



20
23



ANNUAL REPORT

'pag PRODUKTIBO, AASENSO!

Table of CONTENTS

Message from the Chairperson

Message from the Cluster Head

Message from the Executive Director

1 About NWPC

2 NWPC Fast Facts

3 Minimum Wage Setting

5 Productivity Promotion

10 Wage and Productivity Advocacy

14 Research and Technical Papers

16 Policy and Technical Advice

18 Networking

20 Commission at Work

21 Good Governance

Directory

Message from the CHAIRPERSON



the organization.

Let me congratulate the National Wages and Productivity Commission and its sixteen (16) Regional Tripartite Wage and Productivity Boards for another remarkable year of accomplishments that contributed to our efforts of providing full, decent, and productive employment to the Filipino workforce. I cannot overemphasize the importance of NWPC and RTWPBs in the goal of the Marcos Administration of deep economic and social transformation to reinvigorate job creation and accelerate poverty reduction, espoused in the Philippine Development Plan 2023-2028.

The twin mandate of the NWPC-RTWPB on wages and productivity is essential to help realize inclusive growth by balancing the interest and welfare of workers and employers—the primary stakeholders of

In the area of wages, we maintain the policy of regular, predictable, and moderate wage increases, as reflected in the wage orders that we issued in 2023. We maximized the tripartite mechanism – listening to the perspectives of the labor and employer sectors – to arrive at an amount that is good for the workers, within the capacity of employers, and aligned with the overall economic trajectory of the government. We also continue to explore ways of improving the wage system in the country through research.

The accomplishments on productivity training and advocacies are an impetus to invest more in promoting productivity because its impact transcends to our tripartite partners: better productivity levels improve profit for businesses, which allows them to expand their portfolio, resulting in employment generation. Better productivity levels also translate to higher wages and better working conditions for workers, resulting in higher tax revenues, giving enough fiscal space for better social services and poverty alleviation programs.

Much is expected of NWPC-RTWPBs in the coming year. The Philippine Labor and Employment Plan 2023-2028 has identified “maximizing productive and sustainable work” as among DOLE’s priorities. We will do this by bolstering the conducive environment for fostering sustainable and resilient enterprises. This signifies a shift in our approach, moving from an exclusive focus on providing assistance and livelihood for individual workers to empowering enterprises to tackle labor market challenges. The role of NWPC-RTWPBs is significant in creating an environment that enables enterprises to thrive and compete, resulting in heightened productivity, increased employment opportunities, and enhanced adherence to labor laws and policies.

Again, my warmest appreciation to the officers and staff of NWPC-RTWPBs for the accomplishments in 2023, with a challenge to build on these gains and continue to demonstrate the values of *makatao*, *malikhain*, and *mahusay* as we tread the road towards a Bagong Pilipinas.

Maraming salamat at mabuhay!


Bienvenido E. Loguesma
DOLE Secretary

Message from the CLUSTER HEAD



The National Wages and Productivity Commission (NWPC) and its sixteen (16) Regional Tripartite Wage and Productivity Boards (RTWPBs) perform two of the most critical functions of labor governance – the determination of minimum wages and the promotion of labor and enterprise productivity. This 2023 Annual Report summarizes the key contributions of the NWPC and RTWPBs in these two functions of labor governance toward achieving economic stability, poverty reduction, and social equity that are aligned with the Philippine Development Plan 2023-2028 and Labor and Employment Plan 2023-2028. Throughout 2023, the strategic direction of the NWPC and the RTWPBs in carrying out their mandates has been to support the goals of labor protection, especially in relation to the clamor for higher wages, employment creation, and sustainable growth.

On minimum wage determination, the policy is for regular, predictable and moderate minimum wage increases. The RTWPBs have demonstrated their ability to take prompt and decisive action for the common good of workers, employers, and government. A total of 15 wage orders for private sector workers were issued. Of those, nine (9) were initiated *motu proprio*, while six (6) were prompted by petitions. Minimum wage adjustments ranged from PHP30 to PHP89. In addition, twelve (12) wage orders for domestic workers were also issued, with monthly wage increases ranging from PHP400 to PHP1,500.

In the area of productivity, the NWPC and RTWPBs continue to be creative in developing and delivering training programs and advocacies. The number of orientations conducted increased by over 37% from 10,767 in 2022 to 14,794 in 2023. The number of trainings also increased by over 27% from 3,748 to 4,782. The number of implemented Productivity Improvement Plans (PIPs) increased by over 30% from 2,572 to 3,345. The NWPC's *Tamang Kaalaman sa Kita at Kakayanan* (T3K) information drive also reached more people nationwide, expanding from 399,663 clients in 2022 to 437,079 clients in 2023. This suggests a rising public interest in boosting productivity which can translate to greater value creation that can be distributed as higher income for workers.

As we close the year 2023 with this Annual Report, may the NWPC and RTWPBs continue to perform their functions with a renewed commitment to sustaining the accomplishments and the culture of excellence in labor governance.

Mabuhay ang NWPC at RTWPBs!

Benedicto Ernesto R. Bitonio Jr.
DOLE Undersecretary

A handwritten signature in black ink, appearing to read 'Ben Bitonio Jr.', written over the printed name and title.

Message from the EXECUTIVE DIRECTOR



True to our mission of setting minimum wage that protects vulnerable workers from undue low pay and promoting productivity improvement and incentive schemes among MSMEs, the National Wages and Productivity Commission (NWPC), with its sixteen (16) Regional Tripartite Wages and Productivity Boards (RTWPBs), continues to deliver remarkable accomplishments for 2023, translating to progress in improving wages, incomes, and productivity.

A total of fifteen (15) wage orders were issued by RTWPBs; of which, nine (9) were initiated motu proprio. This directly benefited around 4.1 million wage earners, while 8.1 million more workers were expected to have benefitted from adjustments from correction of wage distortions.

Through the tripartite mechanism, we delivered timely wage increases without compromising the competitiveness of enterprises.

Also, to further improve the capacity of our Regional Wage Boards in minimum wage setting, we organized the Basic Course on Labor Economics which aimed at enhancing appreciation and understanding of labor economic concepts in relation to minimum wage determination.

Apart from facilitating wage increases, we also continued to make strides in improving productivity levels through our Productivity Toolbox. In 2023, we exceeded again our targets on productivity orientation, training and technical assistance for micro, small and medium enterprises (MSMEs).

Majority of the MSMEs trained have developed and implemented their respective productivity improvement programs. Likewise, five (5) new productivity modules were developed to provide more choices of productivity trainings to workers and enterprises. In addition, we continue to expand our reach to advocate wages, income, and productivity improvement through the *Tamang Kaalaman sa Kita at Kakayanan* (T3K), an advocacy program that seeks to raise awareness on minimum wage standards and introduce productivity-enhancing technologies, including gainsharing schemes thru learning sessions, traditional media, and social media platforms.

