



**National Wages and
Productivity Commission**
Department of Labor and Employment



ANNUAL REPORT 2022

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Message from the Secretary

In 2022, we ended the year administering the oath of office of the newly appointed Commissioners of the National Wages and Productivity Commission (NWPC) and Board Members of the Regional Tripartite Wages and Productivity Boards (RTWPBs). This event is important because these individuals are responsible for ensuring that the government works closely with the employer and labor sectors to strengthen tripartite cooperation and push for inclusive social dialogue.



In doing so and to facilitate creation of quality and productive jobs for Filipinos, we always strike a balance between protecting workers' rights and welfare and promoting the interest of employers. It is in this respect that the NWPC and its sixteen (16) Regional Tripartite Wages and Productivity Boards (RTWPBs) regularly review minimum wages in their respective regions to ensure that our workers are protected from undue low pay. We always encourage our RTWPBs to make policy decisions based on deep understanding of theories and existing policies and analysis of data and statistics related to economy, labor and productivity.

Aside from the minimum wage setting mandate, the NWPC and RTWPBs are also steadfast in promoting productivity improvement programs and productivity-based incentive schemes, particularly among micro, small, and medium enterprises (MSMEs) which account for more than 99 percent of our businesses and 63 percent of our workforce. MSMEs also generate 40 percent of the country's gross domestic product. Thus, it is important that we make these enterprises and their workers more competitive and productive to ensure socio-economic growth and development.

I express gratitude to the men and women of NWPC and urge them to stay true to their core values of being *makatao* (people-centric), *malikhain* (innovative), and *mahusay* (excellence). I also commend the NWPC for keeping its ISO 9901:2015 certification which shows its commitment to providing efficient public services. Let us continue to implement policies and programs that guarantee protection of vulnerable workers and promote productivity improvement of Filipino workers and enterprises.

The accomplishments of NWPC and RTWPBs are crucial part of the DOLE's accomplishments for 2022. I am optimistic that, through our collective efforts, we will be able to realize our goal of attaining full, decent, and productive employment for all Filipino workers through sustainable growth and development of our MSMEs. *Mabuhay ang NWPC!*


Bienvenido E. Laguesma
Secretary/NWPC Chairperson

Message from the Undersecretary



Year 2022 marks another year of accomplishments for the National Wages and Productivity Commission (NWPC). Pursuant to its mandate, the NWPC and the Regional Tripartite Wages and Productivity Boards (RTWPBs) continuously reviewed the minimum wage policy across all regions, with the end goal of improving the incomes of workers in private establishments and domestic households.

In the same year, the NWPC provided thousands of micro, small, and medium enterprises (MSMEs) with productivity training and technical assistance on productivity improvement, through the adoption of productivity technologies and performance-based incentive scheme. The goal was to encourage our MSMEs to adopt productivity improvement programs and install productivity-based incentive schemes that are designed to facilitate sustained enterprise growth and development.

As part of its advocacy, the NWPC provided a forum for exchange of information and ideas on emerging issues and trends on productivity and competitiveness thru the conduct of the 2022 National Productivity Conference (NPC). With the theme “Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards”, the conference emphasized the importance of worker engagement in boosting productivity and facilitating digital transformation through best practices on human resource management and development.

These highlights of accomplishments remind us of the important role played by MSMEs in social and economic development. MSMEs serve as key drivers of entrepreneurship and employment creation. Thus, it is appropriate that we make our MSMEs more productive and more competitive to maximize their contribution to the country’s shared prosperity and inclusive economic growth.

Much is still expected of the NWPC, but I trust that it will continue to perform its mandate and deliver results that will protect workers from undue low pay and promote productivity improvement among enterprises, particularly MSMEs. I am confident that NWPC will continue to promote reforms and innovations that will ensure that the gains of productivity improvement are felt by both workers and employers.

Benedicto Ernesto R. Bitonio Jr.

Undersecretary/NWPC Chairperson Designate

A handwritten signature in black ink, appearing to read 'Ben Bitonio Jr.', written over the typed name and title.

Message from the Executive Director



Being productive and competitive are not just qualities we want to promote among workers and enterprises across the country, but also among officials and employees of the National Wages and Productivity Commission (NWPC) and its sixteen (16) Regional Tripartite Wages and Productivity Boards (RTWPBs). Along this line, we proudly present the 2022 NWPC accomplishments on wages, incomes, and productivity improvement through our programs and policies.

One of the most significant accomplishments was the increase in the minimum wages of workers in private establishments and *kasambahays* (domestic workers). In 2022, the RTWPBs, which are under the technical and administrative supervision of NWPC, issued wage orders that raised the minimum wages of workers in private establishments from 31 pesos to 110 pesos, and from 500 pesos to 2,500 pesos for the *kasambahays*.

Through the NWPC's Productivity Toolbox, we oriented 10,767 and trained 3,748 micro, small, and medium enterprises (MSMEs). We also provided 1,293 MSMEs with technical assistance on productivity-based incentive schemes (PBIS), assisted 168 MSMEs on installing PBIS, and 137 MSMEs on documenting PBIS. The NWPC released five new modules, upgraded seven modules, and developed four e-learning modules. The NWPC's *Tamang Kaalaman sa Kita at Kakayanan* or T3K information drive remained consistent in raising awareness on wage and productivity policies and programs by reaching 399,633 clients nationwide.

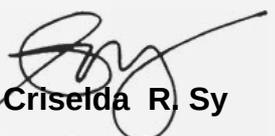
On good governance, the NWPC received the gold award in recognition of the commendable implementation of the DOLE Communication Program for FY 2021. Through our social media platforms, we strategically established a dominant online presence to engage with our audience, resulting in an impressive following of 1.19 million Facebook followers. Our page stands out as the most widely followed among all DOLE agency-managed pages. Since the NWPC Learning Sessions transitioned from face-to-face to online modality, there was also an increase in participants from regions outside National Capital Region. In 2022, eighteen (18) Learning Sessions were conducted as part of the NWPC's advocacy initiatives to apprise workers, business enterprises, and HR practitioners of recent labor issuances, labor standards, and trends in business practices affecting wages and productivity.

The NWPC also received the AGAP Outstanding Accounting Office Award in recognition of the quality, timeliness and accuracy of the CY 2021 Financial Reports and its 4th Unqualified Opinion from the Commission on Audit. We also passed and maintained the ISO 9001:2015 certification and received recognition for being fully-compliant with the set of Freedom and Information (FOI) requirements as validated by the Presidential Communications Operations Office.

Our list of achievements was marked by the successful conduct of the 2022 National Productivity Conference with the theme “Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards” in November. The conference, which was live-streamed on our official Facebook page, gathered experts, practitioners and productivity advocates from labor and employment sectors, academe, and government agencies in a series of discussions on the importance of employee engagement in facilitating digital transformation through human resource development and productivity improvement.

As the saying goes, any team is as good as its members. We express our gratitude to the dedicated officials and staff of the NWPC and the RTWPBs for their valuable contributions and accomplishments. The feats that we have achieved in the past year serve as a reminder of the importance of working together.

Our success is contingent on our ability to unite and strengthen our efforts. By collaborating and putting forth our best efforts, we can achieve great things. Building upon our remarkable achievements in 2022, we remain inspired to sustain the successful implementation of NWPC programs and services. Our mandate is to attain significant and continuous growth in productivity, accompanied by corresponding adjustments in wage levels. We shall continue to work together to be able to tirelessly perform this mandate.



