



RTWPBs II, III, IVA, VII, XII GRANT MINIMUM WAGE INCREASES



DOLE Regional Director and RTWPB-III Chairperson Geraldine M. Panlilio (right) presides over the public hearing on wage adjustments in Region III. Public hearings are required before RTWPBs can issue a wage order.

RTWPBs II, III, IVA, VII, and XII in September 2023 released wage orders providing minimum wage increases for workers in the private sector.

RTWPB-IVA (Calabarzon) issued Wage Order No. IVA-20 on September 1, 2023, providing a wage increase in Region IVA ranging from Php35-P50.

The new minimum wage rates in Region IVA will now range from Php385-Php520 in the non-agriculture sector; Php385-Php479 in the agriculture sector; and Php385 for retail and service establishments employing not more than 10 workers.

Workers in the agriculture sector in the Cities of Calaca and Carmona will receive an increase of Php89 due to their reclassification from first class municipalities to component cities by virtue of Republic Act Nos. 11544 and 11938, respectively.

RTWPB-VII (Central Visayas) issued Wage Order No. ROVII-24 on September 5, 2023, providing an increase of Php33 and bringing the daily minimum wages in Region VII Class A to C areas to a range of Php420 to Php468 for non-agriculture establishments and Php415 to Php458 for agriculture and non-agriculture establishments with less than 10 workers.

In Class A Areas, workers in non-agriculture establishments will receive a daily minimum wage of Php468 while workers in agriculture and non-agriculture establishments with less than 10 workers will receive a daily minimum wage of Php458.

In Class B Areas, workers in non-agriculture establishments will receive a daily minimum wage of Php430 while workers in agriculture and non-agriculture establishments with less than 10 workers will receive a daily minimum wage of Php425.

In Class C Areas, workers in non-agriculture establishments will receive a daily minimum wage of Php420 while workers in agriculture and non-agriculture establishments with less than 10 workers will receive a daily minimum wage of Php415.

RTWPB-II (Cagayan Valley) motu proprio issued Wage Order No. RTWPB 2-22 on September 21, 2023, providing a Php30 increase to be given in two equal tranches on October 16, 2023 (first tranche) and on April 1, 2024 (second tranche). After full implementation of the tranches, the minimum wage rates in Region II will be Php450 for non-agriculture and Php430 for agriculture establishments.

RTWPB-II also issued Wage Order No. 02-DW-05 granting a monthly increase of Php500 and bringing the minimum monthly wage rate of domestic workers in Region II to Php5,500.

NWPC leads training on Service Quality

from page 1 (RTWPBs II, III, IVA, XII grant minimum wage increases)



Ma. Rosa D. Opis of the NWPC facilitates the DOLE SQIP Training for building maintenance personnel, security guards, and janitorial staff.

The DOLE lauded the NWPC for the successful conduct of DOLE Service Quality Improvement Program (SQIP) Training for the DOLE Central Office building maintenance personnel, security guards and janitorial staff.

NWPC was part of the team that facilitated the training program on productivity, service quality, career professionalism, workplace hazards, emergency response management, food and beverage services, and fire prevention.

In a memorandum addressed to NWPC Executive Director Maria Criselda R. Sy dated September 20, 2023, DOLE-Internal Audit Service (IAS) Director Rovelinda A. Dela Rosa thanked NWPC for leading the training on productivity and service quality.

“The topics covered by the resource persons were crucial in enhancing the learning experience of the participants. We would like to commend NWPC for the dedication and commitment to delivering high-quality presentations,” DOLE- IAS Director Dela Rosa said.

Thirty-eight security personnel, 45 janitorial service personnel and 10 building maintenance personnel attended the training.

In the post-activity report on the training, DOLE-IAS Director Dela Rosa said that participants rated the training “very good.”

RTWPB-III, by virtue of a petition, issued Wage Order No. RBIII-24 on September 19, 2023, granting a Php40 increase for workers in non-agriculture, agriculture, and retail/service establishments.

In the non-agriculture sector, the daily minimum wage in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales will range from Php493-Php500 while the daily minimum wage in the province of Aurora will be Php449.

In the agriculture sector, the daily minimum wage in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales will range from Php454-Php470 while the daily minimum wage in the province of Aurora will range from Php422-Php434.

In the retail/service sector, the daily minimum wage in the provinces of Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales will range from Php475-Php489 while the minimum wage in the province of Aurora will be Php384.

RTWPB-XII motu proprio issued Wage Order No. RB XII-23 on September 21, 2023 granting a Php35 increase to workers in the non-agriculture, agriculture, and service/retail establishments to be given in two tranches. The Php22 increase (first tranche) will be given on October 16, 2023 while the Php13 increase (second tranche) on January 1, 2024.

After full implementation, the daily minimum wage rates in Region XII will be Php403 for non-agriculture, and Php382 for agriculture and service/retail establishments.

