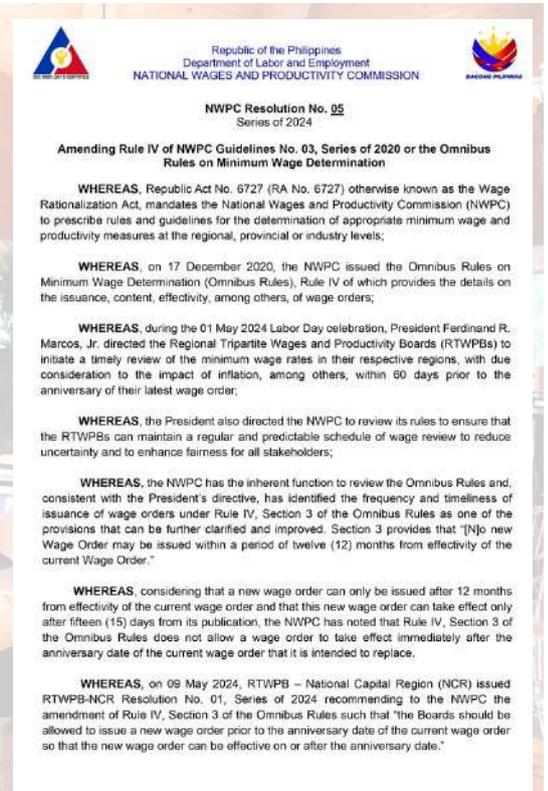




NWPC PASSES RESOLUTION ALLOWING ISSUANCE OF WAGE ORDERS WITHIN 12 MONTHS



Undersecretary Benedicto Ernesto R. Bitonio Jr., NWPC Chairperson Designate, leads and presides (via Zoom) the Commission Meeting attended by NWPC Commissioners, Executive Director Maria Criselda R. Sy and other officers.



The NWPC passed a new resolution during the Commission Meeting in Baguio City on 23 May 2024.

NWPC Resolution No. 05, Series of 2024, amends Rule IV, Section 3 of the Omnibus Rules on Minimum Wage Determination which provides that "no new Wage Order may be issued within a period of twelve (12) months from the effectivity of the current Wage Order."

The new resolution now allows the issuance of Wage Orders within a 12-month period.

"Should the Board find urgent and reasonable grounds to commence the minimum wage determination process earlier than 60 days prior to the anniversary date of the current wage order, it shall submit a written recommendation and justification for this purpose to the Commission, for the latter's consideration and approval within five (5) working days," Resolution No. 05 stated.

"Once approved by the Commission, the Board may initiate the minimum wage determination process, following the same procedure under Rule II of this Rules. If a new wage order is issued and affirmed by the Commission, the same may be published and may take effect within twelve (12) months following the immediately preceding wage order," it added.

RTWPB-NCR earlier issued RTWPB-NCR Resolution No. 01, Series of 2024 recommending to the NWPC the amendment of Rule IV, Section 3 of the Omnibus Rules following the directive of President Ferdinand R. Marcos to review the minimum wage determination process.

Meanwhile, NWPC also approved a concept note on the staging of the 2024 National Productivity Conference (NPC) with the theme "Harnessing Technologies. Mainstreaming Productivity. Building the Future." happening on 17 October 2024.

NWPC presents PH practices at APO gainsharing training



NWPC Director Jerome Yanson presents some best practices on productivity-based incentive schemes of MSMEs in the Philippines during a five-day training course on gainsharing in agribusiness enterprises.

An NWPC official served as one of the resource speakers at the five-day training course on gainsharing in agribusiness enterprises on 20-24 May 2024 at Ortigas, Pasig City.

The training course was hosted by the Development Academy of the Philippines (DAP) together with the Asian Productivity Organization (APO), an intergovernmental organization established in 1961 to increase productivity in the Asia-Pacific region through cooperation.