Ma. Criselda R. Sy
Executive Director

About NWPC

Creation

Republic Act of No. 6727 or the Wage Rationalization Act created the National Wages and Productivity Commission and the Regional Tripartite Wages and Productivity Boards (RTWPBs). It mandated the setting of minimum wages to protect vulnerable workers from undue low wages and the promotion of productivity and gainsharing between workers and enterprises.

The NWPC is an agency attached to the Department of Labor and Employment (DOLE) for policy and program coordination. It provides technical and administrative supervision to RTWPBs.

Mandate

The NWPC acts as adviser to the President and the Congress on matters relating to wages, incomes, and productivity; formulates policies and guidelines on wages, incomes and productivity; and reviews regional minimum wage levels set by the RTWPBs based on prescribed rules and guidelines.

Meanwhile, the RTWPBs are responsible for setting regional minimum wages and for implementing productivity improvement programs.

Vision

Justly remunerated and productive Filipino workforce in globally competitive enterprises.

Mission

Set minimum wage that protects vulnerable workers from undue low pay.
Promote productivity improvement and incentive schemes among MSMEs.

Core Values

- ◆ **Makatao (People-Centric)**
“Our people is our prime asset.”
- ◆ **Malikhain (Innovative)**
“Innovation makes things possible.”
- ◆ **Mahusay (Excellent)**
“Public service at its best.”

NWPC Fast Facts

Two-Tiered Wage System

Tier 1

Minimum wage rates above the poverty threshold

-  **100%** of wage rates above the 2012 poverty threshold
-  **100%** of wage rates above the 2015 poverty threshold
-  **93.5%** of wage rates above the 2018 poverty threshold

Tier 2

Productivity-Based Incentive Scheme

-  **1,293** MSMEs provided with technical assistance on PBIS
-  **168** MSMEs with PBIS installed
-  **137** MSMEs with PBIS documented

Productivity Toolbox

Productivity Orientation

10,767 MSMEs oriented (150%)

PIP/Action Plans Implemented

2,572 MSMEs trained with action plans/PIPs implemented (69%)

Productivity Training

3,748 MSMEs trained (146%)

Advocacy Services

National Productivity Conference

-  **222** On-Site Participants
-  **9,250** Facebook Live Posts Reached
-  **1,130** Zoom Unique Viewers

Tamang Kaalaman sa Kita (T3K)

399,663 clients reached through information drive (133%)

Digital Presence

- 1,192,081** Facebook followers
- 563** Youtube Subscribers
- 561** Twitter followers
- 562** Viber Connections

Productivity Webinar Modules

-  **5 new** productivity modules
-  **7 upgraded** productivity modules
-  **4** e-learning modules

Good Governance

Recognitions

- Unqualified COA Opinion
- ISO 9001:2015 Certification
- Certificate of Compliance, PCOO-FOI
- GOLD AWARD DOLE Communication Program FY 2021
- 2021 AGAP Outstanding Accounting Office Award

GAD Webinars

- 5** sessions on gender sensitivity, awareness and development
-  **61** Female
-  **34** Male

Recruitment and Placement

- 25** personnel promoted
-  **13** new personnel hired

Minimum Wage Setting

Minimum Wage Rates as of December 31, 2022

Region's Wage Order	Highest Rate	Effectivity	Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022	Wage Order No. RB7-23	P435.00	June 14, 2022
Wage Order No. CAR-21	P380.00	June 14, 2022	Wage Order No. RB8-22	P350.00	June 27, 2022
Wage Order No. RB1-21	P400.00	December 1, 2022	Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB2-21	P400.00	October 1, 2022	Wage Order No. RB10-21	P405.00	December 16, 2022
Wage Order No. RB3-23	P450.00	June 20, 2022	Wage Order No. RB11-21	P427.00	June 19, 2022
Wage Order No. RB4A-19	P470.00	December 30, 2022	Wage Order No. RB12-22	P368.00	September 1, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022	Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. RB5-20	P365.00	December 1, 2022	Wage Order No. BARMM-02	P341.00	July 21, 2022
Wage Order No. RB6-26	P450.00	June 5, 2022			

Determination and Review of Minimum Wages and Promotion of Productivity-based Incentive Schemes

The RTWPBs set and adjust minimum wages to protect vulnerable workers from undue low pay. In setting these wages, the Regional Boards balance the needs of workers with employers' capacity to pay within the requirements of socioeconomic development.

The RTWPBs, likewise, issue wage advisories to promote the implementation of productivity-based incentive schemes, a workplace-initiated program on improving the productivity of workers and the enterprise to generate savings and additional revenues, which can be shared by the enterprise with its workers.

Wage Orders Issued

In 2022, the National Wages and Productivity Commission (NWPC), through the 16 Regional Tripartite Wages and Productivity Boards (RTWPBs), issued wage orders for workers in private establishments granting wage increases ranging from PhP30 to PhP110 and wage orders for domestic workers giving wage increases in monthly minimum wages ranging from PhP500 to PhP2,500. RTWPB-VI granted the highest wage increase of P110 for establishments employing ten workers or less. Upon the full implementation of the Wage Orders, however, the National Capital Region had the highest minimum wage rate of P570, while MIMAROPA had the lowest at P329. The increases in the minimum wage benefitted around 3,645,120 minimum wage earners nationwide.

RTWPB XI granted the highest wage increase for domestic workers at P1,500 to P2,500. Domestic workers in the National Capital Region received the highest monthly minimum wage rate at P6,000. A total of 62,679 domestic workers nationwide benefitted from the increases in the minimum wage.

Productivity-Based Incentive Scheme

The 2nd tier is implemented through the issuance of wage advisories by the RTWPBs. Since 2013, all regional boards have issued at least one industry/sector-specific advisory in agriculture (plantation), agribusiness, mining, manufacturing, transportation and storage facilities, tourism and tourism-related industries, hotels, restaurants and resorts, higher education institutions, and sardine (canning) industries.

In 2022, the NWPC continued to enhance its module to enable RTWPBs to conduct online technical assistance on productivity or performance-based incentive schemes. A total of 1,293 MSMEs nationwide were provided technical assistance by the RTWPBs, which resulted in the adoption of performance or productivity-based incentive schemes by 168 MSMEs.

Facility Evaluation (FE)

To ensure the fair and reasonable valuation of facilities customarily provided by employers to their employees, such as board, lodging, and other facilities to allow such to be considered part of wages, the RTWPBs conducted Facility Evaluation (FE) to 78 applicant-establishments.



Time and Motion Studies (TMS)

The RTWPBs received and processed 23 applications/requests for Time and Motion Studies (TMS) and provided technical assistance on TMS to requesting enterprises in determining the standard rates for output-based or piece-rate workers.



Productivity Promotion



Productivity Toolbox

A banner program of the NWPC and RTWPBs in productivity promotion is the Productivity Toolbox, a package of technical assistance and training services intended to build the knowledge and capacities of workers and enterprises on productivity concepts, tools and techniques, and measurement.

Continued efforts to promote productivity among MSMEs benefited 35,739 employers and workers in 14,515 MSMEs through orientation and training under the Productivity Toolbox. Majority or 57.20% (20,444 out of 35,739 training beneficiaries) are female.



