service/Retail Establishments employing 15 workers or less	₱533.00	₱40.00	₱573.00
Manufacturing Establishments regularly employing less than 10 workers	₱533.00	₱40.00	₱573.00

Section 3. Basis of Minimum Wage Rates. The minimum wage rates prescribed under this Order shall be for the normal working hours which shall not exceed eight (8) hours of work a day.

Section 4. Covered. The wage increase prescribed herein shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation or status and irrespective of the method by which their wages are paid.

Section 5. Partial Provisions. Any person, corporation, trust, firm, partnership, association or entity who refuses or fails to pay the prescribed increase shall be dealt with pursuant to the provisions of Section 12 of RA No. 6727, as amended by RA No. 8163.

Section 6. Effectivity. This Wage Order shall take effect after fifteen (15) days from its publication in a newspaper of general circulation.

APPROVED: This 20th day of June 2023.
Done in City of Manila, Philippines.

(Chairman)
ANGELITA D. SERON
Workers' Sector

(Vice-Chairman)
FEDERICO R. MARQUEZ, JR.
Employers' Sector

(Member)
JOSE ROLAND A. MOYA
Employers' Sector

(Member)
REYNALDO M. CARDO
Vice-Chairman
National Economic & Development Authority

(Member)
MARCELINA S. ALCANTARA
Vice-Chairman
Department of Trade & Industry

SARAH BUENA S. IBRAHIM
Chairperson

RTWPB-NCR on June 26, 2023 issued Wage Order No. NCR-24 providing a Php40.00 increase in minimum wage in the National Capital Region (NCR).

The wage order is expected to directly benefit 1.1 million minimum wage earners in NCR.

This brings the daily minimum wage in the region from Php570.00 to Php610.00 for the non-agriculture sector and from Php533.00 to Php573.00 for the agriculture sector, service and retail establishments employing 15 or less workers, and manufacturing establishments regularly employing less than 10 workers.

About 1.5 million full-time wage and salary workers earning above the minimum wage in NCR may also indirectly benefit as a result of upward adjustments at the enterprise level arising from the correction of wage distortion.

The new rates translate to a 7% increase from the prevailing daily minimum wage rates in NCR and remain above the regional poverty threshold of Php452 per day for a family of five.

Retail/service establishments regularly employing not more than 10 workers, and enterprises affected by natural calamities and/or human-induced disasters may apply to RTWPB-NCR for exemption from the wage increase as provided for in the NWPC Omnibus Rules on Minimum Wage Determination.

The new rates likewise result in a comparable 7% increase in wage-related benefits covering 13th-month pay, service incentive leave (SIL), and social security benefits such as SSS, PhilHealth and Pag-IBIG.

Barangay Micro Business Enterprises (BMBEs) are not covered by the minimum wage law pursuant to Republic Act No. 9178 or the BMBE's Act of 2002.

The Wage Order was published on June 30, 2023 and took effect on July 16, 2023 or 15 days from its publication.

Qualified establishments have from June 30, 2023 to September 13, 2023 to file wage exemptions.

The increase resulted from several petitions filed by various labor groups seeking an increase in the daily minimum wage due to escalating prices of basic goods and commodities.

RTWPB-NCR is composed of DOLE regional director as chairperson, NEDA and DTI regional directors as vice chairpersons and two representatives each from the labor and employer sectors.

NWPC joins 125th Philippine Independence Day celebration



NWPC employees attend the flag-raising and wreath-laying rites at Rizal Park, Manila on June 12, 2023.

The NWPC joined the country in celebrating the 125th Philippine Independence Day celebration led by President Ferdinand R. Marcos Jr. on June 12, 2023.

The NWPC participated in the flag-raising and wreath-laying rites at the Rizal National Monument at the Rizal Park, Manila at 8:00 a.m. and the civil-military parade dubbed, "Parada ng Kalayaan" at the Quirino Grandstand at 3:00 p.m.

In his speech, President Marcos vowed that the Philippines will "never again to be subservient to any external force that directs or determines our destiny."