NWPC Director Jerome Yanson presented some best practices on productivity-based incentive schemes of micro, small and medium-sized enterprises (MSMEs) in the Philippines. He also discussed the legal and policy frameworks of gainsharing, and the results of the 2019-2020 Integrated Survey on Labor and Employment Rider regarding productivity and gainsharing practices in the agriculture, forestry and fishing industry conducted by the

Philippine Statistics Authority.

The training brought together 25 delegates from 18 APO member economies, including Bangladesh, Cambodia, Fiji, India, Indonesia, Lao PDR, Malaysia, Mongolia, Nepal, Pakistan, Philippines, Republic of China, Republic of Korea, Singapore, Sri Lanka, Thailand, Türkiye, and Vietnam.

The participants, composed of senior practitioners, agribusiness enterprise managers, community leaders, and government officers underwent intensive lectures, workshops, and hands-on learning experiences on the concepts and strategies of gainsharing and profit sharing, and methodologies on designing gainsharing plans and strategies.

Director Yanson served as resource person along with productivity experts from Bangladesh, India, and Malaysia.

NWPC conducts Learning Session for senior citizens



Mr. Conrado Pono, Executive Assistant to the NCSC Chairperson discusses ways senior citizens can be productive.

The NWPC conducted an online Learning Session for senior citizens on 29 May 2024 to explore ideas on how senior citizens can become productive and discuss the various benefits and entitlements accorded to them.

Nearly 80 participants attended the Zoom virtual session, with 10% being senior citizens.

Other attendees included those nearing retirement, employers, and HR practitioners.

Mr. Conrado Q. Pono, Executive Assistant to the Chairperson of the National Commission of Senior Citizens (NCSC), discussed the Expanded Senior Citizen Act of 2010, Centenarian Act of 2016, Social Pension, Assistance to Senior Citizens who are PWDs, and Emergency Needs of Senior Citizens, and other benefits and entitlements along with the functions and programs offered by the NCSC.

He highlighted a paradigm shift in how senior citizens are viewed, thanks to the passage of Republic Act No. 11350, or the National Commission of Senior Citizens Act of 2019.

“Senior citizens are no longer seen as simply recipients of ayuda (financial aid) but as pillars of nation-building,” Mr. Pono said.

MOU on Davao Region Productivity Initiative signed



DOLE-XI Regional Director Randolph C. Pensoy, RTWPB-XI Chairperson, spearheads the signing of the Memorandum of Understanding (MOU) on the implementation of the Region XI-Productivity Initiative for Mindanao Project together with officials from Philippine Fiber Industry Development Authority-XI, Department of Trade and Industry-XI, Department of Tourism-XI, and Technical Education Skills and Development Authority-XI.

The DOLE Regional Office-XI and RTWPB-XI, as co-chair, spearheaded the signing of the Memorandum of Understanding (MOU) on the implementation of the Region XI-Productivity Initiative for Mindanao Project on 6 May 2024 at Davao City.

The signing of the MOU formalizes the partnerships among agencies, namely the DOLE-XI, RTWPB-XI, Department of Tourism-XI, Department of Trade and Industry-XI, Technical Education Skills and Development Authority-XI, Bureau of Fisheries and Aquatic Resources-XI and the Philippine Fiber Industry Development Authority-XI, in implementing the project.

Following the MOU, a project portfolio will be implemented to address issues on low productivity, high work informality and high poverty incidence in Mindanao. As part of the project, workers and enterprises will benefit from a package

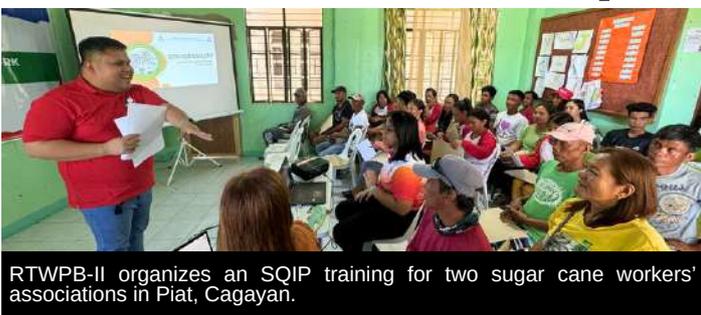
of assistance through the convergence of programs of all partner agencies.

