

NCR WAGE BOARD GRANTS MINIMUM WAGE INCREASE FOR WORKERS IN PRIVATE ESTABLISHMENTS



Members of the RTWPB-NCR, led by DOLE Regional Director Sarah Buena S. Mirasol (fourth from left), deliberate on the recent NCR minimum wage adjustment.

Around 988,243 minimum wage earners in NCR will directly benefit from a P35 wage increase following a new wage order issued by RTWPB-NCR, complying with President Ferdinand R. Marcos Jr.'s directive to ensure timely reviews of minimum wage rates.

RTWPB-NCR issued Wage Order No. NCR-25 on 27 June 2024 providing an increase of P35, bringing the daily minimum wage in the region from P610 to P645 for the non-agriculture sector and from P573 to P608 for the agriculture sector, service and retail establishments employing 15 or less workers, and manufacturing establishments regularly employing less than 10 workers.

After finding that Wage Order No. NCR-25 is in accordance with existing laws and procedures, the NWPC affirmed the same on 28 June 2024 and authorized its publication. Published on 01 July 2024, the wage order takes effect 15 days after its publication, or on 17 July 2024 which is exactly a day after the anniversary of the preceding wage order.

The increase, which was based on the various wage determination criteria provided under Republic Act No. 6727 or the Wage Rationalization Act, also considered the three petitions filed by various labor groups seeking an increase in the daily minimum wage due to escalating prices of basic goods and commodities. The Board, comprised of representatives from the government, management and labor sectors, conducted separate consultations for workers and employers on 23 May 2024

and 04 June 2024, respectively and a public hearing on 20 June 2024 in Quezon City.

The new rates, which translate to about 5.7% increase from the prevailing daily minimum wage rates in the region, remain above the latest regional poverty threshold for a family of five. These likewise result in a comparable 5% increase in wage-related benefits covering 13th month pay, service incentive leave (SIL), and social security benefits such as SSS, PhilHealth and Pag-IBIG.

About 1.7 million 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, as amended, retail/service establishments regularly employing not more than ten (10) workers, and enterprises affected by natural calamities and/or human-induced disasters may apply to the RTWPB for exemption from the wage increase. Barangay Micro Business Enterprise (BMBEs) are not covered by the minimum wage law pursuant to Republic Act No. 9178 [2002].

RTWPB-NCR shall undertake information campaigns to ensure compliance with the new wage order. It can be reached through its email address rbncr@produktiboatsahod.onmicrosoft.com.

NWPC marks 35th anniversary milestone



Secretary Bienvenido E. Laguesma commends the NWPC and RTWPBs for fulfilling their mandate in his message at the DOLE-NWPC's 35th founding anniversary celebration.

The DOLE-National Wages and Productivity Commission (NWPC), together with the sixteen (16) Regional Tripartite Wages and Productivity Boards (RTWPBs), celebrated its 35th founding anniversary on 28 June 2024 at Malate, Manila.

With the theme "NWPC@35: Katuwang sa Maginhawa at Produktibong Bagong Pilipinas," the milestone ceremony reminisced the accomplishments of the Commission for the past 35 years, and honored the pillars who helped established the NWPC by implementing its services, programs, and advocacies.

In her welcome remarks, NWPC Executive Director Maria Criselda R. Sy expressed her gratitude to all the former and current officers of NWPC and RTWPBs for their unwavering support to the fulfillment of the organization's mandate. "Mahalaga ang kontribusyon ng bawat isa sa pagpapatupad ng mandato ng NWPC at mga Regional Boards...We will continue to show up where and when it matters, while living our core value of being makatao, malikhain at mahusay," she said.

Former and present NWPC and RTWPB officers received recognition for their superior accomplishments and significant contributions to the overall success of the organization. The dedication and commitment of NWPC commissioners and RTWPB board members were also recognized during the program.

In his speech, Secretary Bienvenido E. Laguesma, NWPC Chairperson, commended the NWPC and RTWPBs for fulfilling their complicated task amidst conflicting public and stakeholders' views on the proposed legislated wage hike and minimum wage increase petitions. "Hindi po madali ang pagdedesisyon at pagtatadhana ng dagdag sa umiiral na minimum wage sa iba't ibang rehiyon. Masasabi nating ito ay isang thankless job, but someone has to do it...The law gives you the mandate and responsibility to do it, and we are doing it to ensure a just remuneration that protects workers from undue low pay. We are doing it to ensure job creation and job preservation," he said.

