

## NWPC, RTWPB-NCR CONDUCT ORIENTATION ON LATEST NCR WAGE ORDER



Over 160 participants attended the two separate sessions on wage orientation and wage distortion conducted by the NWPC and RTWPB-NCR. A Wage Clinic was also setup to aid participants on their wage concerns.

**The NWPC and RTWPB-NCR conducted an orientation on Wage Order No. NCR-25 and a learning session on ways to correct wage distortion on 18 and 23 July 2024, respectively.**

The learning sessions were organized following the effectivity of Wage Order No. NCR-25 on 17 July 2024. The sessions aimed at strengthening the implementation of the new wage order by addressing usual points of confusion.

In both learning sessions, Atty. Kim S. Lagcao, Board Secretary of the RTWPB-NCR, acted as the main resource speaker. He discussed the rules on minimum wage determination, economic situation in NCR, salient features of Wage Order No. NCR-25, and the *Batas Kasambahay* or the *Domestic Workers Act*.

Atty. Lagcao also discussed wage distortion and ways of correcting it using prescribed formulas and possible employer and employee arrangements. He provided short exercises where participants identified from sample scenarios the existence of wage distortion.

Atty. Lagcao said measures to address wage distortions are flexible and can be addressed by mutual agreements between the employer and employees. “What

really matters in dealing with wage distortion is not how you resolve the issue, but the kind of strategies and dealings you have in maintaining a healthy and harmonious relationship with the people around your organization,” he said.

Towards the end of the learning session on July 23, the NWPC set up a “Wage Clinic” where participants consulted NWPC staff on wage concerns.

Wage Policy and Research Division (WPRD) staff. Sarah Mesina and Franz Allan Visitacion from WPRD acted as consultants for the said wage clinic.

As previously repealed, Wage Order No. NCR-25 is expected to directly benefit around 988,243 minimum wage earners. As a result of the P35 increase, 1.7 million full-time wage and salary workers earning above the minimum wage may also indirectly benefit because of upward adjustments in salaries arising from the correction of wage distortion.

On July 18 session, RTWPB-NCR also tackled Productivity-Based Incentive Schemes (PBIS) for MSMEs. Joel Leonard Santarina discussed PBIS, with emphasis on its role in boosting productivity, and the steps in designing and implementing an effective PBIS.

## NWPC participates at APO training course on Productivity-linked Wage System

The NWPC, represented by Atty. Grace N. Mana-ay-Badilla, Director II of Policy and Research Division, attended the training course on Asian Productivity Organization (APO) Productivity-linked Wage Systems (PLWS) in Phnom Penh, Cambodia from 01-05 July 2024.

The course was intended to train participants in designing, implementing and managing effective PLWS. Among the topics also discussed during the short course are monitoring and evaluation, assessing the impact of PLWS on productivity and employee satisfaction, and legal and ethical considerations.

Atty. Mana-ay-Badilla said that the knowledge gaps filled by this training course will be helpful in the productivity advocacies of NWPC. "We hope to utilize the knowledge

learned in this training course in our current and future productivity advocacies and policies," said Atty. Mana-ay-Badilla.

PLWS ensures that wage increases are directly proportional to enhancements in productivity, allowing employees to receive a fair share of the gains resulting from improved performance and productivity growth. Through this system, employees can be motivated to improve productivity, leading to higher organizational performance and competitiveness.

The training course was attended by select government officials, human resource practitioners, and industry associations' representatives, officers from national productivity organizations in Cambodia, Republic of China, India, Indonesia, Malaysia, Mongolia, Pakistan, Philippines, Sri Lanka, and Turkiye.

## NWPC tackles work ethics and company culture in #TrabahongTrending Seminar



The NWPC, with labor agencies and bureaus, shares productivity and career tips to fresh graduates.

The NWPC delved into the importance of work ethics for a productive worker and the art of blending into company culture during the #TrabahongTrending seminar, themed "Youth is the Future of Work" held at the Polytechnic University of the Philippines, Sta. Mesa, Manila on 17 July 2024.

#TrabahongTrending aims to engage young individuals entering the workforce by providing insights into current labor trends, challenges, and opportunities. It also seeks to strengthen partnerships with educational institutions to build knowledge and support career development.

Ms. Reena May Ibanez of the NWPC-Training and Technical Services Division described the job market as a challenging yet rewarding jungle filled with opportunities.

"As fresh graduates, you stand at the precipice of this jungle, equipped with knowledge, skills, and aspirations.

But amidst the overwhelming career advice and LinkedIn profiles, how do you identify the path to success?" Ibanez said.

She emphasized that excelling in interviews or crafting the perfect resume is not enough, and mastering work ethics and essential competencies is equally crucial.

Ibanez outlined five fundamental work ethics for productive employees, namely, integrity, honesty, discipline, respect, and responsibility. These, she explained, should be complemented by competencies such as effective communication, critical thinking, collaboration, and adaptability.

She also discussed the significance of company culture, describing it as an organization's personality that reflects its values, beliefs, and employee behaviors.

"Your future job is likely to be discovered through a job search engine. To understand a company's culture during your job application process, do research on its core values, mission, and vision statements to determine if they align with your own," Ibanez said.

#TrabahongTrending featured presentations from the NWPC, Institute of Labor Studies (ILS), Bureau of Local Employment, and Bureau of Labor Relations. Topics included Labor Market Information, Labor Education for Graduating Students (LEGS) and Workers' Rights, and the ILS study titled "Generation Z in the Philippine Labor Force: Profile, Perspectives, and Prospects."