In addition, we continue to expand our reach to advocate wages, income, and productivity improvement through the *Tamang Kaalaman sa Kita at Kakayanan* (T3K), an advocacy program that seeks to raise awareness on minimum wage standards and introduce productivity-enhancing technologies, including gainsharing schemes thru learning sessions, traditional media, and social media platforms.

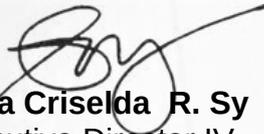
Our accomplishments were complemented by the successful staging of the 2023 Productivity Olympics, a biennial competition that aims to intensify national awareness and commitment to quality and productivity, and to showcase best productivity improvement and gainsharing programs of MSMEs in the agribusiness, service, and industry sectors. Through this competition, we hope to attract more MSMEs to be interested in implementing productivity improvement programs and gainsharing schemes.

The ultimate goal is to build a culture of productivity that continually enhances what already exists. By championing productivity, we aim to boost business viability enabling them to expand their portfolio, leading to higher wages, improved working conditions, and increased job opportunities.

The accomplishments we achieved will not be possible without the support and cooperation of all officers and employees of NWPC and RTWPBs. It is with gratitude that I extend my warmest appreciation to everyone for exemplifying our core values of being *makatao, malikhain at mahusay*. Our achievements are a testament to the kind of governance that we embody in our organization. Hence, our continuing commitment to lifelong learning to build the capacity of our personnel, and adherence to the principles of inclusivity, equal opportunities, gender sensitivity, work-life balance, among others.

Moving forward, as public servants, it is important to remember that our clients expect more from us. Therefore, we commit to surpassing expectations by challenging ourselves to innovate and further improve our programs, policies, and services, while being fiscally responsible. We will sustain a culture of innovation and implement new ideas that deliver exceptional results.

Maraming salamat at mabuhay!



Maria Criselda R. Sy
Executive Director IV

Creation

Republic Act of No. 6727 or the Wage Rationalization Act created the National Wages and Productivity Commission and the Regional Tripartite Wages and Productivity Boards (RTWPBs). It mandated the setting of minimum wages to protect vulnerable workers from undue low wages and the promotion of productivity and gainsharing between workers and enterprises.

The NWPC is an agency attached to the Department of Labor and Employment (DOLE) for policy and program coordination. It provides technical and administrative supervision to RTWPBs.

Mandate

The NWPC acts as adviser to the President and the Congress on matters relating to wages, incomes, and productivity; formulates policies and guidelines on wages, incomes and productivity; and reviews regional minimum wage levels set by the RTWPBs based on prescribed rules and guidelines.

Meanwhile, the RTWPBs are responsible for setting regional minimum wages and for implementing productivity improvement programs.

Vision

Justly remunerated and productive Filipino workforce in globally competitive enterprises.

Mission

Set minimum wage that protects vulnerable workers from undue low pay.
Promote productivity improvement and incentive schemes among MSMEs.

Core Values

Makatao (People-Centric)
“Our people is our prime asset.”

Malikhain (Innovative)
“Innovation makes things possible.”

Mahusay (Excellent)
“Public service at its best.”

Fast FACTS

Wage Regulatory System

Minimum wage rates above the poverty threshold

-  **100%** of 46 wage rates above the 2018 poverty threshold
-  **72%** or 33 of 46 wage rates above the 2021 poverty threshold

Productivity-Based Incentive Scheme (PBIS)

-  **1,470 (123%)** MSMEs provided with technical assistance on PBIS
-  **207 (14%)** MSMEs with PBIS installed
-  **114 (119%)** MSMEs with PBIS documented

Productivity Toolbox

Productivity Orientation

14,799 MSMEs oriented
(125%)

Productivity Training

4,782 MSMEs trained
(149%)

PIP/Action Plans Implemented

3,345 MSMEs trained with action plans/PIPs implemented (70%)

Productivity Modules

-  **5 new** productivity modules
-  **5 enhanced** productivity modules
-  **3** e-learning modules
-  **1** YouTube module

Advocacy Services

2023 Productivity Olympics

-  **283** On-Site Participants
-  **14.3K** Facebook views

Tamang Kaalaman sa Kita at Kakayanan (T3K)

Traditional IEC Activities

- 437,079 (125%)** clients reached

Digital Media

- 8.7 million** clients reached through digital platforms

Digital Presence

-  **1.2 million** NWPC Facebook followers
-  **92,367** RTWPB Facebook followers
-  **580** X (formerly Twitter) followers
-  **595** YouTube subscribers
-  **10,988** Viber connections

Good Governance

Recognitions

- ISO 9001:2015 Certification
- eNGAS and eBudget System Inclusiveness Award
- DOLE GAWAD LIO 2023
- Certificate of Compliance for being fully-compliant with FOI requirements

GAD Activities

- 4 sessions** on gender sensitivity, awareness and development

Recruitment and Placement

-  **22 personnel** promoted
-  **19 new personnel** hired

Minimum WAGE SETTING

Minimum wage rates as of December 31, 2023

Region	Highest Rate	Effectivity of Rates	Region	Highest Rate	Effectivity of Rates
NCR	P610	July 16, 2023	VII	P468	Oct. 1, 2023
CAR	P430	Dec. 5, 2023	VIII	P405	Nov. 30, 2023
I	P435	Nov. 6, 2023	IX	P381 (1st tranche)	Nov. 12, 2023
II	P435 (1st tranche)	Oct. 16, 2023		P381 (2nd tranche)	Feb. 1, 2024
	P450 (2nd tranche)	April 1, 2024	X	P428 (1st tranche)	Jan. 11, 2024
III	P500	Oct. 16, 2023		P438 (2nd tranche)	July 1, 2024
IVA	P520	Sept. 24, 2023	XI	P443	June 19, 2022
IVB	P395	Dec. 7, 2023	XII	P390 (1st tranche)	Oct. 16, 2023
V	P395	Dec. 1, 2023		P403 (2nd tranche)	Jan. 1, 2024
VI	P480	Nov. 16, 2023	XIII	P370 (1st tranche)	Jan. 1, 2024
				P385 (2nd tranche)	May 1, 2024

Minimum Wage Setting and Productivity Programs

Minimum wages are set and adjusted to protect vulnerable workers from undue low pay. In setting these wages, RTWPBs balance the needs of workers with employers' capacity to pay within the requirements of socioeconomic development.

RTWPBs also issue wage advisories to promote the implementation of productivity-based incentive schemes – a workplace-initiated program on improving the productivity of workers and enterprises to generate savings and additional revenues which can be shared by them.

Wage Orders Issued

In 2023, fifteen (15) wage orders prescribing minimum wage increases for workers in private establishments were issued by the RTWPBs, nine of which were initiated *motu proprio*. Around 4.1 million minimum wage earners directly benefitted from the wage increases in fifteen regions, and about 8.1 million full-time wage and salary workers earning above minimum wage were expected to have benefitted from correction of wage distortions.