"*Malaki ang ambag ng productivity sa pagpapataas ng sweldo na natatanggap ng mga manggagawa. For the longest time, we have been advocating for productivity improvement...Masaya ako at lumalakas ang loob ko dahil dumadami at patuloy na sumasabay sa pagbabago ang mga productivity improvement training offerings ng NWPC-RTWPBs,*" Secretary Laguesma added.

Part of the activity was the awarding of *Gawad Punong Lingkod* to former NWPC Executive Director and former DOLE Undersecretary Ciriaco A. Lagunzad III for his exemplary contribution to NWPC. He was the longest-serving Executive Director who led the NWPC from 1997 to 2009.

Undersecretary Benedicto Ernesto R. Bitonio, Jr., NWPC Chairperson Designate, closed the activity with high hopes for NWPC to continue to perform for the next 35 years and beyond to better the interest of Filipino workers and enterprises.

DOLE Regional Directors serving as RTWPB chairpersons, heads of DOLE bureaus, services and attached agencies, NWPC commissioners and RTWPB board members, retirees and transferees of NWPC and RTWPBs also attended the event.

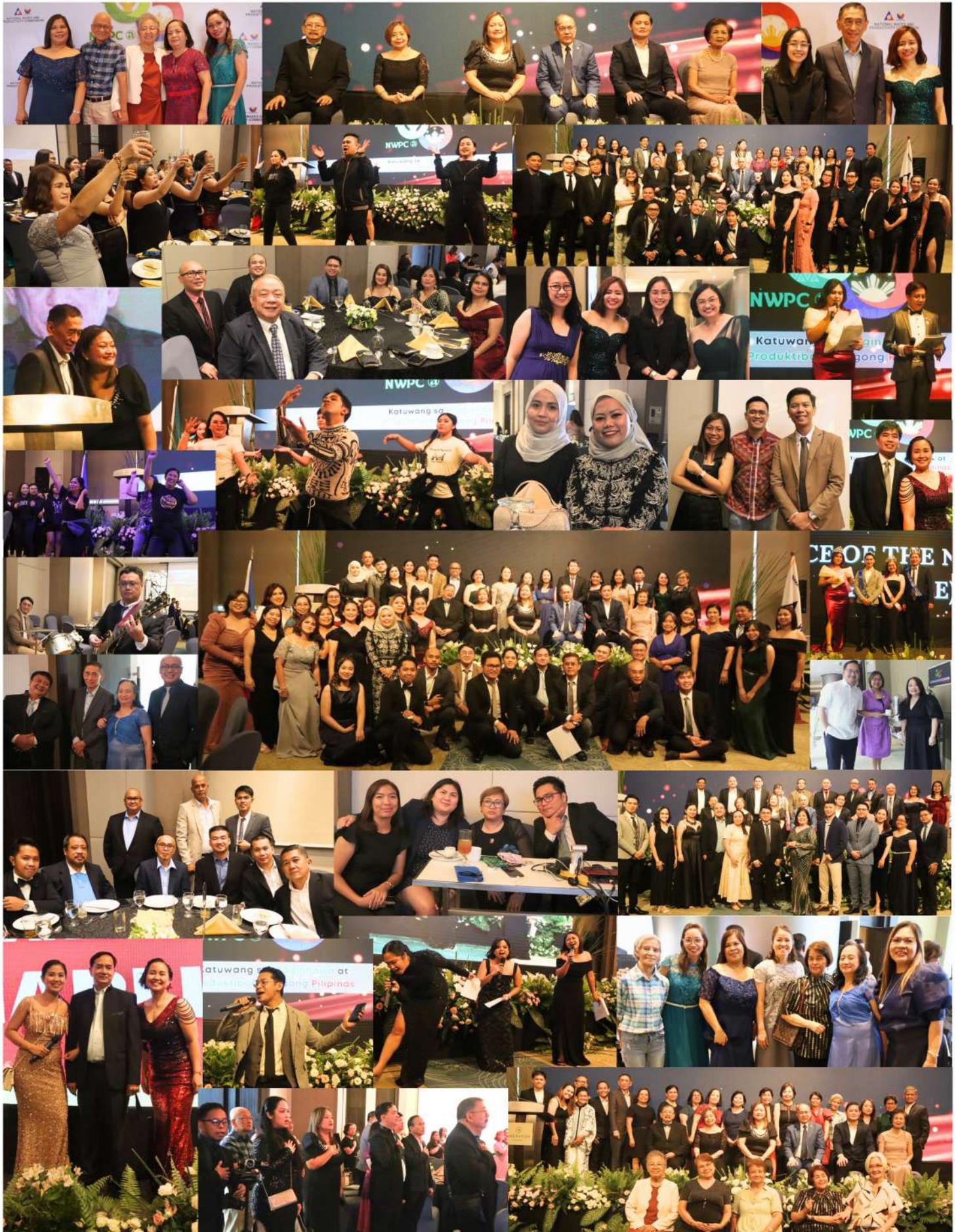
The NWPC was founded in 1989 with the passage of Republic Act No. 6727 or the Wage Rationalization Act. The National Wages Council and the National Productivity Commission were merged to form the NWPC. The enactment of Republic Act No. 6971, or the Productivity Incentives Act of 1990, added productivity gainsharing as one of the main mandates of NWPC with the goal of increasing the income of Filipino workers.