Development of Modules

The NWPC developed five (5) new modules and deployed the same to the RTWPBs for rollout to MSMEs:

- Improving Productivity through Employee Engagement
- Improving Work Life Balance by Implementing Productivity Tools and Methodologies in the Better Normal
- Improving Productivity Through Financial Analysis
- Entrepreneurship and Basic Business Plans
- Lean and Industry 4.0 for MSMEs

Four (4) e-Learning modules were developed:

- Eight (8) Wastes of Lean Management
- Visual Merchandising
- Stock Control for Productivity Improvement
- Productivity 101

Seven (7) modules were upgraded:

- ISTIV-Succeeding in Business
- Retail Service
- Costing and Pricing
- Business Continuity and Resiliency Planning
- Marketing Productivity
- Brand Reputation
- Productivity 101

NWPC Participates in Convention on LMC



NWPC Deputy Executive Director Jeanette T. Damo delivered a presentation on “Building Blocks to a Productive Workplace” during the Luzon Cluster Convention on Labor-Management Cooperation in Baguio City on September 9, 2022.

Deputy Executive Director Damo talked about the fundamentals of productivity and the various schemes to achieve productivity. She provided practical tips on how companies can start their productivity journey through the integration of productivity improvement programs in Labor Management Committees. She also discussed the various ways of reaping and sharing the gains of productivity.

More than 300 participants attended the activity, composed of labor and management representatives from different companies in NCR, CAR, Regions I, II, III, IV-A, IV-B, V, VIII, and XII, representatives from Baguio City local government unit, directors and staff from Luzon Cluster Regional Conciliation and Mediation Branches (RCMBs), and officials and staff from National Conciliation and Mediation Board (NCMB).

The convention, with the theme “Sustaining Productivity through LMC”, was co-organized by NCMB through its Luzon Cluster RCMBs and the Philippine League of Labor Management Cooperation Practitioners, Inc. (PHILAMCOP).

NWPC Leads Training on the DOLE Service Quality Improvement Program

DOLE-Human Resource Development Service and NWPC-Training and Technical Services Division led the conduct of training of trainers (ToT) on the DOLE Service Quality Improvement Program (SQIP) in Manila on October 3-4, 2022. Human resource designates and representatives from DOLE bureaus, services, regional offices, and attached agencies attended the activity.



The SQIP seeks to mainstream “a culture of quality, innovation, and continuous improvement across all levels of the DOLE with the aim of providing streamlined error-free services.” It is implemented in furtherance of the DOLE strategic objective to optimize organizational performance, enhance efficiency in the delivery of programs and services, and promote consistency in policy and program implementation.

Ms. Amelia C. Kakazu, Ms. Julie C. Llorente, and Mr. Enrique P. Reyes of NWPC facilitated the two-day trainers’ training. Ms. Llorente discussed the basic concepts, principles, measures, and targets of productivity. Ms. Kakazu lectured on customers’ perspectives and improving service quality, while Mr. Reyes presented the steps of process improvement.

RTWPBs Roll Out SQIP Training in DOLE Regional Offices and Regional Coordinating Committees

The Regional Tripartite Wages and Productivity Boards (RTWPBs) facilitated the training on the DOLE Service Quality Improvement Program (SQIP) for the staff and focal persons of DOLE Regional Offices and Regional Coordinating Committee (RCC) members in October 2022.

The training was conducted as part of the implementation of the SQIP in all DOLE offices and attached agencies. RTWPB board secretaries and staff served as resource persons during the training organized by the chief administrative officers and human resource designates of DOLE Regional Offices.

NWPC Facilitates Training of Trainers on Productivity Toolbox in BARMM



Mr. Mark Leroy Arpon and Ms. Terence Joy Amores of the NWPC Training and Technical Services Division conducted a Training of Trainers (TOT) on Productivity Toolbox for the Bangsamoro Tripartite Wages and Productivity Board (BTWPB) on June 14-16, 2022 in Cotabato City.

Trainers from the field offices and bureaus of the Bangsamoro Autonomous Region in Muslim Mindanao-Ministry of Labor and Employment (BARMM MOLE) attended the TOT on Productivity Toolbox, specifically Productivity 101 and 7S of Good Housekeeping, Service Quality, Retail and Visual Merchandising and Lean Management.

Intramuros “Padyak” Drivers Get Free Pedicab Makeover and Service Quality Training



The Department of Tourism (DoT) and Department of Labor and Employment (DoLE) facilitated a service quality training program for Intramuros “padyak” or pedicab drivers on November 7-8, 2022 in a hotel in Binondo, Manila.

A total of 120 pedicab drivers were provided with service quality training, a productivity program offered by DOLE, thru the National Wages and Productivity Commission, to DOT-trained community tour guides represented by pedicab drivers, karitelas, other vendors, and tourism-oriented small-scale enterprises such as souvenir shops.

The pedicab drivers were trained in the end-to-end cycle of service quality to prevent or correct service errors. They were provided with free pedicab makeover and service quality training to raise the level of their tourism and entrepreneurial services.

Aside from the livelihood assistance, pedicab drivers also received emergency employment assistance for 10 days and were paid the daily minimum wage.

Baguio's "Pony Boys" Trained on Service Quality



NWPC and RTWPB-CAR conducted productivity and service quality training for the horse handlers or "Pony Boys" of Wright Park in Baguio City on December 20-21, 2022.

In his opening message, DOLE-CAR Regional Director and RTWPB-CAR Chairperson Nathaniel Lacambra stressed that the objective of the activity is to improve the quality of service provided by the "Pony Boys" to the visitors and tourists of Baguio City. He said that it is part of the full-cycle assistance program entitled "Trabaho, Turismo, Asenso: Ang Pony Boys" developed by DOLE-CAR to informal workers in the tourism sector.

NWPC OIC-Director Jerome Yanson and Atty. Marvie M. Fulgencio, Board Secretary of RTWPB-CAR, served as trainers/resource persons on productivity, service quality concepts and principles, service error and recovery, good grooming and personal hygiene and related topics.

The training was part of the convergence program of DOLE-CAR and RTWPB-CAR, Department of Tourism (DOT-CAR), Department of Health (DOH-CAR), Professional Regulation Commission (PRC-CAR), Technical Education and Skills Development Authority (TESDA-CAR), and City Government of Baguio.

Beneficiaries of the service quality improvement program were members of the Horse Handlers Association and the Kabalyero Guardians Association. (With report from RTWPB-CAR).

Wage and Productivity Advocacy

2022 National Productivity Conference



DOLE Secretary Bienvenido Laguesma served as keynote speaker during the 2022 National Productivity Conference, with the theme “Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards”, on November 10, 2022, in Malate, Manila.

Noting that the economy had re-opened and is on the path to recovery and rebound, Secretary Laguesma, in his keynote speech, said that the conference theme focuses on “a human-centered recovery and growth, which should give workers their just rewards by uplifting their social and economic well-being.”

“We seek to ensure that the worker is capable of continuously remaining at work, to find meaning, reward, and fulfillment and thereby continue contributing toward improving both labor and enterprise productivity,” Secretary Laguesma said.

Meanwhile, NWPC Executive Director Maria Criselda R. Sy, in her opening remarks, said that “worker engagement is an important core strategy that would benefit both workers and employers to ensure that no one is left in the (economic) rebound.”

The conference featured the following topics: 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy; 2) Steering Worker Engagement in Accelerating Digital Transformation; 3) Optimizing Worker Engagement Practices Using a Productivity Rewards System, and 4) Transforming Labor Relations by Encouraging Higher Worker Engagement.

