



NWPC MARKS 34TH FOUNDING ANNIVERSARY



(Left photo) NWPC Executive Director Maria Criselda R. Sy (*fifth from left*), NWPC Employees Association (EA) President Michelle D. Mackay (*sixth from left*), and other members of the panel join hands following the signing of the Collective Negotiation Agreement (CNA) at the NWPC Conference Room on July 3, 2023. **(Right photo)** DOLE Undersecretary Benedicto Ernesto R. Bitonio, Jr., NWPC Chairperson Designate, delivers his opening remarks during the NWPC's 34th Founding Anniversary.

As part of its 34th Founding Anniversary on July 1, 2023, the National Wages and Productivity Commission (NWPC) signed a Collective Negotiation Agreement (CNA) with the NWPC Employees Association during the anniversary celebration on July 3, 2023 at the NWPC Conference Room.

In his speech during the activity, DOLE Undersecretary Benedicto Ernesto R. Bitonio, Jr., NWPC Chairperson Designate, congratulated the NWPC management and employees' association for the successful CNA signing.

"It is important, not only because of the CNA's incentive provision, but because it is a manifestation of the commitment of both management and the employees' association to work together in order to fulfill our mandate and create the best reward which is a better life for Filipino workers," he said.

Undersecretary Bitonio enjoined NWPC and RTWPB officials and employees to continue providing public service by paying close attention to trends in matters concerning both wages and productivity.

"I want to thank the NWPC and RTWPBs for the role that they have played in delivering the mandate of the Depart-

ment of Labor and Employment especially in the sensitive and important issue of wage determination. However, while we highlight our wage function, we should give as much priority to our productivity function," he said.

Meanwhile, NWPC Executive Director Maria Criselda R. Sy expressed gratitude to the CNA panel composed of the management representatives and employees' association officers for ensuring that deliberation and ratification went "smoothly" due to active coordination between both sides.

In the limelight

Undersecretary Bitonio recognized that the NWPC and RTWPBs are now in the limelight as petitions for minimum wage increases are currently in different stages of consultations.

"NWPC and RTWPBs are in the limelight once again. I hope that NWPC and RTWPBs continue to cooperate to have consistent decision in the release of wage orders," he said.

Following the release of Wage Order No. NCR-24 that raises the minimum wage rate in the National Capital Region (NCR) by Php40, Executive Director **► PAGE 2**

RTWPB-VII labor sector representative takes oath



Mr. Antonio T. Cuizon joins RTWPB-VII as Board Member representing the labor sector. He took his oath before DOLE Secretary Bienvenido Laguesma on July 19, 2023.

Mr. Antonio T. Cuizon took his oath as RTWPB-VII Board Member representing the labor sector before DOLE Secretary Bienvenido E. Laguesma at the DOLE Central Office in Intramuros, Manila on July 19, 2023.

Prior to this, he also took his oath before DOLE Undersecretary Benjo Santos M. Benavidez and DOLE Regional Director Lilia A. Estillore in Cebu City on July 7, 2023.

Board Member Cuizon's oath-taking came in time for him to

join the initial public hearing on the petition for minimum wage increase in the region which took place at Bogo City on July 10, 2023.

His appointment completes the board membership of RTWPB-VII, which is now composed of DOLE Regional Director Lilia A. Estillore as Chairperson; DTI Regional Director Maria Elena Arbon, and NEDA Regional Director Jennifer Bretaña as Vice Chairpersons; Dr. Philip N. Tan and Atty. Joseph S. Tanco as Management Representatives; and Atty. Nora-Analyn Demeterio-Diego and Mr. Antonio Quizon as Labor Representatives.



More photos from the NWPC's 34th founding anniversary celebration.

From page 1 (NWPC marks 34th)

Sy also acknowledged mixed reactions coming from employees and employers.

"There are some who are happy about the wage increase, but there are some who are unsatisfied. These mixed reactions are expected because we cannot satisfy everybody. It shows that RTWPB-NCR took a balanced approach in terms of wage determination," she said.

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

Tribute to NWPC and RTWPB retirees

During the event, a mass celebration by Paco Church parish priest Reverend Father Sanny C. De Claro was held at the NWPC Conference Room.

An audio-visual presentation showing the NWPC's accomplishments in previous years was also presented.

Former NWPC and RTWPB officials and employees were honored for their contributions to the organization while select personnel received special awards.

Assistant Secretary Lennard Constantine C. Serrano of the Labor Relations, Policy and International Affairs Cluster also attended the activity.

NWPC tackles NCR wage hike in PALSCON meeting



NWPC Executive Director Ma. Criselda R. Sy emphasized that all employers are expected to comply with new wage orders.

She made this remark during her presentation at the 401st General Membership Meeting of the Philippine Association of Legitimate Service Contractors (PALSCON) held via Zoom on July 25, 2023.