He said that the government will strive to remove the "unfreedoms" by feeding the hungry, freeing the bound, and banishing poverty.

"Through wise policies, we will foster a highly conducive and enabling environment in which the exercise of true human compassion shall allow for the full development of the Filipino," President Marcos said.

RTWPB-I empowers informal sector workers to 'go the extra mile'



Informal sector workers take photos after the Service Quality Training session on May 26, 2023.

RTWPB-I, in coordination with DOLE Ilocos Norte, facilitated a service quality training for informal sector workers in the province of Ilocos Norte.

The training, organized in partnership with the Provincial Government of Ilocos Norte and other government agencies, aimed at equipping workers with necessary skills and tools to provide outstanding service to their clients.

Ms. Virginia Imelda M. Salvador of RTWPB-I served as resource speaker.

Participants were trained on the importance of building strong relationships and maintaining a positive and professional attitude with clients through active listening, empathy, and personalized service.

They were encouraged to go the extra mile to exceed customers' expectations and leave a lasting positive impression.

RTWPB VI, Iloilo City LGU team up to boost MSMEs productivity

RTWPB-VI has teamed up with the local government of Iloilo City to boost the productivity of micro, small, and medium enterprises (MSMEs) attending the Uswag Negosyo Academy (UNA).

The UNA is a flagship program of the Iloilo City LGU through its Local Economic Development and Investment Promotion (LEDIP) Office, which focuses on the growth of local MSMEs.

Ms. Athena P. Ermitaño and Ms. Andrea Nicole F. Gonzaga

of RTWPB-VI facilitated the training on Service Quality and Work Ethics.

The participants, called "UNA scholars", were trained on the concept of workplace productivity and service quality.

"UNA scholars were provided technical assistance and training seminars to improve their respective businesses. The RTWPB-VI has provided more than 10 seminars on the productivity toolbox to the UNA participants," according to RTWPB-VI.

RTWPB-IX facilitates SQIP training in Isabela City



Members of the Marang-Marang Women's Association and Bangkero Association show off their certificates after completing the two-day productivity training and technical assistance in Barangay Marang-Marang, Isabela City, Basilan on June 8-9, 2023.

RTWPB-IX, in coordination with the DOLE Isabela City Field Office and Technical Education and Skills Development Authority Region 9, facilitated a series of productivity trainings and technical assistance on the design and formulation of Productivity-Based Incentive Schemes (PBIS) on June 8-9, 2023 in Barangay Marang-Marang, Isabela City, Basilan.

Members of the Marang-Marang Women's Association and Bangkero Association attended the activity and were provided with productivity trainings on Service Quality, Employee Engagement, 7S of Good Housekeeping, and ISTIV Bayanihan.

"The activity aims to enhance business performance and competitiveness and scale up the much-needed employment

opportunities in the region by providing a set of capacity-building assistance on productivity improvement tools and technologies to identified beneficiaries," RTWPB IX Board Secretary Joel M. Ijirani said,

RTWPB-IX also conducted "Usapang 2Ps: Productivity at Pasahod" in the municipality of Siay, Zamboanga Sibugay on June 15, 2023 and in Bayog, Zamboanga del Sur on June 16, 2023. Over 80 representatives from different MSMEs in the said municipalities attended the activity.

"Usapang 2Ps: Productivity at Pasahod" is an advocacy activity on programs and services of the NWPC-RTWPBs, especially on wage-related matters and productivity training programs.

RTWPB-NCR vows to enhance productivity among Valenzuela City workers



RTWPB-NCR participates in the Strategic Planning Workshop of the Valenzuela City Tripartite Industrial Peace Council (VCTIPC).

The RTWPB-NCR vows to help workers in Valenzuela City become more productive and efficient.

Atty. Kim S. Lagcao, RTWPB-NCR Board Secretary, made this remark following the Board's participation in the Strategic Planning Workshop of the Valenzuela City Tripartite Industrial Peace Council (VCTIPC) in San Mateo, Rizal.

