



YEAR-END REPORT:

WAGE INCREASES, PRODUCTIVITY INITIATIVES, AND OTHER ORGANIZATIONAL RECOGNITIONS



Around 4.1 million minimum wage earners will directly benefit from the wage increases in 15 regions and about 8.1 million full-time wage and salary workers earning above minimum wage are expected to benefit from correction of wage distortions.

This comes as NWPC, together with its 16 RTWPBs, continued to make a concerted effort to fulfill its twin mandates of adjusting the minimum wages and promoting productivity improvement for workers and enterprises.

Minimum wage increases

In 2023, the RTWPBs issued 15 wage orders for minimum wage earners in private establishments and 12 wage orders for domestic workers. Wage orders were issued granting minimum wage increases for workers in private establishments in all regions except Region XI.

Monthly minimum wage rates of domestic workers were also increased in NCR, CAR, Regions I, II, IV-B, V, VI, VIII, X, IX, XII and XIII.

The National Capital Region (NCR) remains the region with the highest daily minimum wage rate ranging from Php573.00 to Php610.00 for workers in private establishments and Php6,500 monthly for domestic workers.

The NWPC and RTWPBs continued to monitor region-speci-

fic socio-economic indicators in coordination with the National Economic and Development Authority (NEDA), Departments of Trade and Industry (DTI), Department of Agriculture (DA), Department of Energy (DOE), Bangko Sentral ng Pilipinas (BSP), and Philippine Statistics Authority (PSA).

Productivity training and technical assistance

On productivity, NWPC-RTWPBs provided productivity orientation/training and technical assistance to 19,581 micro small and medium enterprises (MSMEs), benefiting 29,346 employers and workers. Specifically, 14,799 MSMEs benefited from productivity orientation, while 4,782 MSMEs received productivity training.

NWPC-RTWPBs also provided technical assistance on designing productivity-based incentive scheme to 1,470 MSMEs.

The NWPC-RTWPBs offer training programs and technical assistance to build the knowledge and capacities of workers and enterprises on productivity concepts, tools and techniques and help enterprises adopt productivity technologies for continuous improvement and growth.

2023 Productivity Olympics

On October 19, 2023, the NWPC held its 2023 Productivity Olympics Awarding Ceremony with the theme

RTWPB-IVB conducts service quality training to DOLE SLF beneficiaries



DOLE Regional Director Naomi Lyn C. Abellana (right) delivers her opening remarks during a training session on service quality.

RTWPB-IVB on December 19, 2023 organized a training session on service quality for eight associations that were enrolled in the DOLE Sustainable Livelihood Framework (SLF).

The training was held in Puerto Galera, Oriental Mindoro, and was also attended by 39 DOLE personnel.

Service quality refers to the level of service that a firm chooses to provide to satisfy its target clientele.

During the training, DOLE Regional Director Naomi Lyn C. Abellana delivered the opening remarks.

Mr. Ruther John B. Col-long from RTWPB-IVB discussed ways to improve the quality of services provided by the beneficiaries to their clients.

The training covered various aspects of service quality, including the basic concepts of productivity, characteristics of service, service quality standards, and service quality principles. The session also focused on service quality improvement practices, including the CLEAR technique in error recovery.

CLEAR stands for "Calm your emotions, Listen attentively, Empathize, Apologize and React or take action."

Service quality is one of the training sessions available under the NWPC-RTWPB Productivity Toolbox. The toolbox provides training programs and technical assistance to help businesses adopt productivity technologies for continuous improvement towards growth.

Tacloban MSMEs oriented on new minimum wage and wage distortion



Resource persons and participants pose for a group photo after the conduct of back-to-back learning sessions in Tacloban City.

RTWPB-VIII conducted back-to-back learning sessions on wages, wage distortion, and productivity on December 13, 2023 in Tacloban City.

Following the effectivity of Wage Order No. RVIII-23 on November 20, 2023, RTWPB-VIII Secretariat conducted orientation on the new minimum wage rates in the region and the salient features of the wage order.

Wage Order No. RB VIII-23 brings the new minimum wage rate in the region to Php405 for the non-agriculture sector and retail or service establishments employing 11 workers and above.

Meanwhile, workers in the cottage and handicraft industry, agriculture sector, and retail or service establishments employing 10 workers and below, will be receiving Php375.

Atty. Marie Ronette Barrada-Campo discussed the elements of wage distortion and the different formulas to correct wage distortion.

She encouraged enterprises to seek guidance and technical assistance from RTWPB in correcting wage distortion issues arising from the implementation of minimum wage orders.

Ms. Rissa Lynnex D. Miralles discussed the concept of productivity and introduced different productivity trainings that enterprises may avail of from RTWPBs.

RTWPBs organize learning sessions to help MSMEs improve their capability and motivate their workers to adopt productivity technologies for continuous improvement towards enterprise development and growth.