The earliest issuance of wage order was from RTWPB-NCR on June 26, 2023, while the latest issuance was from RTWPB-X (Northern Mindanao Region) on December 21, 2023. Meanwhile, RTWPB-XI conducted consultations with employers and workers from various industries for minimum wage adjustment in the region.

Productivity-Based Incentive Scheme

The Productivity-Based Incentive Scheme (PBIS) is implemented through the issuance of wage advisories by RTWPBs.

Since 2013, all regional boards have issued at least one industry/sector-specific advisory in agriculture (plantation), agribusiness, mining, manufacturing, transportation and storage facilities, tourism and tourism-related industries, hotels, restaurants and resorts, higher education institutions, and sardine (canning) industries.

In 2023, the RTWPBs provided technical assistance on productivity-based incentive scheme to 1,470 MSMEs nationwide, leading 207 enterprises to implement such scheme.

Facility Evaluation (FE)

The RTWPBs conducted FE to 73 establishments to ensure the fair and reasonable valuation of facilities customarily provided by employers to their employees (e.g. board, lodging, and other facilities to allow such to be considered part of wages). All or 100% of the applications were processed.



Time and Motion Studies (TMS)

The RTWPBs received and processed 29 applications/requests for TMS and provided technical assistance to requesting enterprises in determining the standard rates for output-based or piece-rate workers. All or 100% of the requests were processed.



Productivity PROMOTION



Productivity Toolbox

The Productivity Toolbox serves as the banner program of the NWPC and RTWPBs in promoting productivity improvement among MSMEs. It is a package of technical assistance and training services to build the knowledge and capacities of workers and enterprises on productivity concepts, measurement tools and techniques.

This program benefited 29,346 workers and employers in 19,581 MSMEs through orientation and training under the Productivity Toolbox. Majority of the participants were females which comprised 66% (19,274 out of 29,346 training beneficiaries) of the beneficiaries.

Development of Modules



The NWPC developed traditional and e-Learning productivity modules for MSMEs:

New Modules	Enhanced Modules
Service Quality Improvement Program for Workers in Tourism Sector	Productivity Enhancement Program for DOLE Livelihood Beneficiaries
Improving Productivity Through Inventory Management	Service Quality
Improving Productivity Through Design Thinking	7S of Good Housekeeping
Management Principles on Improving Productivity	Social Media Marketing
Compensation and Benefits for MSMEs	Green Productivity
e-Learning Modules	YouTube Module
Productivity 101	ISTIV (Industrious, Systematic, Time Conscious, Innovative, and Value for Work)
Stock Control (Filipino Version)	
Retail and Visual Merchandising (Filipino Version)	

DOLE-DTI MOA on enterprise development and livelihood assistance inked on Labor Day



President Ferdinand R. Marcos Jr. (center) witnesses the signing of the memorandum of agreement between the DOLE and DTI to promote growth and competitiveness of MSMEs through advocacy and capacity-building initiatives (Photo courtesy of Bureau of Labor Relations).

The Department of Labor and Employment (DOLE) and the Department of Trade and Industry (DTI) signed a memorandum of agreement (MOA) that aims to promote growth and competitiveness among micro, small, and medium enterprises (MSMEs).

Titled “Sa Produktibong Negosyo, Manggagawa at Mamumuhunan Sabay ang Asenso”, the MOA is a joint DOLE-DTI initiative that directs both agencies to collaborate on activities in connection with the conduct of advocacy and capacity-building initiatives on enterprise development, livelihood assistance, productivity improvement and other capacity development programs for MSMEs.

DOLE Secretary Bienvenido E. Laguesma and DTI Secretary Alfredo E. Pascual signed the MOA on April 30, 2023, a day before the 121st Labor Day Celebration on May 1, at the SMX Convention Center in Pasay City. President Ferdinand “Bongbong” Marcos Jr. witnessed the ceremonial signing of the MOA.

Under the MOA, the DOLE, through its Regional Offices, the Bureau of Workers with Special Concerns, and the National Wages and Productivity Commission, shall collaborate with the DTI through its Regional Offices and Negosyo Centers, Bureau of Small and Medium Enterprise Development (BSMED), Bureau of Domestic Trade Promotion (BDTP), and Export Marketing Bureau (EMB) for the conduct of orientation, training, and technical assistance on productivity improvement, livelihood orientation, and access to DTI programs and services.

The DOLE shall conduct orientation, training, and technical assistance on Productivity Toolbox and facilitate access of DTI MSME clients to DOLE Integrated Livelihood Program (DILP) grant assistance, subject to existing rules and regulations. It shall also endorse interested DILP and Productivity Toolbox beneficiaries to DTI to facilitate their access to business advisory services and other capacity building programs.

The DTI shall provide technical assistance to DILP and Productivity Toolbox beneficiaries on improvement of product design, marketing and use of digital business tools, among others, as well as access to DTI’s Shared Services Facilities and other capacity-building programs. It shall also endorse interested DTI MSME clients to DOLE to facilitate their access to DILP assistance and productivity programs and services.

NWPC leads training on Service Quality

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.

Thirty-eight security personnel, 45 janitorial service personnel and 10 building maintenance personnel attended the training and rated it “very good”.

NWPC conducts 7S training among PIDS, PMS personnel



Clockwise: Ms. Amelia C. Kakazu, Ms. Maria Rosa D. Opis, Mr. Enrique P. Reyes, and Ms. Reena May C. Ibanez served as trainers on 7S of Good Housekeeping training for officials and personnel of the PIDS and PMS.

The NWPC conducted a hybrid 7S of Good Housekeeping training for officials and personnel of the Philippine Institute for Development Studies (PIDS) on 14 June 2023 and the Presidential Management Staff (PMS) on 15 June 2023.

During the training with PIDS, 15 officials and personnel attended the face-to-face session while 60 others attended via Zoom.

Meanwhile, 42 officials and personnel attended the face-to-face session while 17 others attended via Zoom during the training with PMS.

7S of Good Housekeeping stands for sort, systematize, sweep, standardize, safety, self-discipline, and sustain.

NWPC holds 2023 Productivity Olympics



(Clockwise) DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma, Undersecretary and NWPC Chairperson Designate Benedicto Ernesto E. Bitonio Jr., and NWPC Executive Director Maria Criselda R. Sy deliver speeches during the awarding ceremony of the 2023 Productivity Olympics.

The NWPC held the awarding ceremony of the 2023 Productivity Olympics on October 19, 2023, in Ortigas, Quezon City.

Launched in 2008, the Productivity Olympics is a biennial competition that aims to intensify national awareness and commitment to quality and productivity and showcase best productivity improvement 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. The awarding ceremony signifies the grand finale of the Productivity Olympics.

The 2023 Productivity Olympics theme, “From Striving to Thriving: Reset and Reposition for Impact,” honors resilient MSMEs that achieved growth, innovation, job retention, and employee commitment.

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 accordance with the Republic Act No. 10771 or the Philippine Green Jobs Act.

The Best RTWPB was also recognized for pursuing excellence in producing the greatest number of winners in the competition.