The seminar was organized by the ILS, in partnership with the Polytechnic University of the Philippines (PUP) Career Center, PUP College of Communication, and PUP Department of Communication Research (DCR), in collaboration with the PUP Circle of Research Enthusiasts and Underscore PUP DCR.

## Higaonon tribe undergo productivity trainings, orientation



RTWPB-X holds productivity training for bamboo farmers in Misamis Oriental.

**RTWPB-X has partnered with the provincial government of Misamis Oriental, DOLE Region 10, and DENR Region 10 to launch and implement the Bamboo Growing Project in Misamis Oriental.**

Launched on 11 July 2024, the project offers short-term employment and sustainable livelihood opportunities to Indigenous Peoples (IPs) living in Misamis Oriental by engaging them in planting, maintaining, and producing bamboo crafts. It also seeks to increase the income of the Higaonon community and promote sustainable economic growth.

RTWPB-X organized a productivity orientation for workers who will be planting bamboo seedlings, and beneficiaries of DOLE's Sustainable Livelihood programs and bamboo enterprises in the region.

A total of 246 workers from three barangays were hired in the first month to plant bamboo seedlings through DOLE's Tulong Panghanapbuhay sa Ating Disadvantaged or

Displaced Workers (TUPAD) project.

DOLE Regional Director Atty. Erwin N. Aquino, also the RTWPB-X Chairperson, said the project aligns with the department's mission to promote gainful employment opportunities and empower the local workforce.

"By offering short-term employment and sustainable livelihood programs, we are improving the livelihood of beneficiaries while contributing to the province's environmental goals," Regional Director Aquino said.

To date, DENR has provided 200,000 high-quality bamboo seedlings, with the goal of planting 1 million bamboo across the province in five years.

The Provincial Government of Misamis Oriental has established procedures and controls to ensure efficient bamboo production and assisted DOLE in identifying workers eligible for the TUPAD program.

## RTWPB MIMAROPA, PESO-Bansud prepare scholars and graduating students from employment



RTWPB-MIMAROPA discusses the importance of ISTIV principles in the workplace, and the importance of hard and soft skills to employers.

**A total of 114 scholars and graduating students participated in a training on Work Ethics of a Productive Worker conducted by the RTWPB-MIMAROPA, in collaboration with the Public Employment Service Office (PESO)-Bansud and the Polytechnic University of the Philippines Bansud Campus in Oriental Mindoro, on 15 July 2024.**

The training was organized to prepare participants for sustainable and successful employment careers by teaching them the importance of work ethics and ISTIV principles.

Marydel Rodriguez, Manager of PESO-Bansud, emphasized the critical role of work ethics in career development across various sectors. She said that successful employees often start with entry-level positions, with their work ethics, apart from skills, as one of the leverages in advancing their careers.

From RTWPB-MIMAROPA, Atty. Grace Lyn Pantaleon, Board Secretary, presented actionable steps in balancing both hard and soft skills to become productive employees, and steps to be accustomed with the culture of their potential employers. Ruther John B. Col-long, Supervising Labor and Employment Officer, discussed the significance of the ISTIV principles in the workplace, and of aligning personal values with those of the organization.

## RTWPB-IX welcomes newly appointed, reappointed sectoral representatives



(L-R) NWPC Deputy Executive Director Pia Charmane O. De Jesus, DOLE-HRDS Director Brenalyn A. Peji, DOLE Assistant Secretary Lennard Constantine C. Serrano, DOLE Undersecretary Benedicto Ernesto R. Bitonio Jr., DOLE Secretary Bienvenido E. Laguesma, Mr. Edgar Lim, Mr. Roberto G. Valerio, DOLE Undersecretary Felipe N. Egargo, Jr., DOLE Assistant Secretary Amuerfina R. Reyes, and NWPC Executive Director Maria Criselda R. Sy pose for a photo after the new sectoral representatives of RTWPB-IX took their oath at the DOLE Central Office in Intramuros, Manila.

**RTWPB-IX sectoral representatives took their oath before Secretary Bienvenido E. Laguesma, NWPC Chairperson, at the DOLE Central Office in Intramuros, Manila on 1 July 2024.**

Mr. Edgar B. Lim and Mr. Roberto G. Valerio were reappointed as Board Members, both representing the Employers Sector.

Mr. Lim is a 37-year fish canning veteran and Plant Manager at Permex since 1985. He is an RTWPB-IX employer representative since 1996.

Mr. Valerio is a seasoned management expert with 46 years of experience in the government and private sector. He has served as the RTWPB-IX employer representative since 2006, and held leadership roles at Ateneo de Zamboanga and Mar Fishing Company, Inc.

Ms. Princess Nellaine S. Yting was appointed as Board

Member representing the Workers Sector. She joins Mr. Carlo B. Catis, who was appointed on 10 March 2023.

Ms. Yting is the National Board Secretary of the Philippine Integrated Industries Labor Union (PIILU-TUCP) and is involved in the DOLE RO-9's Project HOPE and Zamboanga-Isabela Association of Private Technical-Vocational Education & Training institutions.

The new members will serve the Board for a term of five years.

DOLE Undersecretaries Benedicto Ernesto R. Bitonio, Jr. and Felipe N. Egargo, Jr., DOLE Assistant Secretaries Lennard Constantine C. Serrano and Amuerfina R. Reyes, NWPC Executive Director IV Maria Criselda R. Sy, NWPC Deputy Executive Director Pia Charmane O. De Jesus, and DOLE-HRDS Director Brenalyn A. Peji were also present at the oath-taking ceremony.

MINIMUM WAGE RATES as of July 31, 2024		
Region	Wage Order	Highest Rate
NCR	NCR-25	P645
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.

**NWPC News Bulletin**

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