



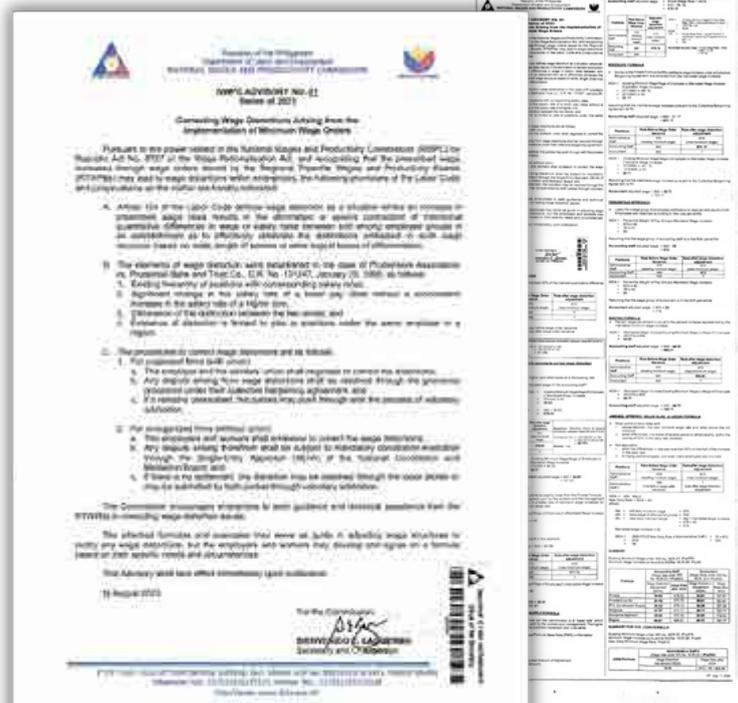
NWPC RELEASES ADVISORY ON WAGE DISTORTION

The National Wages and Productivity Commission issued Wage Advisory No. 1, Series of 2023 on August 14, 2023 to guide enterprises in correcting wage distortion stemming from the implementation of minimum wage orders.

The advisory reiterates relevant provisions of the Labor Code of the Philippines, as amended, and jurisprudence on the matter, outlines how instances of wage distortions may be recognized, and provides suggested formulas with sample computations for addressing and correcting these distortions.

Wage distortion occurs when the variations in wage structures or rates among employee groups within an enterprise are significantly eliminated or substantially diminished due to mandated wage increases. Restoring the substantial distinction or gap is permissible under Article 124 of the Labor Code.

Addressing wage distortions is crucial for maintaining equity, boosting employee morale, and fostering a productive and harmonious workplace. By rectifying such, enterprises demonstrate their commitment to fair compensation and employee well-being.



Wage Advisory No. 1, Series of 2023 guides enterprises in correcting wage distortion stemming from the implementation of minimum wage orders.

The NWPC encourages enterprises to seek guidance and technical assistance from the Regional Tripartite Wages and Productivity Boards in addressing wage distortion concerns.

NWPC bags E-ngas and E-budget System Inclusiveness Award



NWPC Executive Director Maria Criselda R. Sy (center) and other NWPC officials and employees accept the eNGAS and eBudget System Inclusiveness Award during the Joint 14th Annual National Convention and 2023 Membership Conference in Tagaytay City on Aug. 23, 2023.

The National Wages and Productivity Commission bagged the "eNGAS and eBudget System Inclusiveness Award" by the Government Financial Management Innovators Circle (GFMIC), Inc.

NWPC Executive Director Maria Criselda R. Sy received the award during the second day of the Joint 14th Annual National Convention and 2023 Membership Conference in Tagaytay City from August 22 to 25, 2023.

In her speech, Executive Director Sy emphasized the gains and

NWPC backs passage of Enterprise Productivity Act



NWPC Executive Director Maria Criselda R. Sy expresses support for the passage of HB No. 6683 or the "Enterprise Productivity Act" during the House of Appropriations Committee hearing on the DOLE's proposed budget for 2024.

NWPC Executive Director Maria Criselda R. Sy affirmed her support for the passage of House Bill No. 6683 or the "Enterprise Productivity Act" which seeks to encourage higher levels of productivity in all industries to enable them to compete globally.

"This is going to be a huge help. In fact, we are closely in touch with the secretariat of the Senate Committee [on Labor, Employment and Human Resources Development],

and we are fleshing out some of the details of the Senate version of the bill," Executive Director Sy said during the House Appropriations Committee hearing on the DOLE's 2024 proposed budget on August 24, 2023.

House Bill No. 6683 is now pending in the Senate following the passage of the proposed bill on third and final reading at the House of Representatives.

Baguio City Representative Mark Go, one of the principal authors of the measure, said the proposal seeks to affirm and further fortify the intentions of Republic Act No. 6971, otherwise known as the "Productivity Incentives Act of 1990", by promoting inclusive and sustainable work productivity programs.

"The intention is really to increase the advocacy on productivity improvement and gainsharing, specifically in micro, small and medium enterprises. If we are able to—for example, ask companies to have a productivity incentives committee in their respective organizations that would increase our initiative for these firms to implement productivity and improvement engagement sharing programs," Executive Director Sy added.