Wage and Productivity ADVOCACY

NWPC holds Basic Course on Labor Economics



(Left) DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma graces the first leg of the “Basic Course on Labor Economics” training organized by NWPC on March 21-23, 2023 in General Santos City. (Right) Former NEDA Director-General, Dr. Emmanuel F. Esguerra, NEDA Undersecretary Rosemarie G. Edillon, NWPC Executive Director Ma. Criselda R. Sy and DOLE Undersecretary Benedicto Ernesto R. Bitonio Jr.

The NWPC facilitated the conduct of the Basic Course on Labor Economics in Luzon, Visayas, and Mindanao from March to April 2023 to enhance appreciation and understanding of basic labor economic concepts and how these relate to the minimum wage determination function of RTWPBs.

The Luzon leg of the training was held on April 24-26, 2023 in Tagaytay City while the Visayas and Mindanao legs were held on April 11-13, 2023 in Cebu City, 2023 and April 24-26, 2023 in General Santos City, respectively.

Former NEDA Secretary Emmanuel F. Esguerra, an economics professor at the University of the Philippines, discussed the principles of labor economics, wage and employment theories, and wage and labor productivity trends.

NEDA Undersecretary Rosemarie G. Edillon presented the determinants of female labor force participation, rural labor migration, and the Philippine Development Plan (PDP) 2023-2028. She also discussed special topics on apprenticeship program reforms and minimum wage criteria.

NEDA OIC Director Desiree Joy O. Narvaez provided an overview of basic economics and key economic indicators.

NWPC issues advisory on wage distortion

To promote understanding and awareness of wage distortion principles and frameworks, NWPC on August 14, 2023, issued Wage Advisory No. 01, Series of 2023, reiterating the relevant provisions of the Labor Code of the Philippines, as amended, and jurisprudence on wage distortion, outlining how instances of wage distortion may be recognized, and providing suggested formulas with sample computations for addressing and correcting these distortions. In 2023, RTWPBs conducted 70 learning sessions, wage orientations, and wage clinics, benefiting 3,231 MSMEs.

NWPC-RTWPBs also consistently fostered a collaborative approach, working closely with the DOLE Regional Offices and Regional Conciliation and Mediation Boards (RCMBs) to expedite the resolution of inspection findings, respond to requests for assistance, and conduct advocacy activities related to wage distortion. The collaboration covered 32 activities, involving 1,299 firms.

Furthermore, NWPC-RTWPBs catered to walk-in clients, phone inquiries, and emails concerning wage distortion. RTWPBs provided technical assistance to 555 firms, facilitating one-on-one consultations to review salary computations and address wage distortion.

NWPC-RTWPBs commit to uphold fair and equitable wage practices among MSMEs, and to foster bipartite mechanisms as the primary approach to resolving wage distortion issues.



Tamang Kaalaman sa Kita at Kakayanan (T3K)

NWPC and RTWPBs continue to raise awareness on wage and productivity policies and programs through the Tamang Kaalaman sa Kita at Kakayanan (T3K) - a package of advocacy measures in the form of public information assistance, IEC materials dissemination, wage clinics, seminars, public fora, press conferences/briefings, media releases, radio guestings, and interviews. The information drive reached 437,079 clients nationwide with breakdown as follows:



Executive Director Maria Criselda R. Sy appeared in several media interviews about wages and productivity in the country.



	DATE	MEDIA OUTLET
1	February 04, 2023	ECOPlusTV 2.0 Amplifying Your Voice
2	February 9, 2023	UNTV News
3	June 7, 2023	Radyo Pilipinas: #OtroCinco
4	June 8, 2023	IBC-13: Tutok 13
5	June 21, 2023	92.3 Radyo 5
6	June 30, 2023	RMN DZXL 558
7	June 30, 2023	DZMM Teleradyo
8	June 30, 2023	Super Radyo DZBB: One on One: Walang Personalan
9	June 30, 2023	Signal One PH and TV
10	June 30, 2023	GMA
11	July 1, 2023	TeleRadyo Serbisyo 630khz
12	July 4, 2023	GMA7: Unang Hirit
13	July 12, 2023	Sakto, ABS-CBN
14	July 25, 2023	DWDD 1134kHz AM AFP Radio (DED Pia)
15	September 8, 2023	GTV-Balita Ko
16	September 8, 2023	A2Z
17	September 14, 2023	One Balita Pilipinas
18	October 17, 2023	DOLE sa AFP: DWDD 1134kHz AM AFP Radio
19	November 23, 2023	TV5
20	December 21, 2023	Teleradyo Serbisyo and Radyo 630

Advocacy through Social Media Management

Social media platforms have been a huge boost to expand the reach of NWPC in giving information related to wages, incomes and productivity.



The NWPC Viber community increased by 2% from 2022, with **10,995** members in 2023.



A total of **466** posts were uploaded to the NWPC Facebook page, reaching **1,203,662** followers.



The NWPC YouTube channel increased its subscribers by 25% from 490 in 2022 to 614 subscribers in 2023. A total of fifteen (15) videos were posted in 2023.



The NWPC website registered 5,459,663 visitors in 2023.

Learning Sessions on Wages and Productivity

A total of 17 NWPC learning sessions were organized and attended by 3,573 participants from 2,269 enterprises. Below were the topics covered for the Learning Sessions:

	DATE	LEARNING SESSION TOPIC
1	February 22, 2023	Sustainable Practices in Waste Management
2	March 8, 2023	Service Quality
3	March 22, 2023	Promoting Gender Equality and Social Inclusion
4	April 12, 2023	General Labor Standards/Latest DOLE Issuances
5	April 27, 2023	General Labor Standards/Latest DOLE Issuances
6	May 10, 2023	Designing and Implementing Productivity Incentive Schemes
7	May 31, 2023	Basic Lean Tools for SMEs
8	June 7, 2023	Handling Administrative Cases
9	June 21, 2023	Handling Administrative Cases
10	July 12, 2023	Productive Career Choice
11	July 19, 2023	How to Correct Wage Distortion
12	August 9, 2023	Post-Employment and Other Related Concerns
13	September 6, 2023	Guidelines on Contracting and Sub-Contracting
14	September 14, 2023	Emergency Preparedness in the Workplace
15	October 25, 2023	The Role of Mental Health in Productivity and Workers Engagement
16	November 23, 2023	Social Media Marketing
17	December 13, 2023	General Labor Standards

Research and TECHNICAL PAPERS

The following research studies/technical papers were initiated:

Benchmarking of Singapore's Progressive Wage Model

Pursuant to its mandate under Republic Act No. 6727 or the Wage Rationalization Act, the NWPC conducted a study of Singapore's Progressive Wage Model (PWM) to benchmark and explore its potential implementation in the Philippines, considering the existing regional minimum wage policy system in the country. The PWM is designed to increase the wages of workers through upgrading skills and improving productivity. Currently operational in various sectors in



Singapore, such as cleaning, security, and landscaping, the PWM has proven effective in providing clear pathways for career advancement and increased earnings for workers. The study seeks to assess the implementation of Singapore's PWM and how it can be adapted in the country in redesigning the pay scales for the construction industry by linking skills and productivity with wages.