Former DOLE Undersecretary Ciriaco A. Lagunzad III (second from left) receives the *Gawad Punong Lingkod* plaque from NWPC Executive Director Maria Criselda R. Sy, DOLE Secretary Bienvenido E. Laguesma and DOLE Undersecretary Benedicto Ernesto R. Bitonio, Jr.

35 NWPC 35TH ANNIVERSARY CELEBRATION

“Katuwang sa Maginhawa at Produktibong Bagong Pilipinas”



Snapshots from the NWPC-RTWPB 35th milestone anniversary attended by DOLE senior officials, heads of bureaus, services and attached agencies, NWPC commissioners, RTWPB chairpersons and board members, board secretaries and staff, NWPC employees, retirees, and transferees.



PRAISE AWARDS

Tapat na Palilingkod

(Loyalty Award in Government Service)

Employees recognized for their top contribution to the attainment of their Division's and Regional Board's annual commitment:

10 years in Service:



Cecilia C. Arañez
Labor and Employment Officer III
RTWPB-X



Evangeline T. Madali
Administrative Assistant IV
Administrative Division-Procurement Unit
NWPC



Francis Michael G. Atangan
Labor and Employment Officer III
Training and Technical Service Division
NWPC



John Christopher P. Lapiz
OIC-Chief Labor and Employment Officer
Planning and Information Division
NWPC

20 years in Service:



Atty. Loretta Renie R. Fortuno
Attorney IV
RTWPB-V



Atty. Kim S. Lagcao
Board Secretary VI
RTWPB-NCR

25 years in Service:



Nelson C. Lerios
Chief Labor and Employment Officer
Administrative Division
NWPC



Joan Kris F. Mago
Administrative Assistant III
RTWPB-VII



Rissa Lynnex D. Miralles
Administrative Assistant I
RTWPB-VIII

Natatanging Kawani

From NWPC:



Christopher F. Rodriguez
Administrative Officer V
Administrative Division



Angielyn L. Caro
Accountant III
Finance and Management Division



Charmane Rose Anne S. Jamito
Labor and Employment Officer III
Review Appeals and Legal Division



Marissa C. Cristino
Administrative Assistant I
Planning and Information Division



Romeo L. Paleza
Administrative Assistant IV
Training and Technical Services Division



Rosanna L. Dela Cruz
Senior Labor and Employment Officer
Wage Policy and Research Division



Almayne C. Abastillas
Labor and Employment Officer II
Productivity Policy and Research
Division



Marilou E. Capili
Administrative Assistant V
Office of the Executive Director

From RTWPBs:



Ana Lissa A. Emperador
Senior Labor and Employment Officer
RTWPB-NCR



Albert B. Bambico
Administrative Assistant-I
RTWPB-CAR



Diego A. Bulagay
Administrative Aide III
RTWPB-I



Romarico O. Pauig
Administrative Aide III
RTWPB-II



Lopez Art B. Operaña
Labor and Employment Officer III
RTWPB-III



Glenn D. Calinao
Senior Labor and Employment Officer
RTWPB-MIMAROPA



Jaymar P. Detoito
Administrative Assistant I
RTWPB-V



Vivienne Junic Y. Camba
Administrative Assistant I
RTWPB-VI



Brenda M. Quintas
Information Technology Officer I
RTWPB-IX



Loudette Mae Aleli G. Uy
Administrative Assistant I
RTWPB-X



Ethel Sigrid A. Burgos
Information Technology Officer I
RTWPB-XI



Christine B. Dugando
Administrative Assistant III
RTWPB-XII

Natatanging Dibisyon

NWPC division with exemplary performance for 2023:



Financial and Management Division



Wage Policy and Research Division

Natatanging RTWPB

RTWPB with exemplary performance for 2023:



RTWPB-VII



Pagkilala sa Tagumpay ng Dating mga Kawani ng NWPC at RTWPBs

In-service and retired NWPC and RTWPB officers who contributed greatly to NWPC milestones and excelled in their careers beyond the organization:



Jeanette T. Damo
Executive Director III
DOLE-Institute For Labor Studies



Ahmma Charisma L. Satumba
Director IV
DOLE-Bureau of Workers with Special Concerns



Teodoro T. Delson
Retired DOLE Regional Director



Atty. Evelyn R. Ramos
Deputy Executive Director
Employees' Compensation Commission
Former DOLE Regional Director



Atty. Alvin B. Curada
Director IV
DOLE-Bureau of Working Conditions



Exequiel R. Sarcauga
Retired DOLE Regional Director



Nathaniel V. Lacambra
DOLE Regional Director



Atty. Elmer Ben V. Pasion
Retired Labor Arbiter
National Labor Relations Commission
RAB No. XI



Rovelinda A. Dela Rosa
Retired Director IV
DOLE Internal Audit Service



Exequiel Ronie A. Guzman
DOLE Regional Director



Atty. Arturo T. Gamolo
Retired Executive Labor Arbiter
National Labor Relations Commission



Atty. Rodolfo M. Sabulao
Retired Labor Attache II
International Labor Affairs Bureau



Joel M. Gonzales
DOLE Regional Director



Yahya A. Centi
Retired DOLE Regional Director

Tapat na Paglilingkod sa NWPC-RTWPB

Officers who served the NWPC and RTWPBs for more than 30 years:

31 Years



Renato A. Gardose
Labor and Employment Officer III
RTWPB-XII



George C. Ricardo
Clerk (Contract of Service)
RTWPB-NCR

32 Years



Charlie R. Jamito
Administrative Assistant II
NWPC



Romeo L. Paleza
Administrative Assistant IV
NWPC



Marilou E. Capili
Administrative Assistant V
NWPC



Asumpta B. Obsanga
Labor and Employment Officer III
RTWPB-VIII

32 Years



Eva Karla H. Lacambra
OIC-Board Secretary VI
RTWPB-XII



Ruby A. Badilles
Board Secretary VI
RTWPB-XI



Heidelwina M. Tarrosa
Board Secretary VI
RTWPB-II



Maria Rosa D. Opis
Senior Labor and Employment Officer
NWPC



Jose Lestil C. Guilaran
Administrative Aide III
RTWPB-X

35 Years



Elvira P. Jota
OIC-Deputy Executive Director IV
NWPC



Amelia C. Kakazu
Supervising Labor and Employment Officer
NWPC



Rosanna L. Dela Cruz
Senior Labor and Employment Officer
NWPC



Sarah De Raya Mesina
Senior Labor and Employment Officer
NWPC

Tapat na Paglilingkod sa NWPC-RTWPB (Board Members)

Present Board Members recognized for their unwavering dedication and commitment:

Longest Serving Commissioner of NWPC



Commissioner Lucila C. Tarriela
Present Employers' Sector
Representative of NWPC

28 Years



Edgar B. Lim
RTWPB-IX
Employers' Sector
Representative

32 Years



Raul C. Remodo
Present RTWPB-III
Workers' Sector
Representative

34 Years



Virginia T. Camus
Present RTWPB-XI
Workers' Sector
Representative

35 Years



Arsenio L. Sebastian III
Present RTWPB-X
Employers' Sector
Representative



Engr. Renato B. Almada
RTWPB-IV-A
Employers' Sector
Representative



Milbert M. Macarambon
Present RTWPB-X
Workers' Sector Representative

Espesyal na Pagkilala



Alicia S. Resurreccion
Retired OIC-Director II
NWPC

She established safety net financial programs to help NWPC and RTWPB employees during their difficult times.

Gawad Punong Lingkod



Ciriaco A. Lagunzad III

The "Gawad Punong Lingkod" is awarded to former DOLE Undersecretary Ciriaco A. Lagunzad III in recognition of his service and contribution to the NWPC.

He was the second and longest-serving Executive Director of the NWPC. He was with NWPC for 17 years. From 1997 to 2009, he served as head of the agency. He also served as DOLE Undersecretary.

He pioneered many of NWPC's existing programs, including the ISTIV and Service Quality training.

In his time, the Two-Tiered Wage System was formed, and the National Productivity Conference and Productivity Olympics were launched as advocacy events.

The first NWPC Information System Strategic Plan was also developed during his term, paving the way for the computerization and innovation efforts of the organization.