Boosting Productivity and Worker Engagement in the Thriving Gig Economy

Mr. George Royeca, CEO and Co-Founder of Angkas, and Dr. Virgel Bingham, Professor from the University of the Philippines-School of Labor and Industrial Relations, discussed worker engagement as a strategy to sustain employment for full-time employees and freelancers and its role in encouraging long-term productivity. The session highlighted the effect of the pandemic on the gig economy and how it paved the way for the availability of flexible work arrangements in different industries.

Mr. Royeca said that the economy could change its course by recognizing, supporting, and empowering what is often thought of as informal work (e.g., the case of Angkas). Meanwhile, Dr. Bingham pointed out the importance of having policies in place at the national, regional, and provincial levels to ensure that workers are protected and to ensure a win-win relationship between workers and management

Steering Worker Engagement in Accelerating Digital Transformation



Ms. Liezl Dunuan, Workforce Development Manager of Connected Women AI, and Mr. Robert Conrad Gonzales, Chief People Officer of G-Cash, discussed how to look for viable solutions and leverage strategies that ensure productivity regardless of adversities and the rise of digital transformation. Ms. Dunuan said that fostering good worker engagement is crucial for productivity, which can be achieved by constant communication, the use of social learning groups, upskilling/reskilling, and regular team-building activities. In G-Cash, Mr. Gonzales said that employees are engaged by involving them in identifying solutions to improve services and training them in technology and digital skills.

Optimizing Worker Engagement Practices Using a Productivity Rewards System

Mr. Alvanson So, People Lead of Canva Philippines, and Atty. Riza E. Mendoza, Senior HRM Manager and Corporate Secretary of AMPLEON Philippines, Inc., discussed how workplace productivity is sustained through the establishment of rewards and recognition systems. In AMPLEON Philippines, employees are encouraged to continuously support the company's commitments to customers through productivity incentive challenges. Employees who meet or exceed certain criteria are granted incentives. In Canva Philippines, employee engagement is sustained by listening to employees in determining the best incentives, which should not always be monetary.

Transforming Labor Relations by Encouraging Higher Worker Engagement



Atty. Benedicto Ernesto R. Bitonio, Jr., DOLE Undersecretary, and Mr. Darius Guerrero, Vice President of the Philippine Trade and General Workers Organization, discussed the active roles that management and labor play in creating harmonious workplace and work culture that influence productivity and performance. Undersecretary Bitonio highlighted that worker engagement is a way to cultivate a better working relationship between workers and employers. Mr. Guerrero highlighted the principle of co-determination, which refers to the cooperation between management and workers in decision-making, and the principle of co-management, which is a process in which government shares power with resource users, with each given specific rights and responsibilities relating to information and decision-making.

The National Productivity Conference, a biennial activity organized by the National Wages and Productivity Commission and Regional Tripartite Wages and Productivity Boards, serves as a platform for discussion among productivity experts and practitioners in the government, private sector, and academe on emerging trends in the labor market that impact productivity and wages.

NWPC Graces BARMM Labor Consultative Summit and 1st Bangsamoro Productivity Olympics



The Ministry of Labor and Employment (MOLE) of the Bangsamoro Autonomous Region in Muslim Mindanao vowed to further protect the rights and welfare of the workers in the Bangsamoro region during the first leg of the nationwide Labor Consultative Summit held on 19 October 2022 in Cotabato City.

The event, with the theme “Sustaining Productivity, Bridging Economic Recovery”, convened the different micro, small, and medium enterprises (MSMEs), employers, and Bangsamoro labor groups from the region.

Labor Minister Datu Muslimin G. Sema believed that the activity will help improve their effectiveness in promoting business continuity, workers’ health and safety, and preserving jobs across the region.

On the same day, the Bangsamoro Productivity Olympics was held to recognize the best-designed and successfully implemented productivity improvement programs of MSMEs in the region.

National Wages and Productivity Commission OIC-Director Jerome P. Yanson emphasized the importance of productivity, saying that “the rich culture, the good people, and the vast and rich natural resources of the BARMM have an impact on productivity and economic recovery.”

“Regardless of your religion, political affiliations, your belief, or your color, there is only one thing about productivity—more equitable sharing of gains lead to a productive workforce,” OIC Director Yanson said. (Johaira Sahidala/BIO/www.bangsamoro.gov.ph)

Tamang Kaalaman sa Kita at Kakayanan (T3K)

To continuously raise awareness on wage and productivity policies and programs, the NWPC and the RTWPBs sustained the Tamang Kaalaman sa Kita at Kakayanan or T3K, a package of advocacy measures in the form of public information assistance, IEC materials dissemination, wage clinics, seminars, public fora, press conference/briefings, media releases, radio guesting, and interviews. The information drive reached 399,633 clients nationwide.



DOLE V-Café



Executive Director Maria Criselda R. Sy served as resource person at the DOLE V-Café, a virtual press conference, on March 21, 2022. In the press conference, Director Sy reported that the RTWPBs were starting the process on the determination of the minimum wage fixing in their respective areas and responded to queries raised by members of the media.

Media Interviews



Executive Director Maria Criselda R. Sy appeared in several media interviews about the state of minimum wage in the country. She was interviewed by Ted Failon and DJ Cha Cha for Radyo Singko on March 14, 2022 and interviewed by UNTV on March 17, 2022.

ECOPlus: Amplifying Your Voice



Executive Director Maria Criselda R. Sy appeared in the Employers Confederation of the Philippines' (ECOP) online program ECOPlus: Amplifying Your Voice in its 17th episode entitled "Minimum Wages and Productivity" on July 4, 2022.

Executive Director Sy provided updates on the status of minimum wage increases. She discussed the criteria for wage determination, which include the needs of workers and their families, the employer's capacity to pay, and the requirements of economic development. She explained that the regional minimum wage rates vary because of the different socio-economic conditions per region.

On NWPC's productivity mandate, Executive Director Sy said that NWPC is focused more on clients' needs, productivity modules, systems improvement, and human resource development.

Advocacy Through Social Media Management



NWPC's Viber account was created in 2021 and garnered **10,791** community members.



In 2022, NWPC's Facebook page created **442** posts and reached **1,192,229** followers.



NWPC's YouTube channel gained **490** subscribers, with **5,083** views of the 14 videos posted in 2022.



NWPC's website garnered **2,111,665** views in 2022.

Learning Sessions on Wages and Productivity

In 2022, the NWPC organized eighteen (18) Virtual Learning Sessions attended by 4,232 participants from 2,423 companies on the following topics:

DATE	LEARNING SESSION TOPIC
February 24	Unlocking Productivity Through Self-Care and Work-Life Balance
March 9	General Labor Standards with COVID-19 Issuances
March 23	Diversity and Inclusion as a Driver of Engagement
April 20	Organizational Excellence through Employee Engagement
April 27	Engaging Employees in Designing and Implementing Productivity Incentive Schemes
May 11	Promoting Productivity through Workplace Bipartite Mechanisms
May 25	Enhancing Productivity of Our Kasambahays
June 8	Social Media Marketing
June 15	Wage Distortion - Session 1
June 21	Wage Distortion - Session 2
June 29	Promoting Gender Equality and Social Inclusion
July 13	Wage Distortion - Session 3
July 20	Business Continuity and Resiliency Planning
August 5	Wage Distortion - Session 4
August 17	Basic Lean Tools for SMEs
August 26	Emergency Preparedness in the Workplace
September 21	Engaging Employees in Designing and Implementing Productivity Incentive Schemes
September 28	General Labor Standards with COVID-19 Related Issuances

Research and Technical Papers

In 2022, NWPC completed five research studies/ technical papers as follows:



Assessment of Productivity Toolbox

This study evaluated NWPC's training programs for establishments and workers under the productivity toolbox towards improving training design and delivery.