Impact of Minimum Wage on Business Location Choice, Labor and Employment, and Overall Socio-Economic Conditions

The NWPC partnered with Dr. Laurence Anthony L. Go to study the effects of the minimum wage policy on the labor market and socioeconomic development. This research seeks to provide concrete evidence on how disparities in minimum wages influence the strategic choices of firms in terms of location references, employment, and

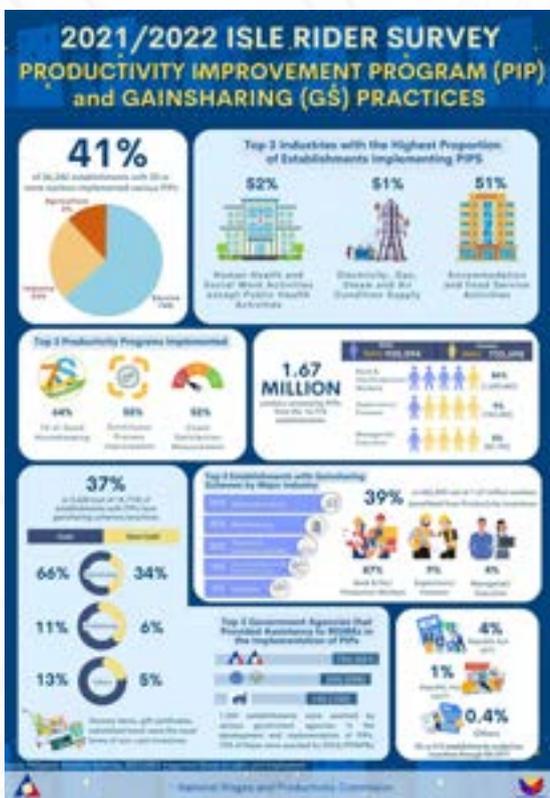
preferences, employment, and overall socioeconomic conditions along contiguous areas in the Philippines.

Updating of the Family Living Wage Framework

The NWPC remains steadfast in its commitment to enhance its minimum wage policy methodologies and frameworks to guarantee that minimum wage rates, specifically the Family Living Wage – an integral criterion in the minimum wage fixing process, accurately reflects the needs of workers and their families.

Building upon the success of collaborative efforts in 2015, the NWPC has once again engaged the expertise of Dr. Margarita Debuque-Gonzales in reviewing and updating the existing framework, aligning it with the results of the latest Family Income and Expenditure Survey conducted in 2021.

Analysis of the Results of the Survey on the PSA-ISLE Rider Survey on the 2021-2022 Productivity Practices and Gainsharing Schemes and Productivity of Work-From-Home Arrangements during the Covid-19 Pandemic



To encourage more companies to adopt productivity improvement programs and gainsharing schemes, the NWPC, in collaboration with the Philippine Statistics Authority (PSA), has included a module called "Productivity Improvement Program and Gainsharing Practices" in the Integrated Survey on Labor and Employment (ISLE).

This survey collects national data on gainsharing practices and productivity improvement. For the fourth iteration of the ISLE, the NWPC modified the survey to evaluate the effectiveness of recovery measures implemented by organizations responding to the COVID-19 pandemic. The revised module is called "Establishment and Worker Productivity During the COVID-19 Pandemic," and it collects data on productivity improvement and gainsharing practices. This module is also a significant source of data on the productivity of establishments and employees under work-from-home arrangements during the pandemic.

Amendment of Republic Act No. 6971 or the Productivity Incentives Act

NWPC is proposing a bill to amend the Productivity Incentives Act of 1990. The aim is to address the challenges that micro, small, and medium enterprises face in implementing productivity. The proposed changes will encourage enterprises to implement incentive schemes that link wages to workers' productivity. This will promote fairness and and decent work practices in the workplace. House Bill No. 6683 (Enterprise Productivity Bill) was passed on Third Reading on February 6, 2023, and transmitted to the Senate on February 7, 2023. Senate Bill No. 1333 was filed as a counterpart bill. The NWPC is coordinating with Senator Jinggoy Estrada's office to enhance the bill's provisions based on other stakeholders' position papers.



Policy and TECHNICAL ADVICE

2022 Annual Establishment Report on Wages (AERW)



Article 124 of the Labor Code in the Philippines, as amended by Republic Act No. 6727 otherwise known as the Wage Rationalization Act, mandates private enterprises to submit an annual wage report on the verified itemized listing of their labor component, specifying the names of their rank-and-file employees, including learners, apprentices and employees with disabilities hired under the terms prescribed in the employment contracts, and their corresponding salaries and wages.

In its second year of deployment, the AERW system underwent enhancements to gather additional vital information, including total employment, establishment and asset size, productivity

improvement programs (PIPs) and productivity or performance incentive schemes and practices, Barangay Micro Business Enterprises and Collective Bargaining Agreement registration, and sex-disaggregated employment data.

The improved system was deployed from March to June 2023 to cover the 2022 reporting period and received clean submissions from 21,318 establishments, covering 2,840,614 employees. This marked a 27% increase from the 2021 AERW, attributed to extensive advocacy and promotion efforts, longer reporting period, and enhanced reporting requirements for branches.

Advisory on Wage Distortion

NWPC issued Wage Advisory No. 01, Series of 2023, reiterating the relevant provisions of the Labor Code and jurisprudence on wage distortion, outlining how instances of wage distortion may be recognized, and providing suggested formulas with sample computations for addressing and correcting these distortions.

Pursuant to Article 124 of the Labor Code, wage distortion refers to a situation where an increase in prescribed wage rates result in the elimination or serve contraction of intentional quantitative differences in wage or salary rates between and among employee groups in an establishment as to effectively obliterate the distinctions embodied in such wage structure based on skills, length of service or other logical bases of differentiation.

The advisory included the elements of wage distortion as established in the case of Prubankers Association vs. Prudential Bank and Trust Co., G.R. No. 131247 and procedures to correct wage distortion for organized and unorganized firms.

It also encouraged enterprises to seek guidance and technical assistance from RTWPBs in correcting wage distortion issues.

Comments and Technical Inputs to Legislative Measures



As the technical and advisory body on wages, incomes, and productivity, the NWPC is actively involved in shaping legislation in the country.

DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma and NWPC Executive Director Maria Criselda R. Sy participated as resource persons during a public hearing with the Senate Committee on Labor and Employment on 10 May 2023 to actively contribute to important discussions concerning minimum wage issues. RTWPB Chairpersons and Board Members from all sixteen regions across the country also participated virtually in the hearing to foster informed discussions regarding minimum wage adjustments.