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and challenges in the implementation of the eNGAS and eBudget System in the NWPC. She said that both systems greatly influenced the quality of the financial reports and the overall financial management of NWPC.

"Aside from giving us accountability and security, the eNGAS and eBudget System eliminates redundancy and unnecessary duplication of transaction entries and implements common processes for similar transactions," she said.

She encouraged other offices to recommit themselves to finding new ways to utilize these innovations as "modern solutions to modern problems."

"We should maximize its benefits by providing continuous training and support for those operating the system. Regular assessments and audits must also be conducted to ensure that the systems are up-to-date and reliable to meet the evolving needs of government offices, agencies, and departments," she said.

The eNGAS and eBudget System Inclusiveness Award acknowledges the NWPC's commitment to embracing technological advancements and modernizing its financial management processes.

The NWPC also won the same award in June 2019 when it used to be called the Gallantry Award.

The Joint 14th Annual National Convention and 2023 Membership Conference, with the theme "Advocating Green and Sustainable Public Financial Management Reforms," focuses on promoting sustainable practices within public financial management.

The event brings together leaders, experts, and practitioners from various government agencies to share insights, exchange best practices, and foster innovation in financial management.

GFMIC, which started in 2006, is an association of government financial management professionals who utilized information and communications technology as a tool for productivity, transparency and accountability.



RTWPB I, II, III, IV-A conduct public hearings, consultations



RTWPB-II and RTWPB-IVA (top left and right) conduct public hearings while RTWPB-I and RTWPB-III (bottom left and right) conduct public consultations on possible minimum wage adjustments.

RTWPB-II and RTWPB-IVA conducted public hearings while RTWPB-I and RTWPB-III held public consultations in August 2023 on the possible adjustments to the minimum wages of workers in private establishments and domestic workers.

RTWPB-II's public hearing was held at the Cagayan State University in Tuguegarao City on August 24, 2023, while the third and last leg of RTWPB-IVA's public hearing was held at the University of Perpetual Help System in Biñan, Laguna on August 11, 2023.

RTWPB-I's public consultation was held in Vigan City, Ilocos Sur on August 15, 2023, while RTWPB-III's public consultations were held in Mabalacat City in Pampanga on July 18, 2023, and in Bulacan and Bataan in August 2023.

Business owners, management representatives, workers, union officers, domestic helpers (kasambahay), and media partners attended the public hearings and consultations.

Meanwhile, participants coming from far-flung provinces and municipalities joined via Zoom.

"The focal objective of the gathering was to facilitate a comprehensive discussion on whether a minimum wage increase is warranted and to what extent," RTWPB-II said.

Public hearings kicked off with a presentation of regional socio-economic indicators by the National Economic and

Development Authority (NEDA), Department of Trade and Industry (DTI), and Department of Agriculture (DA).

Workshops were also conducted for workers and employers to collectively assess the necessity for a minimum wage increase.

Regional Director Jesus Elpidio B. Atal Jr., RTWPB-II Chairperson, underscored the significance of weighing perspectives from both labor and employer sectors backed with facts and data, not just by mere sentiments.

"The proceedings underscored a scientific and democratic approach to determining minimum wage adjustments, taking into account a multitude of viewpoints and economic indicators," he said.

Meanwhile, Regional Director Geraldine Panlilio, RTWPB-III Chairperson, emphasized that public consultations provide an opportunity for stakeholders, labor unions, employers, and employees to voice out their concerns and insights and contribute to the decision-making process.

She urged all stakeholders—employers, employees, and labor unions—to attend public consultations to ensure a well-balanced representation of sectors.

RTWPBs vow to set fair and equitable minimum wage and ensure that the voices of all stakeholders are heard and considered.

RTWPB-I trains union members on productivity improvement



Union officers and employers undergo productivity training through the Workers Organization Development Program (WODP) training.

RTWPB-I has trained union officers on productivity improvement and productivity-based incentive scheme through the Workers Organization Development Program (WODP) training organized by DOLE Regional Office I in San Juan, La Union.

In his opening message, DOLE Regional Director Exequiel Ronie A. Guzman, RTWPB-I Chairperson, underscored that the strong and collaborative ties between workers and employers are integral in ensuring not only harmony in the workplace but also productivity and efficiency.

"We hope that through this WODP training, you truly commit to becoming examples of meaningful industry relationships and that you all strive to contribute to the progress not only of your own companies but the nation as a whole," he said.

WODP serves as a facilitating mechanism in strengthening trade unions and other workers' organizations.

It provides an opportunity for systemic learning and growth aimed at greater productivity, prosperity, and welfare to the employer, workers' organization, and its members and their dependents.

WODP focuses on developing the capabilities of the workers and their organization to be able to perform their roles effectively and efficiently toward the promotion of trade unionism, workers' empowerment, and sound labor-management relations.

Marinduque Tripartite Industry Tourism Council members undergo Service Quality training



Members of the Marinduque Tripartite Industry Tourism Council attend Service Quality training.