Review of the Criteria and Mechanics of Productivity Olympics (PPRD)

This study aims to harmonize old and new criteria, focusing on participating establishments' good practices and innovations under the new normal, or post-COVID, and develop a productivity guidebook and operations manual for the 2023 Productivity Olympics.



Amendments to Republic Act No. 6971 or Productivity Incentives Act of 1990 (PPRD)

NWPC provided technical assistance and actively engaged in legislative deliberations on proposed amendments to Republic Act No. 6871.



Study on Prevailing Wage and Productivity Practices of Barangay Micro Business Enterprises (BMBEs) (WPRD)

This study identified the primary reasons/motivations for registering as BMBE; described the prevailing wage, compensation and productivity practices of BMBEs determined the support and assistance received by BMBEs from the government; and recommended policy and programs to increase the productivity and income of workers in these enterprises.



Exploratory Study on the Influence of Minimum Wage Issuances to CBA-Negotiated Wage Increases (WPRD)

This study aims to determine whether minimum wage adjustments provided under Wage Orders issued by RTWPBs serve as benchmark amount for wage increases negotiated through CBAs. Analysis in this research is limited to registered CBAs in the National Capital Region from November 22, 2018 to May 22, 2019. Though the sample cannot be treated as representative of the entire CBAs nationwide, this exploratory study offers valuable policy insights in relation to the aim of the study.

Policy and Technical Advice

2022 Annual Establishment Report on Wages



Overview

Article 124 of the Labor Code of the Philippines, as amended by Republic Act No. 6727, requires private enterprises to submit a report containing the verified itemized listing of their labor component, including the names of workers and employees below the managerial level, and their corresponding salaries and wages. In 2022, the Annual Establishment Report on Wages (AERW) Online System was developed by the NWPC for easier report submission and data collection. The system started to accept registrations on April 11, 2022, and closed on June 30, 2022 for the year's round of reporting.

Summary of Results

A total of 15,283 enterprises submitted their AERW, covering a total of 1,712,222 workers, with more than 70% of them located in the industrialized regions of Central Luzon (III), National Capital Region (NCR), and CALABARZON (IV-A). The majority thereof or 71.5% are stock corporations, followed by 13.7% single proprietorships, 7.4% non-stock non-profit corporations, 2.8% partnerships, 2.2% one person corporations, 2% cooperatives, and 0.4% BMBEs.

Only a small percentage or 3.4% of establishments have unions and 2.7% with collective bargaining agreements. 30% of establishments have implemented productivity improvement programs, and 43% have performance or productivity-based incentive schemes.

The Wholesale and Retail Trade sector recorded the highest number of submissions at 25%, followed by 12% in Financial and Insurance, 11.7% in Accommodation and Food Services, 10% in Manufacturing and 8% in Admin and Support Services.

Out of the total number of workers covered, 99.5% or 1,704,141 are full-time regular workers, while the remaining 0.5% or 8,081 thereof are learners and apprentices. Among the full-time regular workers, 98.9% are time-rated workers, 0.1% are paid by result, and 1% are paid through other means.

The concentration of establishments in NCR, Regions IV-A, and III reflects the distribution of workers. Over 55% or 938,588 are in NCR, followed by 20% in CALABARZON and 8% in Central Luzon

The average basic pay of hourly-paid workers is PhP86, with NCR having the highest average hourly rate at PhP103. The education industry has the highest average hourly rate at PhP274, while agriculture industry has the lowest at PhP39.

The daily-paid workers have an average basic pay of PhP484, with Region III having the highest average at PhP528. The information and communication industry has the highest average among these workers at PhP658, while agriculture industry remains the lowest at PhP396.

Workers paid monthly have an average basic pay of PhP22,752, with CAR having the highest average at PhP28,026. The information and communication industry also has the highest average monthly rate at PhP29,139, while agriculture has the lowest at PhP14,040.

Initiatives to Address Wage Distortion

NWPC's commitment to address wage determination issues led to the implementation of various initiatives and strategies by the Regional Tripartite Wages and Productivity Boards (RTWPBs) which focused primarily on addressing potential wage distortion concerns arising from the 2022 round of minimum wage adjustments.



Learning sessions and advocacy programs were conducted to raise awareness and educate stakeholders on the principles and frameworks on wage distortion and provide guidance on the proper resolution of wage distortion issues. In 2022, 116 learning sessions and wage orientation activities were held, benefiting 3,043 firms.



Close coordination was also established among RTWPBs, DOLE Regional Offices, and Regional Conciliation and Mediation Boards (RCMB) to facilitate the resolution of inspection findings, respond to requests for assistance, and advocacy activities related to wage distortion. This collaboration covered 87 activities, covering 2,012 firms, and included inspection findings, provision of assistance, and advocacy activities.

Additionally, the RTWPBs provided technical assistance to firms in achieving a bipartite settlement of wage distortion. A total of 293 firms received support and one-on-one consultations in reviewing salary computations to address wage distortion.

Comments and Technical Inputs to Legislative Measures/ Policies

The NWPC, as a technical and advisory body on wages, incomes and productivity, also provided technical inputs to the following legislative measures and policy initiatives:

- House Bill No. 988 “Service Incentive Leave”
- House Bill No. 2603 (Pangkabuhayan Act) and Resolution No. 174 on MSME Assistance
- House Resolution No. 1676 urging the HOR, through the Committee on Labor and Employment, to conduct an investigation, in aid of legislation on the performance of the DOLE-NWPC and the RTWPBs, on their mandate of wage-setting and other powers and functions, in the light of the demand of workers for a national minimum wage especially amid the pandemic
- House Bill Nos. 451, 800, 1001, 2699, 3627, and 4139 Proposing the Corporate Social Responsibility Act
- Senate Bill Nos. 45, 136, 945 on “Freelances Act”
- Senate Bills Nos. 135 and 643 “Telecommuting Act”
- House and Senate Bills related to the Minimum Wage
- Impact of the Land Transportation Franchising and Regulatory Board Fare Adjustment to Minimum Wages
- Public Utility Bus and Transport Network Vehicle Service Fare Hike