Moreover, the NWPC has made substantial contributions to various legislative measures and policy initiatives as follows:

-  **Senate Bill Nos. 97, 536, 583, 782, 1041, and 1441** on “Poverty Reduction through Social Entrepreneurship;”
-  **Senate Bill Nos. 458, 459, 1503, 2002, 2018, 2140, and Resolution No. 476** on Minimum Wage;
-  **House Bill Nos. 525, 1111, 3170, 3308, 4471 and 4898**, related to Minimum Wage in Private Establishments and Domestic Workers;
-  **House Bill No. 7240 and Senate Bill Nos. 1474 and 1779** on National Government Rightsizing; and
-  Proposed **amendments on the Labor Code of the Philippines.**

NETWORKING

NWPC and PALSCON



NWPC Executive Director Ma. Criselda R. Sy was invited as guest during the 401st General Membership Meeting of the Philippine Association of Legitimate Service Contractors (PALSCON) held via Zoom on July 25, 2023.

She discussed Wage Order No. NCR-24 which provides an increase of Php40, bringing the daily minimum wage in the National Capital Region (NCR) from Php570 to Php610 for the non-agriculture sector and from Php533 to Php573 for the agriculture sector, service, and retail establishments employing 15 or less workers, and manufacturing establishments regularly employing less than 10 workers.

Wage Order No. NCR-24 was published in a newspaper of general circulation on June 30, 2023 and took effect on July 16, 2023.

Executive Director Sy concluded her presentation by discussing the NWPC productivity programs and advocacy, particularly the Productivity Toolbox, which provides training and technical assistance to help workers and enterprises become more productive and competitive.

“Since one of our mandates is to strengthen the nexus of wages and productivity, we also provide productivity training programs among enterprises,” she said.

RTWPB and RMSMED Council



The Regional Micro Small and Medium Enterprise Development Council (RMSMED) in Region XII passed a resolution enjoining all MSMEs to avail of the productivity training programs and technical assistance offered by RTWPB-XII.

Passed during the 3rd Quarter Meeting of RMSMED Council, the said resolution encourages all regional, provincial and city MSME councils to partner with RTWPB-XII in providing productivity trainings to all MSMEs.

RTWPB-XII Vice Chairperson and DTI OIC-Regional Director Flora D. Gabunales, chairperson of the RMSMED Council, said that she directed all DTI Provincial Directors, who serve as chairpersons of the Provincial MSME Councils, to disseminate the information to their members. She also directed them to coordinate with RTWPB-XII for the rules of engagement on the provision of productivity training and technical assistance.

RTWPB and DTI

RTWPB-II joined forces with DTI Region II and DOLE Cagayan Field Office to improve the competitiveness and productivity of MSMEs in the region through a two-day online training on Costing and Pricing and Service Quality on February 15-16, 2023.

RTWPB-II is committed to supporting the MSMEs in the region by providing them with relevant and practical training programs. DTI Region II and DOLE Region II, through RTWPB-II, expressed their commitment to continue providing productivity training programs to help MSMEs fully recover from the impact of the pandemic.



RTWPB and LGU



RTWPB-IVB, in collaboration with the Puerto Galera Tourism Office, conducted a "Service Quality Training" on February 22, 2023, in Puerto Galera, Oriental Mindoro.

The training was designed to enhance the skills and knowledge of service providers in the hospitality industry to meet the demands of local and foreign tourists.

Commission AT WORK

Review of Wage Orders and Appeals on WO/Exemption of Applicants

In 2023, the Commission convened 14 meetings and affirmed 15 wage orders that provided for minimum wage increases for workers in the private sector and 12 wage orders for minimum wage increases for domestic workers. Additionally, the Commission ruled on two (2) appeals from wage orders.

2023 Productivity Olympics

The Commission on February 16, 2023 approved the criteria, mechanics, selection process, timelines, awards, honoraria, and all other amounts projected to be incurred in the conduct of the 2023 Productivity Olympics (PO) following thorough discussion and evaluation of the proposals presented by the Secretariat.

On October 19, 2023, the Commission attended the PO awarding ceremony, the first in-person awarding ceremony after the COVID-19 pandemic. The PO awarding ceremony coincided with the celebration of the Productivity and Quality Month.

In 2023, a total of 152 MSMEs were selected as regional winners from the 16 Regional Tripartite Wages and Productivity Boards (RTWPBs) after the regional screening process. The Commission endorsed 72 of these regional winners to the National Screening Committees that evaluated the nominees based on the 2023 PO criteria on August 30, 2023. On September 14, 2023, out of the 30 nationalist finalists, the National Judging Panels selected 9 national winners and conferred special citations for Gawad Inklusibo and Gawad Luntian. 2023

Basic Course on Labor Economics



The Commission on March 3, 2023 issued Administrative Order No. 63 announcing the conduct of the Basic Course on Labor Economics to enhance appreciation and understanding of basic labor economic concepts in relation to DOLE's mandate in the areas of wages, productivity, social protection, and other labor market outcomes.

The Commission approved the conduct of the Basic Course on Labor Economics in 2022.

Good GOVERNANCE

Annual Planning Exercises



NWPC participated in the 2023 DOLE Annual Planning Exercise presided by Secretary Bienvenido E. Laguesma on 02-03 February 2023 in Diliman, Quezon City.

Highlights of the activity included the presentation of DOLE priorities and targets for 2023 and the cluster and convergence action plans.

In his message, Secretary Laguesma expressed his hope for the achievement of “inclusive growth, reduction of poverty incidence to single digit, and sustainable economy for the betterment of Filipino people” through collective efforts.

He directed the DOLE senior officials to work and monitor the targets in relation to increased income per capita toward full and living productive wage and remunerative work, effective use of the regional minimum wage mechanism and improved labor and enterprise productivity.

Presented during the activity were the 2022 Accomplishments and Targets of the Planning Service, Bureau of Labor Relations, National Labor Relations Commission, National Conciliation and Mediation Board, Institute for Labor Studies and National Wages and Productivity Commission.

The offices also presented their respective 2023 Action Plan and Multi-Year Plan Targets.

NWPC Executive Director Maria Criselda R. Sy presented the NWPC 2023 plans and targets for minimum wage regulatory program, enterprise productivity improvement program, and advocacy program focusing on wages, income and productivity improvement.

Usec. Bitonio, who sits as NWPC Chairperson-Designate, emphasized the need for the Commission to review and identify actions that needed support from workers and employers and revisit the strategies that will further strengthen the direction that the NWPC is going.

ISO Certification

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.

The audit involved selected processes from the NWPC Central Office and RTWPBs in NCR, Calabarzon, Western Visayas, Northern Mindanao, and Soccsksargen.

In its audit report, TÜV Rheinland indicated commendations such as the initiative to improve the services through the development of five new modules and upgrading of seven existing modules for the Productivity Improvement Program; development of four new e-Learning modules; increase in social media follows to 1.192 million; creation of NWPC's Facebook chat box Produkti-Bot for immediate response to inquiries; and online capability for the Annual Establishment Report on Wages.

The audit was conducted to determine the effectiveness of the management system to ensure that the organization can reasonably expect to achieve its specified objectives.