RTWPB-X holds region-wide public hearing on minimum wage adjustment



DOLE Regional Director Erwin N. Aquino presides over the public hearing on minimum wage adjustments in Cagayan de Oro City.

RTWPB-X held a public hearing in Cagayan de Oro City on December 19, 2023 to discuss the minimum wage adjustment for workers in the private sector and *kasambahays* (domestic workers) in the region.

The public hearing, a mandatory process in minimum wage setting, was conducted to determine whether a new wage order should be issued in the region.

Representatives from employers, labor groups, and other interested stakeholders from various industries attended the hearing.

RTWPB-X presented the process of minimum wage determination.

“This is a crucial step to ensure that all workers in the private sector and *kasambahay* in Region 10 are fairly compensated for their hard work and contribution to the economy,” RTWPB Board Secretary Ma. Vergel B. Walag said.

Regional agencies of the National Economic and Development Authority, Philippine Statistics Authority, Department of Trade and Industry, Department of Agriculture, and Department of Energy were invited to provide updates on the socio-economic condition of Region 10.

Public hearings serve as an avenue for all stakeholders to voice out their concerns and opinions on minimum wage adjustments.

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“From Striving to Thriving: Reset and Reposition for Impact”, to heighten national consciousness and commitment to quality and productivity and showcase best-designed and successfully implemented productivity improvement programs and practices and gainsharing programs of MSMEs across the country.

Winning MSMEs went through a multi-step selection process, from regional screening to national screening. The 30 national finalists were officially chosen by the National Judging Panel (NJP) on September 14, 2023. Of the 30 finalists, nine (9) were declared as 2023 Productivity Olympics national winners in the agribusiness, industry and service sectors.

The “Gawad Inklusibo” award was introduced for the first time to acknowledge enterprises that have shown notable leadership and innovation in promoting gender equality and social inclusion. The “Gawad Luntian” Special Citation recognizes enterprises with contributions to environmental sustainability and efforts in generating green job opportunities in accord with the Republic Act No. 10771.

NWPC awards and recognitions

Hard work paid off as NWPC received several awards and recognitions. In August 2023, the NWPC bagged the “eNGAS and eBudget System Inclusiveness Award” for the second year from the Government Financial Management Innovators Circle (GFMIC), Inc.

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

The NWPC also received a certificate from the Presidential Communications Office for being “fully compliant” with Freedom of Information (FOI) program requirements in 2022. In March 2023, the NWPC maintained its ISO 9001:2015 certification after completing the face-to-face audit by certifying body TÜV Rheinland on March 29 and 31, 2023. In its audit report, TÜV Rheinland commended initiatives such as improving services through developing five new modules, upgrading seven existing modules for the Productivity Improvement Program, creating four new e-Learning modules, and achieving an increase in social media followers to 1.192 million.

The NWPC received a plaque and certificate for being one of the recipients of the DOLE Gawad LIO 2023 “for exemplifying the hallmarks of a sustainable, cost-efficient, innovative, and mass media-based DOLE public awareness program” through its digital channels such as Facebook, X (formerly Twitter), YouTube, and Viber.”

December 2023 Snapshots



DOLE 90th Anniversary

SMX Convention Center, Pasay City
December 8, 2023

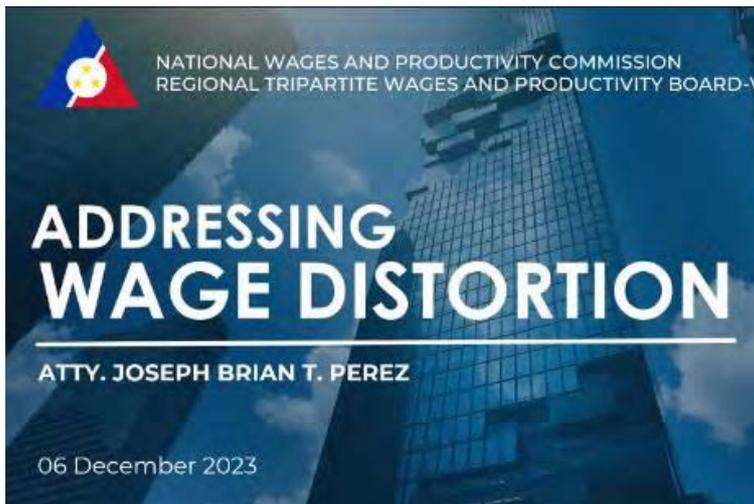


NWPC Year-End Assembly

NWPC Conference Room, Manila
December 20, 2023



RTWPB-VI conducts online wage clinique



RCMB Director Rene Sabornido (top right) and RTWPB-VI Board Member Joseph Brian T. Perez (bottom left) served as resource persons during a wage clinique held via Zoom on December 6, 2023.

RTWPB-VI held a wage clinique on the new minimum wage rates via Zoom on December 6, 2023.