As guest speaker during the meeting, Executive Director Sy discussed Wage Order No. NCR-24 which provides an increase of Php40, bringing the daily minimum wage in the National Capital Region (NCR) from Php570 to Php610 for the non-agriculture sector and from Php533 to Php573 for the agriculture sector, service, and retail establishments employing 15 or less workers, and manufacturing establishments regularly employing less than 10 workers.

Wage Order No. NCR-24 was published in a newspaper of general circulation on June 30, 2023 and took effect on July 16, 2023.

Executive Director Sy shared the initiatives that will be undertaken by the NWPC and RTWPB-NCR after the issuance of the wage order, such as issuance of advisory on correcting wage distortions and conduct of Learning Sessions.

“We have already anticipated that the compensation structures of many establishments will be affected [by the wage order]. That is why the Commission has directed the Regional Boards and the Commission Secretariat to conduct

a massive advocacy on how we could correct wage distortion,” she said.

Executive Director Sy said RTWPB-NCR has lined up activities related to the issuance of the new wage order such as wage clinics and wage orientation, including Learning Sessions on correcting wage distortion.

Aside from NCR, she said there were five other regions that received wage petitions namely Region III, Region IV-A, Region V, Region VI, and Region VII.

“Regions [RTWPBs] that did not receive any petition for wage increase are also reviewing the appropriateness of issuing a wage order in their respective regions. So whether the Regional Boards received a petition or not, they are continuously scanning their socioeconomic environment and assessing the propriety of issuing a wage order within the year,” she added.

Executive Director Sy concluded her presentation by discussing the NWPC productivity programs and advocacy, particularly the Productivity Toolbox, which provides training and technical assistance to help workers and enterprises become more productive and competitive.

“Since one of our mandates is to strengthen the nexus of wages and productivity, we also provide productivity training programs among enterprises,” she said.

Executive Director Sy emphasized that enterprises availing of NWPC-RTWPB training and technical assistance must also be willing to implement productivity improvement programs.

Surigao del Sur pump boat operators, resort workers undergo SQIP training



RTWPB-XIII and the San Agustin LGU facilitated a two-day SQIP training and technical assistance in Britannia, San Agustin in Surigao del Sur.

RTWPB-XIII, in partnership with the local government of San Agustin, facilitated a two-day Service Quality Improvement Program (SQIP) training and technical assistance for pump boat operators, dongers, and resort workers in Britannia, San Agustin in Surigao del Sur.

The event was part of a convergence project for the development of San Agustin eco-tourism spearheaded by DOLE Caraga.

Sixty pump boat operators and dongers under Britannia Pumpboat Operators Association (BPA) and 37 resort workers from 22 different resorts participated in the back-to-back training.

RTWPB-XIII Board Secretary Earl D. Dela Victoria underscored the importance of service quality, noting that upgrading and improving services would help attract more tourists.

Meanwhile, San Agustin Mayor Nicolas Alameda expressed his gratitude to DOLE Caraga and RTWPB-XIII for selecting Britannia as the pilot area for the DOLE Service Quality Improvement Program.

“Pump boat operators and other tourism-related workers as well as the locality will directly benefit from the program,” he said.

DOLE Regional Director Joffrey Suyao, RTWPB-XIII Chairperson, shared that the beneficiaries will be provided with alternative livelihood projects during the lean season and training on service quality so that they could help attract more tourists.

“We will capacitate them by providing several interventions. This SQIP initiated by RTWPB Caraga is one of the several interventions to be given by different partner agencies involved in the program,” he said.

MOA on SQIP in tourism industry signed in Region XI



The DOLE-XI led the signing of a memorandum of agreement on the implementation of an SQIP for the tourism industry.

The Department of Labor and Employment-XI (DOLE-XI) led the signing of the Memorandum of Agreement (MOA) on the Implementation of the Service Quality Improvement Program that aims to improve the region's tourism industry.

The signing of the MOA was done in cooperation with RTWPB-XI, the Department of Trade and Industry-XI (DTI-XI), Technical Education and Skills Development Authority-XI (TESDA-XI), Department of Tourism-XI (DTI-XI), and the Local Government of Sta. Cruz, Davao del Sur.

Under the MOA, DOLE oversees the formulation and implementation of policies, programs, and projects on labor and employment, TESDA is responsible for providing technical vocational education and training, and DTI is in charge of implementing the policies, programs and projects towards making the industries and enterprises globally competitive.

RTWPB-XI is tasked to promote productivity; DOT is in charge of implementing policies, programs, and projects to develop and promote tourism; and the Local Government of Sta. Cruz is responsible for providing direct and basic services to the people of Sta. Cruz, Davao del Sur.

This pilot project, which will serve as a model of productivity improvement through service quality improvement, is expected to promote sustainable livelihood, create employment opportunities and improve the productivity of micro, small and medium enterprises (MSMEs) in the region.



The signing of the MOA was done in cooperation with RTWPB-XI, DTI-XI, TESDA-XI, DTI-XI, and the Local Government of Sta. Cruz, Davao del Sur.