E-NGAs and E-budget System Inclusiveness Award

The NWPC bagged the "eNGAS and eBudget System Inclusiveness Award" by the Government Financial Management Innovators Circle (GFMIC), Inc.

NWPC Executive Director Maria Criselda R. Sy received the award during the second day of the Joint 14th Annual National Convention and 2023 Membership Conference in Tagaytay City from August 22 to 25, 2023.



In her speech, Executive Director Sy emphasized the gains and challenges in the implementation of the eNGAS and eBudget System in the NWPC. She said that both systems greatly influenced the quality of the financial reports and the overall financial management of NWPC.

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

The NWPC also won the same award in June 2019 when it used to be called the Gallantry Award.

The Joint 14th Annual National Convention and 2023 Membership Conference, with the theme "Advocating Green and Sustainable Public Financial Management Reforms," focuses on promoting sustainable practices within public financial management.

The event brings together leaders, experts, and practitioners from various government agencies to share insights, exchange best practices, and foster innovation in financial management.

GFMIC, which started in 2006, is an association of government financial management professionals who utilized information and communications technology as a tool for productivity, transparency and accountability.

DOLE GAWAD LIO 2023

The NWPC bagged two awards during the awarding ceremony on the first day of the "Communication Planning and Multimedia Production Training for Labor Information Officers" in Tagaytay City on May 23 to 26, 2023.

The NWPC received a plaque and certificate for being one of the recipients of 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, Twitter, YouTube, and Viber.



Gawad is short for Gantimpala sa Adbokasiyang Wasto at Angkop ng DOLE Labor Information Officers.

The NWPC also received a gold award certificate in recognition of its commendable implementation of the DOLE Communication Program for fiscal year 2022.

Among the most notable aspects of the NWPC's Communication Program are the Learning Sessions (LS), an advocacy initiative that aims to apprise workers, business enterprises, and human resource (HR) practitioners of recent labor issuances, labor standards, and trends in business practices affecting wages and productivity among others.

FOI Certificate of Compliance



The NWPC received a certificate from the Presidential Communications Office (PCO) for being "fully-compliant" with Freedom of Information (FOI) program requirements in 2022.

The FOI program is being enforced in all government agencies and public institutions based on the constitutional right to information as stated in Section 28, Article II of the 1987 Constitution on the "state policy to full public disclosure of all its transactions," except for sensitive information and matters affecting national security.

It aims to provide public access to records while safeguarding public interest and individual privacy rights. The FOI program requirements are provided under Executive Order No. 2, series of 2016.

PRIME-HRM Bronze Award



The RTWPB-XII has received the Bronze Award in the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) from the Civil Service Commission (CSC).

CSC Regional Office XII Regional Director Grace Saqueton lauded RTWPB-XII for being the first among the RTWPBs to have been conferred the PRIME-HRM (Maturity Level II) Bronze Award on November 8, 2023.

The PRIME-HRM Bronze Award shows that the agency has met the PRIME-HRM Level II maturity indicators in systems, practices, and competencies of the following HRM areas: recruitment, selection, and placement; learning and development; performance management; and rewards and recognition.

Having been conferred the PRIME-HRM Bronze Award, RTWPB-XII will be granted a 20% discount for the HRM Officer or one agency representative in trainings/conferences conducted by the Civil Service Institute; exclusive membership to community of learners who shall have access to digital learning resources and other developmental opportunities subject to the guidelines to be issued by the CSC; announcement of the agency's programs/projects bureaucracy-wide through CSC website; and such other benefits that the CSC may approve in the future.

Employee Engagement

The NWPC held its Team Building Exercise and Gender and Development Seminar in Baler, Aurora on May 23-25, 2023 as part of its employee engagement and capacity building program.

The highlight of the activity was a briefing on Republic Act No. 11313 Safe Spaces Act (Bawal Bastos Law) and the DOLE Safe Spaces System (DSSS).

Gender and Development



NWPC organized a free Learning Session on Gender Equality and Social Inclusion (GESI) on March 22, 2023, via Zoom video conferencing.

Connected Women program manager Ms. Liezl Dunuan was invited as resource person. She said that gender inclusivity would lead to positive effects for businesses because it would also mean a wider talent pool and different points of view and approaches. She said a more gender-inclusive workplace starts within an organization.

The NWPC Learning Sessions are advocacy initiatives to apprise workers, business enterprises, and HR practitioners of recent labor and employment issuances, labor standards, and trends in business practices affecting wages and productivity.



On March 2023, a Juana Watercooler Event was organized in celebration of Women's Month. Topics discussed include expectations of women and their roles in the family, community, and office. Also discussed were statistics of women representation within the NWPC family.

Staff Development

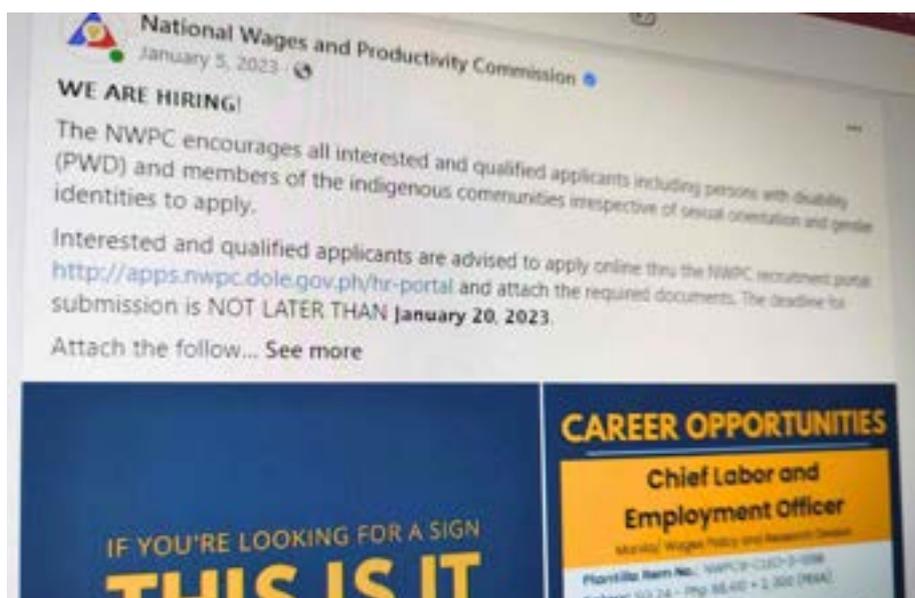


Several capacity-building programs were implemented in 2023 to enhance the knowledge and skills of NWPC and RTWPB officers and staff on the Commission's twin mandate namely minimum wage setting and productivity improvement.

Service Quality Improvement Program for NWPC Employees

NWPC organized a Service Quality Training for its employees, including job order janitors and security guards as well as Government Internship Program (GIP) beneficiaries. They were required to develop action plans on how to improve existing services rendered to both internal and external clients.

Recruitment, Selection, and Placement



The NWPC Human Resource Management conducted an orientation on recruitment, selection and placement on newly-promoted and newly-hired employees. The orientation focused on the processes of recruitment and selection for government employees.