RTWPB XII also issued Wage Order No. RB XII-DW-04, granting a monthly increase of Php500 and bringing the minimum monthly wage rate of domestic workers in Region XII to Php5,000 in the cities and first-class municipalities, and Php4,500 to other municipalities in the region.

from page 4 (2023 Productivity Olympics NJP screens 30 national finalists):

Agri-business - Micro Category:



Agri-business - Small Category:



Agri-business - Medium Category:



Industry - Micro Category:



Industry - Small Category:



Industry - Medium Category:



Service - Micro Category:



Service - Small Category:



Service - Medium Category:



NWPC launches new and improved website



Four main widgets— “Wages”, “Productivity”, “Learning Hub”, and “E-Services”—make it easier for visitors to find what they specifically need.

The “Wages” section takes users or clients to NWPC’s wage services such as Time and Motion Study, Facility Evaluation, and Bus Compensation Scheme. Wage orders and wage matrices per region are also easily available in the website homepage.

The “Productivity” section drop-down menu gives users or clients access to the NWPC Productivity Toolbox and its two biennial events—the National Productivity Conference and Productivity Olympics.

The “Learning Hub” takes users or clients to the Learning Session calendar and NWPC e-Learning materials while the “E-Services” section allows workers and enterprises to apply for productivity training or jobs in the recruitment portal, and submit Annual Establishment Report on Wages.

In addition to its easy-to-navigate design, the website also links users to NWPC’s social media accounts—Facebook, X (formerly Twitter), YouTube, and Viber.

“Connecting the public to resources about wage and productivity is crucial and that is what the website will do. The NWPC will continue to improve its programs and services for the benefit of all workers and enterprises,” Executive Director Sy added.

The National Wages and Productivity Commission has launched its new and improved website that promises to be more user-focused.

“By launching our new website, we are confident that all users, including those with disabilities will have a seamless experience when accessing information about wages and productivity,” NWPC Executive Director Maria Criselda R. Sy said.

One of its newest features is web accessibility that allows users to either increase or decrease text size, choose from grayscale, high contrast, or negative contrast and other tools which can make digital content accessible to people with disabilities.

The website also offers language selection so that users can pick from 50 different languages including Filipino and Cebuano at the top right portion of the site.

CDO micro enterprises undergo TAV productivity orientation

RTWPB-X facilitated a learning session on workplace productivity for 249 micro establishments in Cagayan de Oro City as part of the DOLE Technical Advisory Visit (TAV).

Atty. Ma. Vergel Walag, RTWPB-X Board Secretary, and Supervising Labor and Employment Officer Bernie Boy Salinas joined the DOLE Regional Office No. X in the conduct of TAV to help boost the compliance of micro enterprises to labor standards.

Under the TAV, micro-establishments are those that employ 1-9 employees.

Discussed during the TAV were topics on General Labor Standards, Occupational Safety and Health Standards, and Workers’ Statutory Monetary Benefits.

“The session provided attendees experiencing difficulties



following certain labor guidelines with more depth and clarity regarding certain issues and unique workplace scenarios,” Atty. Walag said.

2023 Productivity Olympics NJP screens 30 national finalists



DOLE Undersecretary Benedicto Ernesto R. Bitonio (right), Vice Chairperson of the NJP extends advance congratulations to all national finalists competing in the 2023 Productivity Olympics.

The National Judging Panel (NJP) for the 2023 Productivity Olympics on September 14, 2023, screened 30 national finalists for the competition.

In his opening message, DOLE Undersecretary Benedicto Ernesto R. Bitonio, Vice Chairperson of the NJP, extended advance congratulations to all finalists—30 enterprises across categories in agribusiness, industry, and service sectors.

“While we have yet to commence the final stage of the screening process, I am confident that we can select deserving winners across categories, given the composition of abled and well-experienced members of the National Judging Panel,” Undersecretary Bitonio, NWPC Chairperson Designate, said.

Undersecretary Bitonio attended the NJP event on behalf of Secretary Bienvenido E. Laguesma, NWPC Chairperson.

During the screening, finalists were asked relevant questions about their practices towards business excellence; employee engagement and expansion; innovation and green initiatives; and corporate social accountability.

“With the NJP being a multipartite panel, we are confident that we will cover relevant dimensions which can help us in selecting winners for the Productivity Olympics,” Undersecretary Bitonio added.

A total of 152 enterprises were endorsed to NWPC to join the 2023 Productivity Olympics.

From this number, 72 enterprises made the cut and went through the scrutiny of the National Screening Committee (NSC) on August 30, 2023. The number was trimmed further to 30 enterprises after the NJP screening. The 30 finalists are the following:

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MINIMUM WAGE RATES as of September 30, 2023

Region's Wage Order	Highest Rate	Effectivity of rates
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	March 1, 2023
Wage Order No. RB2-21	P420.00	January 1, 2023
Wage Order No. RB3-23	P460.00	January 1, 2023
Wage Order No. RB4A-20	P520.00	September 24, 2023
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P365.00	June 18, 2023
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	October 1, 2022
Wage Order No. RB10-21	P405.00	December 16, 2022
Wage Order No. RB11-21	P443.00	April 1, 2023
Wage Order No. RB12-22	P368.00	September 1, 2022
Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



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