The commitment of the RTWPB is to provide necessary technical assistance and training on improving productivity among the beneficiaries. RTWPB shall also assist in the monitoring and documentation of the programs adopted by the beneficiaries in the implementation of the project.

The project selected priority industries and beneficiary organizations which are primarily enrolled under the DOLE Integrated Livelihood and Emergency Employment Program from all the DOLE Field Offices in Region XI.

During the signing ceremony, RTWPB-XI Board Secretary Ms. Ruby A. Badilles discussed the rationale of the project. Representatives from partner agencies each expressed their messages of support and commitment to the project.

Cagayan-based sugar cane workers associations receive livelihood and productivity assistance



RTWPB-II organizes an SQIP training for two sugar cane workers' associations in Piat, Cagayan.

As part of the 122nd Labor Day celebration, the RTWPB-II organized a Service Quality Improvement Program (SQIP) activity for two sugar cane workers' associations on 17 May 2024 at Sto. Domingo, Piat, Cagayan.

DOLE Regional Director Jesus Elpidio B. Atal Jr., RTWPB-II Chairperson, welcomed the activity as opportunity for

sugar cane workers to increase income and improve efficiency. "Our goal is to help workers develop their capacities and give them a competitive edge," Regional Director Atal said.

Through the DOLE Integrated Livelihood Program (DILP), the Pinagpala Sugarcane Workers Association received a Php500,000 grant to support their Feeds and Rice Retailing business, while the Madovilla Farmers Association received a tractor worth Php880,000.

These grants and resources aim to provide sustainable income-generating opportunities for the members of the associations.

The program included comprehensive training to ensure the effective and efficient use of the provided resources.

RTWPB-VIII elected as RCDC Secretary



Newly-elected Regional Cooperative Development Council (RCDC) officers take their oath before CDA Regional Director Venus M. Jornales during the 2nd RCDC quarterly meeting in Tacloban City on 22 May 2024.

A representative from RTWPB-VIII was elected to serve a two-year term as secretary of the Regional Cooperative Development Council (RCDC) during the 2nd RCDC quarterly meeting in Tacloban City on 22 May 2024.

Atty. Marie Ronette Salve Barreda-Campo, representing RTWPB-VIII Board Secretary Reynaldo Soliveres, was sworn in by Cooperative Development Authority (CDA) Regional Director Venus M. Jornales along with the newly-elected RCDC officers.

Other elected RCDC officers were representatives from NEDA Regional Office VIII as Chairperson, Eastern Visayas State University as Vice-Chairperson, and LandBank of the

Philippines as Treasurer.

RTWPB-VIII is an active member of the RCDC, providing assistance to various types of cooperatives in Region VIII.

“Through a strong partnership with RTWPB-VIII, local cooperatives in Eastern Visayas have consistently demonstrated their commitment to improving productivity by regularly attending productivity trainings and receiving technical assistance,” RTWPB-VIII Board Secretary Soliveres said.

“Cooperatives in the region have been constant regional and national nominees in the Productivity Olympics for the past years,” he added.

MSMEs in GenSan City oriented on PBIS



RTWPB-XII OIC Board Secretary Eva Karla Lacambra conducts learning session on PBIS for MSMEs in General Santos City.

RTWPB-XII in collaboration with the National Conciliation and Mediation Board-XI oriented micro, small, and medium enterprises (MSMEs) on Productivity Based Incentive Scheme (PBIS) and Work Ethics of a Productive Worker on 15 May 2024 in General Santos City.

The learning session provided insights on how to make workers and enterprises more productive. The activity also emphasized the role of work ethics in ensuring business success and sustainability.