RTWPB IV-B, in partnership with DOLE Marinduque Field Office, conducted a Service Quality training for members of the Marinduque Tripartite Industry Tourism Council in Boac, Marinduque on August 15, 2023.

The training on "Building a Pandemic-Proof Customer Relations Service" seeks to equip tourism council members with the knowledge and tools needed to deliver exceptional services.

The intensive training delved into various aspects of service quality, encompassing customer interactions, communication skills, professionalism, and overall customer satisfaction. Participants pledged to deliver service quality beyond expectations to boost Marinduque's tourism sector.

Atty. Grace Lyn Pantaleon, RTWPB OIC Board Secretary, said the event marked a pivotal moment for the local industry as it fostered collaboration between government offices, tourism value chain establishments, and labor representatives.

"The collaboration between the Regional Tripartite Wages and Productivity Board MIMAROPA and the Department of Labor and Employment's Marinduque Field Office exemplifies proactive governance and industry synergy," she said.

She also expressed hope that this partnership will foster a culture of excellence and continuous improvement for a more vibrant and prosperous Marinduque.

Caraga-based labor unions undergo productivity training



RTWPB-XIII conducts productivity training through the Workers Organization Development Program (WODP).

RTWPB-XIII on August 16, 2023 trained union officers on productivity improvement and productivity-based incentive scheme through the Workers Organization Development Program (WODP) Plus Level 1 training organized by DOLE Regional Office XIII in Surigao City.

RTWPB Board Secretary Earl D. Dela Victoria discussed the following productivity topics: understanding the concepts and measures of productivity; different ways of productivity improvement and benefits; and identifying productivity trainings needed by enterprise/organization.

Training on productivity enhancement, livelihood program orientation, and basic accounting was conducted to help unions establish sustainable income-generating projects.

He emphasized the importance of productivity to every labor organization.

Eleven labor unions represented by 31 participants from Surigao del Norte, Surigao del Sur, and 45 participants from the Province of Dinagat Islands participated in the activity.

“We have to do things right and do the right things right. In order to grow and develop, we have to change our ways. We need to have the right attitude, instilling productivity in every way,” he said.

DOLE Regional Director Joffrey M. Suyao, RTWPB-XIII Chairperson, emphasized the activity was organized to boost organizational operations of the unions by providing livelihood opportunities, income generation, and skills training.

Board Secretary Dela Victoria urged labor organizations to take advantage of RTWPBs’ free productivity training services.

RTWPB-XII welcomes new Board Member



Mr. Alfe H. Saldo virtually takes his oath as Board Member of RTWPB-XII representing the labor sector.

RTWPB-XII on August 8, 2023 organized a simple program to welcome Mr. Alfe H. Saldo as its new Board Member representing the labor sector.

Board Member Saldo took his oath before DOLE Secretary Bienvenido E. Laguesma at the DOLE Central Office in Intramuros, Manila on June 7, 2023.

He assumed office on July 19, 2023, replacing former Board Member Joemarie P. Angeles.

Board Member Saldo represents the Federation of Free Workers and is currently employed as a Supervisor of SUMIFRO in T'boli, South Cotabato and President of the SUMIFRO Workers Association.

National finalists selected in Productivity Olympics NSCs level



Assistant Secretary Lennard Constantine Serrano of the Labor Relations, Policy and International Affairs Cluster (left) and other members and secretariat of the eight National Screening Committees (NSCs) conduct a screening of national nominees for the 2023 National Productivity Olympics.

The National Wages and Productivity Commission (NWPC) on August 30, 2023 conducted the screening of national nominees for the 2023 National Productivity Olympics through the eight National Screening Committees (NSCs).

Nominees participated in the hybrid event via Zoom while NSC members met in person in Makati City.

“The first conduct of a hybrid screening and assessment of Productivity Olympics finalists was smooth and seamless,” NWPC Deputy Executive Director Pia Charmane O. De Jesus said.

From 152 regional winners, the NSC selected 30 national finalists that will undergo the final selection process by the National Judging Panel (NJP).

The NJP is chaired by DOLE Secretary Bienvenido E. Laguesma, who is also the NWPC Chairperson.



Finalists will present before the NJP their programs and best practices on productivity from 2021 to 2022, based on these areas: business excellence, employee engagement and preservation, green practices and innovation, and corporate social accountability.

This reflects the theme of the 2023 PO which is "From Striving to Thriving: Reset and Reposition for Impact".

They will be screened based on the following criteria: business continuity (50%), employee engagement (30%), employment preservation (10%), and employment expansion (10%).

“We expect that micro, small, and medium enterprises (MSMEs) will be able to highlight what happened to their enterprises from 2021 to 2022. What happened to their productivity? Did they thrive? How did they thrive?” NWPC-Productivity Policy and Research Division Chief Maria Corazon P. Caritativo said.

The awarding of Productivity Olympics winners will be held on October 19, 2023.

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. RBI-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	P555.00	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	P551.00	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. BARM-02	P341.00	July 21, 2022



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