RTWPB-IX commemorates World Day Against Child Labor



RTWPB-IX joins DOLE-IX in the celebration of World Day Against Child Labor. Mural and poster making contest and other activities were conducted during the event.

RTWPB-IX joined the DOLE Regional Office IX and the National Council Against Child Labor in pushing to end child labor during the commemoration of the World Day Against Child Labor as part of the 126th Philippine Independence Day celebration on 12 June 2024 at KCC Mall de Zamboanga, Zamboanga City.

DOLE Regional Office IX and partner agencies, including RTWPB-IX, conducted a series of activities especially mural and poster painting contest relevant to the global theme "Let's Act on Our Commitments: End Child Labor!" and the local theme "Bawat Bata, Malaya: Mithiin ng Nagkakaisang Bansa." Mural painting contestants painted

the walls of the Sta. Maria Central School, Brgy. Sta. Maria in Zamboanga City.

Students, alternative learning system learners, and out-of-school youth participated in the contests, which aimed to provide a platform for creativity and raise awareness to end child labor and protect children's rights. RTWPB-IX assisted in the awarding ceremony.

Job fairs, one-stop-shop services, and turnover of livelihood kits to 50 parents of child laborers were simultaneously conducted in different locations in Zamboanga City.

From front page 8 (NWPC Executive Director speaks...) NWPC has strongly advocated for the adoption of technology and the implementation of enterprise innovation through its various training programs.

She also discussed how Artificial Intelligence (AI) may be used as a powerful tool for policymaking and policy implementation, enhancing efficiency, improving the quality of public services, and saving time on administrative tasks as it enables the formulation of more effective policies and improves communication and engagement with stakeholders.

"Although still emerging, AI has already demonstrated its utility in various stages of the policy cycle. Its adoption and continuous improvements will likely only enhance its role in policymaking moving forward," Executive Director Sy said.

She explained that the use of AI in policymaking involves

analyzing large datasets, testing, forecasting, and simulating policy impacts. This is especially important in setting minimum wage, as it involves assessing socioeconomic variables, analyzing trends, and drawing insights from extensive and diverse datasets.

She said AI can help facilitate a more comprehensive and objective evidence-based approach to policymaking.

It also facilitates engagement and serves as an efficient tool for information dissemination, with the development of AI chatbots as the more common application.

The NWPC has deployed an AI chatbot called "Produkti-bot" to enhance communication and engagement with stakeholders. This chatbot offers timely and necessary information and assistance regarding minimum wage rates, productivity improvement, and other programs and services.

NWPC Executive Director speaks at 45th National Conference of Employers



NWPC Executive Director Maria Criselda R. Sy (6th from left) received a certificate of appreciation for being one of the resource speakers during the 45th National Conference of Employers.

NWPC Director Maria Criselda R. Sy served as a panel reactor at the 45th National Conference of Employers organized by the Employers Confederation of the Philippines in Manila on 25-26 June 2024.

Executive Director Sy tackled the influence of technology on skills needs, wage determination, labor relations, and how policy decisions should be aligned to foster a more inclusive and equitable future of work.

In the session titled “Unbundling the Minimum Wage Issue in a Technology-driven Workplace,”

Executive Director Sy emphasized that the ▶ PAGE 7

MINIMUM WAGE RATES as of June 30, 2024		
Region	Wage Order	Highest Rate
NCR	NCR-24	P610
CAR	CAR-22	P430
Region I	RB 1-22	P435
Region II	RTWPB 2-22	P450
Region III	RBIII-24	P500
Region IVA	IVA-20	P520
Region IVB	RB-MIMAROPA-11	P395
Region V	RBV-21	P395
Region VI	RBVI-27	P480
Region VII	ROVII-24	P468
Region VIII	RB VIII-23	P405
Region IX	RIX-22	P381
Region X	RX-22	P438
Region XI	RB XI-22	P481
Region XII	RB XII-23	P403
Region XIII	RXIII-18	P385



The NWPC Bulletin is published by the Planning and Information Division of the National Wages and Productivity Commission, 3rd Floor DY International Building, No. 1011 Gen. Malvar corner San Marcelino Streets, Malate, Manila. Tel. Nos. 8527-8011 to 17.

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

ADVISORY BOARD

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

EDITORS

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

EDITORIAL AND PRODUCTION TEAM

John Christopher P. Lapiz
Azer N. Parrocha
Mery Rose D. Ajero
John Rowen S. Rubite
Marissa C. Cristino