Business owners, managers, and employees were also oriented on how to design and implement PBIS and strategies in cultivating a culture of integrity and diligence within their organizations.

PBIS is a proactive approach designed to improve workplace behavior through positive reinforcement. Under this scheme, productivity incentives or bonuses are granted to workers as reward for improvements in their performance and productivity.

NWPC holds GAD activity in Puerto Galera



The NWPC holds its annual Gender and Development (GAD) activity on 15-17 May 2024 in Puerto Galera, Oriental Mindoro. NWPC GAD focal persons discuss the NWPC 2024 GAD plan and budget and the functions of GAD focal point system committee. Group games and team-building activities were organized during the three-day activity.

From page 2 (NWPC conducts Learning Session for senior...)

He championed fair hiring practices by advocating for an end to age discrimination, while simultaneously empowering senior citizens to find work that aligns with their physical strengths and experience.

Mr. Pono encouraged soon-to-be senior citizens to embrace a productive lifestyle and find pride in aging, as it is a natural part of life.

"We are all aspiring senior citizens. We should be proud and happy about growing old," he said.

Mr. Pono reassured senior citizens that the NCSC is committed to protecting and improving their well-being.

He also encouraged senior citizens to register and be counted in the NCSC's online database, which will help the NCSC create an accurate count of all senior citizens in the country, which will serve as a basis for its plans, programs, projects, activities, and events aimed at improving the lives of older Filipinos.

The Philippines currently has a population of 112 million, with 12 million being senior citizens. This translates to roughly one senior citizen for every 10 Filipinos.

The Filipino senior citizen population is expected to double in the next 20-50 years, reaching a point where there will be two senior citizens for every 10 Filipinos.

From page 3 (Cagayan-based sugar cane workers...)

The event also featured a medical mission, Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD) payout, and further training sessions conducted in collaboration

with the Land Bank of the Philippines and the Department of Trade and Industry(DTI).

The SQIP activity was conducted to enhance the associations' capacity to establish and manage their businesses effectively.

RTWPB-NCR reviews minimum wage



RTWPB-NCR holds labor sector consultation on minimum wage adjustment in NCR.

Over 100 labor sector representatives participated in the wage consultation organized by the RTWPB-NCR on 23 May 2024 at the Ichikawa Hall, Occupational Safety and Health Center (OSHC) in Quezon City.

The consultation was conducted to discuss issuance and concerns from workers in NCR consistent with the functions of RTWPBs to review, determine and adjust minimum wages under Republic Act No. 6727.

RTWPB-NCR organized the activity to commence the timely review of the minimum wage in the region given the forthcoming anniversary of Wage Order No. NCR-24 on 16 July 2024.

Under the 2020 Omnibus Rules of Wage Determination, RTWPBs may officially commence wage review within the period of 60 days from the anniversary date of the most recent wage order.

“All inputs gathered during the consultations and public hearing will be deliberated to arrive at a feasible measure

that maintains the balance and safeguards the interest of both labor and management,” Atty. Kim S. Lagcao, RTWPB-NCR Board Secretary, said.

The current minimum wage in the NCR is P610.00 daily for workers in the non-agriculture sector and P573.00 daily for workers in the agriculture sector, service/retail establishments employing 15 workers or less, and manufacturing establishments regularly employing less than 10 workers.

During the last Labor Day celebration, President Ferdinand R. Marcos Jr. instructed the RTWPBs to review minimum wage rates in their respective regions. He also ordered the NWPC to review its rules and ensure that RTWPBs maintain a regular and predictable schedule for wage review and issuances.

The DOLE, through the NWPC, issued a resolution on 6 May 2024 directing the RTWPBs to commence the timely review of minimum wages, which falls within 60 days before the anniversary of the last wage order.

MINIMUM WAGE RATES as of May 31, 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	P428
Region XI	RB XI-22	P462
Region XII	RB XII-23	P403
Region XIII	RXIII-18	P385



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