Networking

DAP Compendium of Public Sector Productivity and Innovation Initiatives



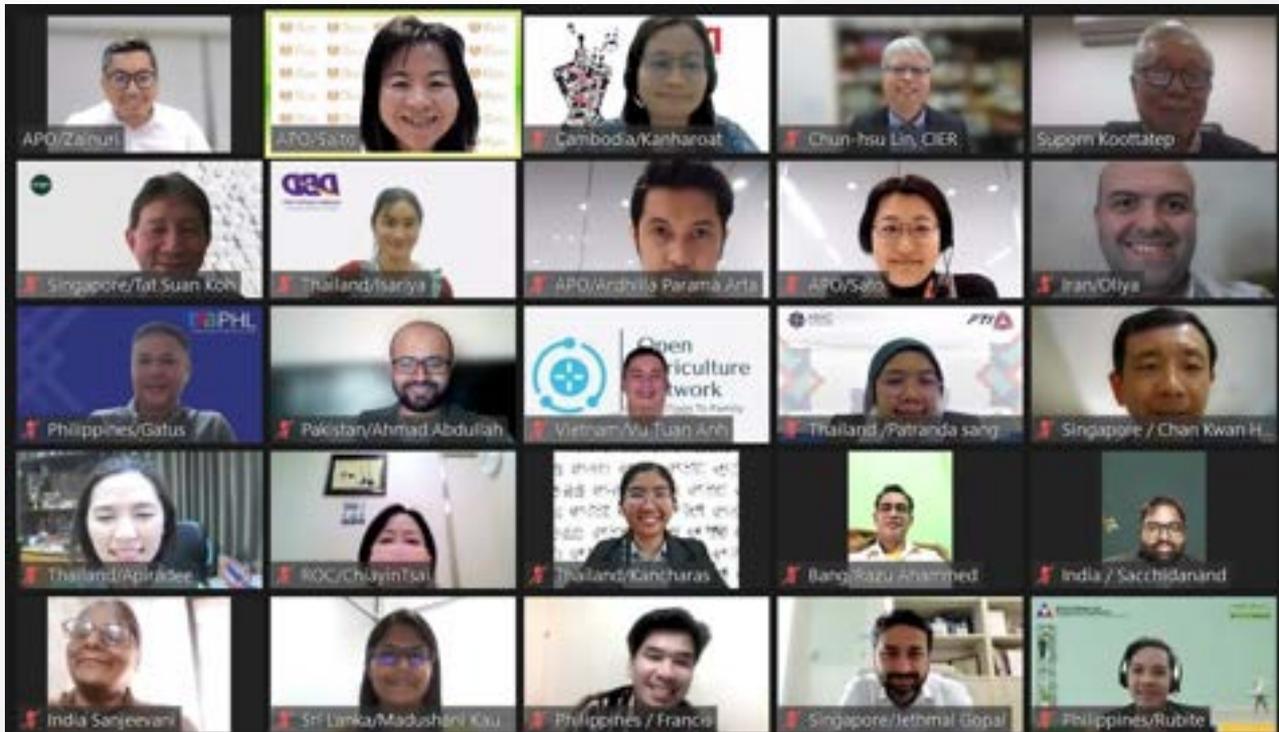
NWPC Learning Sessions were showcased in the Development Academy of the Philippines' (DAP) Compendium of Public Sector Productivity and Innovation Initiatives.

In a virtual interview by DAP on May 24, 2022, Deputy Executive Director Jeanette T. Damo and Director Elvira P. Jota shared the innovations made in the conduct of learning sessions that resulted from the training on Designing Citizen-Centered Public Service Improvements.

The innovations included the successful transition of learning sessions from face-to-face to online and the improvement of the evaluation and registration processes. The NWPC also showcased its improved advocacy through social media and its plan on online interbank payment system.

The Compendium of Public Sector Productivity and Innovation Initiatives is a collection of current and successful innovations that have re-shaped methods and manners of public service delivery, developed human capital, reinvented processes and redefined institutional structures.

APO Workshop on “Business Models for the Circular Economy in SMEs”



NWPC participated in the virtual workshop on “Business Models for the Circular Economy in SMEs” organized by the Asian Productivity Organization (APO) in cooperation with the Vietnam National Productivity Institute on December 21-23, 2022.

Mr. Francis Atangan and Mr. John Rowen Rubite of NWPC attended the workshop, which was conducted to share and discuss the foundations and business models that small and medium enterprises (SMEs) may utilize in adopting the circular economy concept in business operations.

In the Philippines, one circular economy initiative is a holistic community program launched by the Local Government of Quezon City in 2021 and implemented by the Climate Change and Environmental Sustainability Department in partnership with the Basic Environmental Systems and Technologies, Inc. (BEST). Titled “Trash to Cashback Program,” this initiative provides an innovative solution for citizens in the community to participate in the waste diversion project.

The five (5) steps of the BEST circular economy model of this program focus on the following: 1) recyclable materials segregation; 2) exchange for reward points; 3) redeem incentives through equivalent service/product; 4) collection of recycling/upcycling partner companies; and 5) recycling and upcycling.

Commission at Work

Review of Wage Orders and Appeals on WO/Exemption of Applicants



In 2022, the Commission convened 19 meetings and affirmed 16 wage orders that provided for minimum wage increases for workers in the private sector and 16 wage orders for minimum wage increase for domestic workers. Additionally, the Commission ruled on 12 appeals from wage orders and two appeals from exemption from compliance with wage orders.

2022 National Productivity Conference



The Commission attended the 2022 National Productivity Conference on 10 November 2022 at the Sheraton Hotel, Manila Bay. The event gathered together 222 on-site participants, including MSME representatives from NCR, Regions III, and IV-A, and 2021 Productivity Olympics national winners and finalists. The conference was live-streamed simultaneously on Zoom and NWPC's Official Facebook Page, engaging an audience of 1,130 and 9,250 viewers, respectively.

Basic Course on Labor Economics



On 23 September 2022, the Commission approved the conduct of the Basic Course on Labor Economics. This course aims to equip sectoral representatives with an in-depth understanding of wage dynamics and related economic factors that influence wage determination. The module shall be developed in consultation with NEDA and shall be conducted by first quarter of 2023.

Policy Initiatives

As part of its policy-making function, the Commission issued the following:

- NWPC Guidelines No. 01 Series of 2022 entitled "Exemption from Compliance with Issued Wage Orders of Business Enterprises Affected by the Pandemic."
- NWPC Advisory No. 01, Series of 2022, entitled "Clarification on Accumulated Net Loss found under NWPC Guidelines No. 01, Series of 2022".

Oath-Taking Ceremony and Onboarding Program





DOLE Secretary Bienvenido E. Laguesma administered the oath of office to the newly appointed Commissioners of the National Wages and Productivity Commission (NWPC) and Board Members of the Regional Tripartite Wages and Productivity Boards (RTWPBs) on December 1, 2022, at the DOLE Main Building in Intramuros, Manila.

Commissioners Arturo Basea and Milagros Ogalinda were appointed as workers' representatives while Lucila Castillo-Tarriela and Atty. Ranulfo Payos were appointed as employers' representatives. The appointed sectoral representatives of the RTWPBs are as follows:

REGION/AREA	EMPLOYER'S REPRESENTATIVE	WORKER'S REPRESENTATIVE
RTWPB NCR	1. FEDERICO R. MARQUEZ, JR.	1. ANGELITA D. SEÑORIN
RTWPB I	1. SALVADOR R. POSERIO	1. CATHERINE Q. PANGAN
	2. IVES Q. NISCE	
RTWPB II	1. GARY KA HONG U. CHONG	1. JOHNNY M. ALVARO
	2. GERALD C. TACTAY	
RTWPB III	1. MARCO D. NEPOMUCENO	1. RAUL C. REMODO
		2. EDGAR B. VENTURA

REGION/AREA	EMPLOYER'S REPRESENTATIVE	WORKER'S REPRESENTATIVE
RTWPB IV-A	1. ENGR. RENATO B. ALMEDA	1. PATROCINIO S. CAISIP
	2. ATTY. DELIA T. UY	2. ENGLEBERT C. LASANG
RTWPB IV-B		1. ROMEO R. ARICA
		2. DARIUS M. GUERRERO
RTWPB V	1. ROMEO S. TAN	
RTWPB VI	1. RONALD U. SO	1. ATTY. JOSEPH BRIAN T. PEREZ
RTWPB VII	1. ATTY. JOSEPH S. TANCO	1. ATTY. NORA ANALYN S. DEMETERIO-DIEGO
	2. PHILIP NGAI TAN	
RTWPB VIII	1. EDWIN C. MAÑAS	
RTWPB X	1. VIVIEN M. LAWANSA	1. LIMUEL R. OLIVERIO
	2. ARSENIO L. SEBASTIAN III	2. MILBERT M. MACARAMBON
RTWPB XI	1. ATTY. SUSAN P. CARIAGA	1. JOSEFINA C. LIM
	2. RULFO V. ASIS	2. VIRGINIA T. CAMUS
RTWPB XIII	1. MARVIN C. SANCHEZ	1. EDGAR ALLAN M. AQUINO
		2. FLORANTE O. PEREZ

Appointed commissioners and board members shall serve for a term of five years in the NWPC and RTWPBs whose mandate is to determine the minimum wage rates applicable in each region in the country and promote wages, income and productivity improvement in all sectors.