The wage clinique disseminated information on the newly issued Wage Order No. RBVI-27 for workers in private establishments and Wage Order No. RBVI-DW-05 for domestic workers (kasambahays).

Atty. Mary Pauline C. Hilado from the RWTPB-VI talked about Wage Order RB VI-27 and Wage Order RB VI-DW-05.

Atty. Joseph Brian T. Perez, RTWPB-VI Board Member rep-

resenting the labor sector, discussed wage distortion while Dir. Rene Sabornido of the Regional Conciliation and Mediation Board Office 6 concluded the event with a discussion on grievance machinery and voluntary arbitration.

resenting the labor sector, discussed wage distortion while Dir. Rene Sabornido of the Regional Conciliation and Mediation Board Office 6 concluded the event with a discussion on grievance machinery and voluntary arbitration.

The session was hosted by OIC-Board Secretary Mark Vernon Dioquino and Atty. Mary Pauline C. Hilado.

A total of 33 participants from 20 firms participated in the wage clinique. RTWPB-VI is scheduled to conduct a series of wages cliniques in 2024.

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Wage Order No. RXIII-DW-04 was also motu proprio issued by RTWPB-CARAGA increasing the monthly minimum wage of domestic workers (kasambahays) by P1,000. The monthly wage rate in the region is now P5,000.

RTWPBs X, XIII, and NCR shall undertake information campaigns to ensure compliance and provide assistance to enterprises in correcting possible wage distortions from the implementation of their respective wage orders.

Likewise, RTWPB-NCR motu proprio issued Wage Order No. NCR-DW-04 on December 12, 2023, increasing the monthly minimum wage of kasambahays by P500. The new monthly wage rate is now P6,500.

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

As provided for in the NWPC Omnibus Rules on Minimum Wage Determination, retail/service establishments regularly employing not more than 10 workers and enterprises affected by natural calamities and/or human-induced disasters may apply to the concerned RTWPBs for exemption from the wage increase. Barangay Micro Business Enterprises are not covered by the minimum wage law pursuant to Republic Act No. 9178 [2002].

National Wages and Productivity Commission

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Participate in our Trainings!

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RTWPBs X, XIII, NCR issue new minimum wage orders



RTWPBs X, XIII, and NCR conduct public consultations on minimum wage adjustments in their respective regions.

Around **209,814 minimum wage earners and 311,327 domestic workers** across three regions directly benefited from wage increases after the NWPC affirmed the wage orders issued by RTWPBs X (Northern Mindanao), XIII (CARAGA Region) and NCR (domestic workers).

The three regions, in December 2023, released wage orders providing minimum wage increases for workers in the private sector and domestic workers.

RTWPB-X *motu proprio* issued Wage Order No. RX-22 on December 21, 2023, granting a P23 daily minimum wage increase across all categories upon effectivity, and an additional P10 as second tranche effective July 1, 2024. Upon full implementation of the two tranches, the daily

minimum wage rates in the region shall be P423-P438 for the non-agriculture sector; and P411-P426 for the agriculture sector.

It also *motu proprio* issued Wage Order No. RX-DW-04, increasing the monthly minimum wage of kasambahays by P500 for chartered cities and first-class municipalities and P1,500 for other municipalities. The monthly wage rate for all areas in the region is now P5,000.

RTWPB-CARAGA *motu proprio* issued Wage Order No. RXIII-18 on December 5, 2023, granting a P20 daily minimum wage increase across all sectors upon effectivity, and an additional P15 as second tranche effective May 1, 2024. This will bring the daily minimum wages in the region to Php385 upon implementation of the two tranches. ►PAGE 5

MINIMUM WAGE RATES as of December 31, 2023

Region's Wage Order	Highest Rate	Effectivity of rates
NCR-24	P610	July 16, 2023
CAR-22	P450	December 5, 2023
RB1-22	P455	November 6, 2023
RTWPB II-22	P455 (1st tranche)	October 16, 2023
	P450 (2nd tranche)	April 1, 2024
RBIII-24	P500	October 16, 2023
IVA-20	P520	September 24, 2023
RB-MIMAROPA-II	P595	December 7, 2023
RBV-21	P395	December 1, 2023
RBVI-27	P480	November 16, 2023
ROVII-24	P468	October 1, 2023
RB VIII-25	P405	November 50, 2023
RIX-22	P581 (1st tranche) for non-agricultural establishments and retail/service employing 21 workers or more	November 12, 2023
	P581 (2nd tranche) for retail/service employing 10-50 workers	February 1, 2024
RX-22	P428 (1st tranche)	January 11, 2024
	P438 (2nd tranche)	July 1, 2024
RB XXI-21	P443	June 19, 2022
RB XII-23	P390 (1st tranche)	October 16, 2023
	P405 (2nd tranche)	January 1, 2024
RXIII-18	P370 (1st tranche)	January 1, 2024
	P385 (2nd tranche)	May 1, 2024



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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.

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