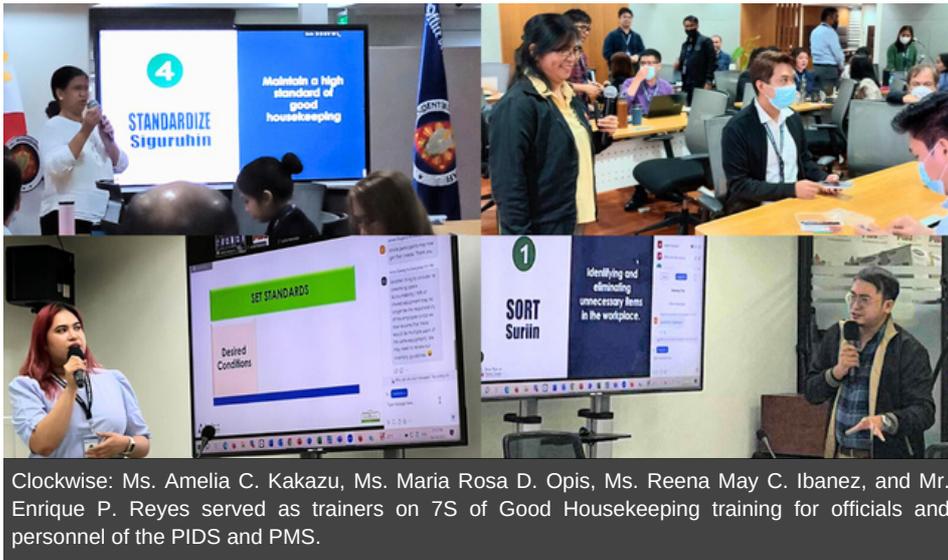
The activity aims to develop the 2024-2026 Strategic Plan for the City of Valenzuela through the interventions of

various DOLE offices such as DOLE-Camanava, RTWPB-NCR, and Regional Conciliation and Mediation Board-NCR, among others.

The three-year strategic plan comprises seven strategic priorities and various commitments of the participating agencies.

RTWPB-NCR's commitments are found in Strategic Priority No. 4, focusing on enhancing productivity in the

NWPC conducts 7S training among PIDS, PMS personnel



Clockwise: Ms. Amelia C. Kakazu, Ms. Maria Rosa D. Opis, Ms. Reena May C. Ibanez, and Mr. Enrique P. Reyes served as trainers on 7S of Good Housekeeping training for officials and personnel of the PIDS and PMS.

face session while 17 others attended via Zoom during the training with PMS.

“The 7S of Good Housekeeping system is key to achieving a workplace that fosters productivity through organization. This module is especially helpful to enterprises that wish to reorganize their space and set a new standard of cleanliness, safety and efficiency,” Ms. Kakazu said.

7S of Good Housekeeping stands for sort, systematize, sweep, standardize, safety, self-discipline, and sustain.

The NWPC conducted a hybrid 7S of Good Housekeeping training for officials and personnel of the Philippine Institute for Development Studies (PIDS) on June 14, 2023 and the Presidential Management Staff (PMS) on June 15, 2023.

Mr. Enrique P. Reyes and Ms. Reena May C. Ibanez served as trainers at the PIDS training session while Ms. Amelia C. Kakazu and Ms. Maria Rosa D. Opis served as trainers at the PMS training session.

During the training with PIDS, 15 officials and personnel attended the face-to-face session while 60 others attended via Zoom.

Meanwhile, 42 officials and personnel attended the face-to-

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workplace through productivity training and capacity enhancement to improve establishments' performance and efficient delivery of services.

Part of RTWPB-NCR's commitment is to recognize Valenzuela establishments with notable productivity improvement programs in its regional Productivity Olympics competition.

“Through our productivity trainings, establishments that are already productive can become even more productive. I am confident that the assistance we will provide will be beneficial to a lot of establishments,” Atty. Lagcao said.

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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