In a statement, Secretary Laguesma urged the representatives to look into the welfare and protection of all workers as well as the viability and survival of businesses amid the significant increase in the inflation rate.

Good Governance

NWPC Recertification Audit

NWPC underwent a remote recertification audit by TUV Rheinland on March 1-2, 2022 for the renewal of NWPC and RTWPBs QMS standard under ISO 9001:2015.

The audit involved selected processes from the NWPC Central Office and RTWPBs I, III, V, VIII and XI. All auditees passed with no non-conformities (NCs).

The audit was conducted to determine the ability of the management system to ensure that the organization meets applicable statutory, regulatory and contractual requirements and to determine the effectiveness of the management system to ensure that the organization can reasonably expect to achieve its specified objectives.

2021 Most Outstanding Accounting Office



The Association of Government Accountants of the Philippines (AGAP), Inc. has recognized the NWPC Accounting Office as one of the country's "Most Outstanding Accounting Offices" for 2021 in recognition of the quality, timeliness and accuracy of its CY 2021 Financial Reports.

NWPC Executive Director Maria Criselda R. Sy and OIC-Director Editha M. Saus received the award during the awarding ceremony held on October 4, 2022, in Quezon City. AGAP Inc. awarded NWPC for the third time. The first award was given in 2002 and the second was in 2018.

The award, through the recommendation of the Commission on Audit, is given annually to selected government agencies. AGAP Inc., founded in 1953, is an association that promotes the interests of government accountants and the efficient practice of government accounting.

Gold Award for Communication Program



NWPC received a Gold Award for the commendable implementation of the DOLE Communication Program for 2021. The award was given during the closing ceremonies of the 5th Labor Information Officers Training held on April 21-23 in Baguio City.

Labor information officers and designates from DOLE and its bureaus, attached agencies, and regional offices attended the two-and-a-half-day training. Ms. Jullianne Blair L. Coco represented NWPC.

Certificate of Compliance from PCOO

NWPC received the "Certificate of Compliance" from the Presidential Communications Operations Office (PCOO) on June 10, 2022 for being fully compliant with the set of Freedom of Information (FOI) requirements.

PCOO validated the requirements pursuant to Section 5 (b) of Memorandum Circular No. 2021-1, issued by the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Services (Task Force Administrative Order 25, s. 2011)

Teambuilding Exercise cum LACES: Gender and Development Seminar

As part of its employee engagement and capacity building program, the NWPC held its Team Building Exercise and Gender and Development Seminar in Nasugbu, Batangas on May 4-6, 2022. This was the first time in almost three years since the team building was held outdoors.

An accredited GAD Trainer and Consultant served as the facilitator of Gender and Development Seminar. Officers and staff were divided into groups where the members shared how they perceive themselves and their role in family, workplace and society.

NWPC and RTWPBs Corporate Planning Exercises



The NWPC and RTWPBs conducted a corporate planning exercise in Manila on March 17-18, 2022. In his opening message, Undersecretary Philip Paredes echoed the Secretary's standing order for the RTWPBs to start reviewing minimum wages in their respective regions. He instructed all RTWPBs to submit recommendations on wage increase.

NEDA Undersecretary Rosemarie G. Edillon discussed the country's 2022 socioeconomic outlook; BSP Deputy Director Jasmin E. Dacio tackled price and inflation expectation for 2021; DOE's Ms. Gloria A. Ferranco presented the 2022 oil price trends; and DA NCR's Director U-Nichols A. Manalo presented the 2022 supply and price outlook for prime agricultural and fishery commodities. A third-party expert, Dr. Emmanuel F. Esguerra, talked about the Labor Market Outcomes of the Minimum Wage Policy. RTWPB Chairpersons and Board Secretaries participated in a workshop and action planning on minimum wage determination and productivity strategies.

NWPC Women's Month Celebration

In observance of the 2022 National Women's Month Celebration, different activities were held to showcase the role of women. On March 10 and 30, 2022 the Administrative Division hosted #UsapangJuana (JUANA 4.0), a collective discussion among NWPC employees of all generations (Boomer, Gen X, Millennials, and Gen Z) seeking answer to a question, "Sino si Juana sa kanilang henerasyon (Who is Juana in their generation)?" The topics were about their takes on love, relationship, career, life challenges and how they overcame and cope with these challenges. On March 16, 2022 the film *Never Not Love You*, starring James Reid and Nadine Lustre was played in the "newly reopened" NWPC Conference Room. It tells the story of young lovers who try to build a life together until career opportunities send them to a different country where their relationship will be tested. There was also a four-day refresher webinar course from March 22-25, 2022 on the Rules on Appointments and Other Human Resource Actions (ORAOHRA), conducted by the Civil Service Commission.

Staff Development

Several capacity-building programs were implemented in 2022 to enhance the knowledge and skills of NWPC and RTWPB officers and staff on the Commission's twin mandate namely minimum wage setting and productivity improvement.



Orientation for New Employees

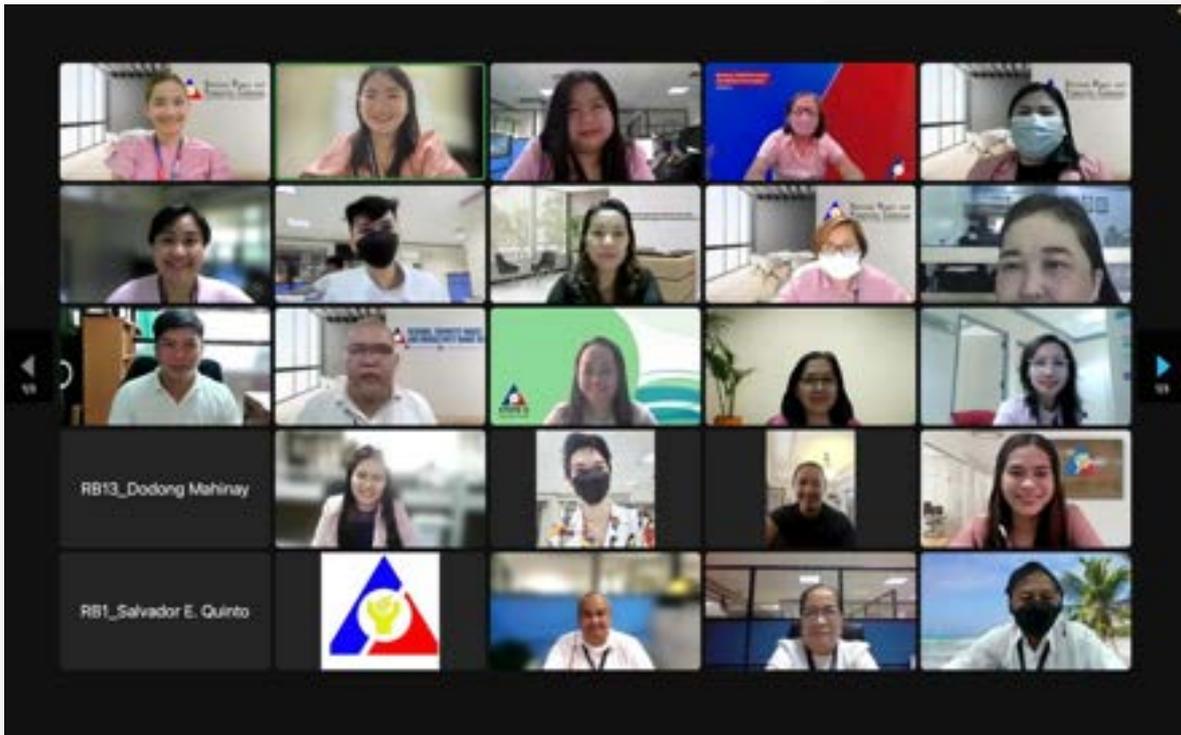
Newly hired employees from the Central Office and RTWPBs were provided with a briefing on various office-related policies and standards including leave availment, performance management and other Human Resource (HR) matters. The Code of Conduct for civil servants was also discussed.