RTWPB-II facilitates productivity trainings to empower local coops



RTWPB-II, CDA Region II, and the Provincial Government of Isabela facilitated a productivity training in Gamu, Isabela to make cooperatives more productive and resilient.

RTWPB-II, Cooperative Development Authority Region II (CDA Region II), and the Provincial Government of Isabela have teamed up to facilitate a comprehensive training program meant to empower local cooperatives to become more productive and competitive.

The training program, which was held in Gamu, Isabela involved in-depth discussions on the internal and external factors that impact cooperative operations.

RTWPB-II trained the cooperatives on fostering positive work culture, business continuity and resiliency planning, and employee engagement.

RTWPB-II Board Secretary Heidelwina Tarrosa provided technical assistance to cooperatives in crafting a productivity-based incentive scheme, which is meant to reward exceptional employee performance vis-à-vis cooperative objectives for productivity improvement.

According to CDA Region II, resilient cooperatives play a crucial role in building a robust and inclusive economy in Isabela.

"Through continued collaboration and capacity-building efforts, CDA Region II seeks to further advance the

principles of self-help, self-responsibility, and democratic governance within the cooperative sector," CDA Region II said.

The Provincial Government of Isabela reiterated its commitment to create a conducive environment for entrepreneurship and employment growth.

"By empowering local cooperatives, the government aims to foster economic prosperity across the province," the Provincial Government of Isabela said.

Meanwhile, DOLE Regional Director Jesus Elpidio B. Atal Jr., RTWPB-II Chairperson, lauded the training program for reaffirming the government's strong commitment to supporting grassroots initiatives that promote sustainable development and economic empowerment.

"As the partnership between RTWPB R-II, CDA Region II, and the Provincial Government of Isabela continues to flourish, it holds the promise of unlocking the full potential of cooperatives in the region, elevating their role in driving economic progress and social development. With such collaborative efforts, the path toward a more resilient, inclusive, and prosperous future for Isabela is well underway," he said.

Php40 minimum wage hike in NCR takes effect despite appeal

The Php40 minimum wage hike in the National Capital Region (NCR) took effect on July 16, 2023, the National Wages and Productivity Commission (NWPC) clarified. Employers in NCR are expected to implement the new daily minimum wage on said date despite an appeal filed by a coalition of labor organizations.

Wage Order No. NCR-24, which was published on 30 June 2023 to take effect 15 days thereafter, provides an increase of Php40, bringing the daily minimum wage in NCR from Php570 to Php610 for the non-agriculture sector and from Php533 to Php573 for the agriculture sector, service, and retail establishments employing 15 or less workers, and manufacturing establishments regularly employing less than 10 workers.

The appeal on Wage Order No. NCR-24 was jointly filed on 03 July 2023 by the Alliance of Nationalist and Genuine Labor Organization, Labor Alliance for National Development, Gabay ng Unyon sa Telekomunikasyon at Serbisyo, Pinagkaisang Lakas ng Manggagawa ng Manila Bay and their allied labor organizations. Citing inflation and the “soaring prices of basic services and commodities,” petitioners argued that the basis of minimum wage determination should be the family living wage, which should

amount to Php1,161 and not the poverty threshold.

The NWPC said that the appeal is part of the minimum wage determination process and shall be acted upon promptly. Based on existing rules, the NWPC shall resolve the appeal within 60 calendar days from the filing date. Pursuant to NWPC Guidelines No. 03, Series of 2022, or the Omnibus Rules on Minimum Wage Determination, a wage order may be appealed on the “ground of grave abuse of discretion on the part of the Board for committing a serious error in the application of law, and non-compliance with prescribed guidelines and/or procedures.”

The Regional Tripartite Wages and Productivity Board-National Capital Region (RTWPB-NCR) issued the wage order pursuant to Republic Act No. 6727 or the Wage Rationalization Act. 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.

Petitions for minimum wage increases have also been filed in Regions III, IV-A, V, VI, and VII and the same are subject to consultations and public hearing.

MINIMUM WAGE RATES as of July 16, 2023

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-24	P610.00	July 16, 2023
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



NWPC News Bulletin

The NWPC Bulletin is published by the Planning and Information Division of the National Wages and Productivity Commission, 3rd Floor DY International Building, No. 1011 Gen. Malvar corner San Marcelino Streets, Malate, Manila. Tel. Nos. 5278011 to 17.

For comments, suggestions, and contributions, please e-mail us at info@nwpc.dole.gov.ph. You may also visit our website at www.nwpc.dole.gov.ph.

ADVISORY BOARD

Executive Director **Maria Criselda R. Sy**
Deputy Executive Director **Pia Charmane O. De Jesus**
OIC Deputy Executive Director **Elvira P. Jota**

EDITORS

OIC Deputy Executive Director **Elvira P. Jota**
OIC Director **Jerome P. Yanson**

EDITORIAL AND PRODUCTION TEAM

Lourdes M. Secillano
Azer N. Parrocha
Zulaizah Genesis M. Lahan
Ran Robert V. Itutud
Marissa C. Cristino
Kia N. Miguel