Labor and Administrative Continuing Educational System (LACES): Refresher on ORAOHRA



All NWPC and RTWPB employees attended a four-day learning session on the CSC Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), a consolidation of rules pertaining to appointment, promotion, reassignment, separation, and other human resource actions in the civil service. Interactive tests were conducted before and after the sessions to test the knowledge level of participants on the ORAOHRA provisions.

Orientation on Recruitment, Selection and Placement



NWPC Human Resource Management Officer, Ms. Lorraine Cerillo, conducted an orientation on recruitment, selection and placement on September 20–21, 2022. The orientation focused on the processes of recruitment and selection for government employees.

Capacity Building on Design Thinking



On November 23-24, 2022, a capacity-building on design thinking was organized for the Central Office and RTWPB trainers. Design Thinking can be used as a productivity improvement tool to help micro, small, and medium enterprises (MSMEs) become resilient and sustainable. Forty-two (42) RTWPB and NWPC officers and staff attended the training. Of the 42 attendees, 27 (64%) are female, and 15 (36%) are male.

Hiring and Promotion

In 2022, the NWPC promoted 24 personnel (9 from Central Office and 15 from RTWPBs). A total of 14 new talents joined the organization (3 from Central Office and 11 from RTWPBs).

CENTRAL OFFICE				
NO.	NAME	POSITION/OFFICE	NEW HIRE	PROMOTED
1	Brinquez, Jovhilmar Estoque	BS IV (OED)	Jan. 3, 2022	
2	Rubite, John Rowen Sermeno	LEO II (WPRD)		Jan. 17, 2022
3	Ibanez, Reena May Cervantes	LEO I (RALD)		Mar. 11, 2022
4	Caritativo, Maria Corazon Pagala	Chief LEO (PPRD)		Mar. 23, 2022
5	Moog, Dalisay P.	AO V (Budget Officer III) (FMD)	Apr. 22, 2022	
6	Sajise, Maureen Mae Liberato	Sr. LEO (PPRD)		July 1, 2022
7	Santos, Romelyn Miranda	LEO III (PPRD)		July 1, 2022
8	Jamito, Charmaine Rose Anne San Diego	LEO III (RALD)		Nov. 9, 2022
9	Caro, Angielyn L.	Accountant III (FMD)	Dec. 13, 2022	
10	Ibanez, Reena May Cervantes	LEO II (TTSD)		Dec. 22, 2022

11	De Jesus, Pia Charmane Obtinario	Director II (PRS)		Dec. 27, 2022
12	Abastillas, Almayne Carabeo	LEO II (PPRD)		Dec. 28, 2022

Regional Tripartite Wage Boards (RTWPB)

NO.	NAME	POSITION/OFFICE	NEW HIRE	PROMOTED
1	Salinas, Bernie Boy Turculas	Supervising LEO (RB 10)	Jan. 6, 2022	
2	Arellano, Karen Mae Cordero	AA I (RB 12)	Jan. 11, 2022	
3	Bambico, Albert Basa	AA I (RB-CAR)	Jan. 17, 2022	
4	Delfin, Carren Joy Milano	LEO II (RB 11)		Feb. 17, 2022
5	Romance, Froi Angelique Esguerra	AA I (RB-NCR)	Mar. 1, 2022	
6	Madrigal, Airene Mae S.	AA I (RB 11)	Mar. 24, 2022	
7	Dungca, Lucel Ann Labid	AA I (RB 3)	June 13, 2022	
8	Atienza, Luchie Cudiamat	LEO III (RB-NCR)		June 17, 2022
9	Mahinay, Cornelius B.	Supervising LEO (RB 13)	July 1, 2022	
10	Itutud, Ran Robert Valenzona	LEO II (RB-NCR)		July 8, 2022
11	Gunday, John Christopher Taa	ITO I (RB 4B)	Aug. 1, 2022	
12	Victoriano, Ma. Khelly Ann Jaurigue	AA III (RB 4A)		Sep. 6, 2022
13	See, Eirie Joy Galura	LEO III (RB 3)	Sep. 16, 2022	
14	Mago, Joan Kris Flores	LEO II (RB 7)		Oct. 5, 2022

Regional Tripartite Wage Boards (RTWPB)

NO.	NAME	POSITION/OFFICE	NEW HIRE	PROMOTED
15	Avila, Edgardo Jr., Alpapara	LEO III (RB 4A)		Oct. 13, 2022
16	Dahuyla, Sara Mae Cassion	ITO I (RB 13)		Oct. 18, 2022
17	Gardose, Renato Aco	Sr. LEO (RB 12)		Nov. 28, 2022
18	Cariño, Paul John Gutierrez	AA I (RB 1)	Dec. 1, 2022	
19	Operaña, Lopez Art B.	LEO III (RB 3)	Dec 2, 2022	
20	Rivera, Evelyn Ignacio	Sr. LEO (RB 10)		Dec. 5, 2022
21	Tabusares, Maria Tomasa Viola	Sr. LEO (RB 11)		Dec. 6, 2022
22	Ermitano, Athena Portigo	Sr. LEO (RB 6)		Dec. 12, 2022
23	Alejo, Teresita Lagrama	Sr. LEO (RB 2)		Dec. 16, 2022
24	Calinao, Glenn Dimayuga	Sr. LEO (RB 4B)		Dec. 19, 2022
25	Lozano-Gracia, Erra Jelle Damos	Sr. LEO (RB 9)		Dec. 23, 2022
26	Romance, Froi Angelique Esguerra	AA III (RB-NCR)		Dec. 27, 2022

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Calamba City, Laguna

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Calapan City, Oriental Mindoro

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Email Address: rb4b@produktiboatsahod.onmicrosoft.com

RTWPB - V

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Tel. No.: (052) 742-4172

Email Address: rb5@produktiboatsahod.onmicrosoft.com

RTWPB - VI

Rm. 30, 3/F Doña Maria Bldg. La Castilla, cor. EL 98 Sts.

Jaro, Iloilo City

Telefax: (033) 320-5864/329-0880

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Avenue, Zamboanga City

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2nd Floor, Trinidad Building, Corrales-Yacapin Streets,
Cagayan de Oro

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Upper Ground Floor, Parking Building, Bormaheco Compound,

J.P. Laurel Avenue, Bajada, Davao City.

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