Hiring and Promotion

In 2023, the NWPC promoted 22 personnel (10 in Central Office and 12 in RTWPBs) while a total of 19 new talents joined the organization (10 in Central Office and 9 in RTWPBs).

CENTRAL OFFICE	NAME	POSITION/OFFICE	NEW HIRE	PROMOTED
			Effectivity Date	Effectivity Date
1	Guerrero, Dennis Medina (Atty.)	Director II (TS)	Feb. 1, 2023	
2	Bulan, Clyde Macadangdang	Admin. Aide III (Driver I) (AD)	Feb. 6, 2023	
3	Lapiz, John Christopher Padilla	Supervising LEO (WPRD)	Mar. 1, 2023	
4	Parrocha, Azer Nepomuceno	AO V (PID)	Apr. 11, 2023	
5	Guro, Aslima A.	AA I (AD)	May 4, 2023	
6	Romano, Kristine Joy D.	AA I (OD-PRS)	May 30, 2023	
7	Laxa, Jose Mari A.	AA I (AD)	June 21, 2023	
8	Espinass, Queen Therese D. (Atty.)	Chief LEO (WPRD)	June 26, 2023	
9	Suarez, Juan Nico N.	LEO I (RALD)	July 3, 2023	
10	Villamangca, Divine Christian C.	LEO II (RALD)	July 3, 2023	
11	Sabate, Faye Marie Martinez (Atty.)	Chief LEO (TTSD)		Feb. 6, 2023
12	Amores, Terence Joy Orito	AO V (HRMO III) (AD)		Mar. 9, 2023
13	Resurreccion, Kristoffer Robin Sacapano	AO V (Records Officer III)		Mar. 9, 2023
14	Villano, Reinalyn Diaz	AA II (FMD)		May 3, 2023
15	Vitalicio, Rita Salve Cordenete	LEO I (PPRD)		May 4, 2023
16	De Jesus, Pia Charmane O.	DED IV		June 26, 2023
17	Rubite, John Rowen Sermenon	LEO III (TTSD)		June 30, 2023
18	Yodico, Donnabeth Dimapilis	Supervising LEO (PPRD)		Aug. 2, 2023
19	Itutud, Ran Robert Valenzona	AO IV (Info Officer II) (PID)		Aug. 15, 2023
20	Endencia, Joan Angelica Oloya	SRLEO (PPRD)		Dec. 1, 2023

RTWPB	NAME	POSITION/ OFFICE	NEW HIRE	PROMOTED
			Effectivity Date	Effectivity Date
1	Adonis, Vincent Adrian B.	Admin. Asst. I (RB NCR)	Jan. 20, 2023	
2	Autida, Paolo Luigi P.	Admin. Asst. I (RB 13)	Feb. 13, 2023	
3	Torres, Roberto Pizon	Sr. LEO (RB 3)	Feb. 16, 2023	
4	Andayog, Karen Gomez	Sr. LEO (RB 5)	Feb. 16, 2023	
5	Gonzales, Gracie Mae Sueno	Admin. Asst. I (RB 12)	Mar. 1, 2023	
6	Col-long, Ruther John Bacani	Supervising LEO (RB 4B)	Aug. 1, 2023	
7	Tolentino, Roland Carlo B.	ITO I (RB 3)	Dec. 14, 2023	
8	Narag, John Mark A.	AA 1 (RB 2)	Sep. 13, 2023	
9	Mapanao, Fredilyn B.	AA 1 (RB 1)	Dec. 28, 2023	
10	Dugando, Christine Billones	LEO III (RB 12)		Jan. 3, 2023
11	Deocareza, Lougelyn Guzman	AA III (RB 12)		Jan. 16, 2023
12	Viernes, Carlina Joy Narag	LEO III (RB 2)		Jan. 16, 2023
13	Arañez, Cecilia Cañar	LEO III (RB 10)		Feb. 1, 2023
14	Battung, Darlo Estavillo	AA III (RB 2)		Feb. 16, 2023
15	Granada, Miraflor P.	Sr. LEO (RB 13)		Feb. 17, 2023
16	Boyleley, Israel P.	Sr. LEO (CAR)		Mar. 1, 2023
17	Mendoza-Balane, Evita Gitgano	Board Secretary VI (RB 7)		July 25, 2023
18	Carboro-Pantaleon, Grace Lyn G.	Board Secretary VI (RB 4B)		Aug. 24, 2023
19	Danlag, Sheryl Mae R.	LEO II (RB 11)		Aug. 25, 2023
20	Balaga, Christina H.	LEO II (RB 11)		Aug. 25, 2023
21	De La Torre, Misfah Lyn T.	LEO 3 (RB 6)		Dec. 21, 2023

DIRECTORY

NATIONAL WAGES AND PRODUCTIVITY COMMISSION

2nd and 3rd Floor DY International Building, San Marcelino cor.
General Malvar Streets, Malate, Manila
Tel. No.: 8527-8013
Email: pid@produktiboatsahod.on.microsoft.com

RTWPB – NCR

Board Secretary Kim S. Lagcao

2nd Floor DY International Building, San Marcelino
cor. Gen. Malvar Streets. Malate, Manila
Tel. No.: 8-527-5155
Email: rb.ncr@nwpc.dole.gov.ph

RTWPB – CAR

OIC-Board Secretary Jo-ann M. Borja

Rm 411, Extension Building, Lyman Ogilby Centrum
358 Magsaysay Avenue, Baguio City 2600
Tel. No.: (074) 4243416
Email: rbcar@nwpc.dole.gov.ph

RTWPB - I

Board Secretary Romina E. Boado-Cabrillos

Rm 202-203, Juanita Commercial Building,
Quezon Avenue, San Fernando City, La Union
Tel. No.: (072) 619-7549 Mobile No.: 09765617754
Email: rb1@nwpc.dole.gov.ph

RTWPB - II

Board Secretary Heidelwina M. Tarrosa

1F & 2F JC Lasam Villrose Bldg., 10A Arellano Extension,
Ugac Sur, Tuguegarao City, Cagayan 3500
Tel. No.: (078) 8441553 Telefax: (078) 8440956
Email: rb2@nwpc.dole.gov.ph

RTWPB - III

OIC-Board Secretary Kenneth D. Liza

2nd Floor Kingspire Business Center, Km 71 McArthur Highway,
Brgy. San Isidro, City of San Fernando, Pampanga
Tel./Fax (045) 649 1048, 0918-253-7930
Email: rb3@nwpc.dole.gov.ph

RTWPB - CALABARZON

Board Secretary Rio Ariel A. Soriano

3rd Flr. Milan Prestige Bldg. National Highway, Brgy. Halang
Calamba City, Laguna
Telefax: (049) 5455511; (049) 8344030
Email: rb4a@nwpc.dole.gov.ph

RTWPB - MIMAROPA

Board Secretary Grace Lyn G. Carboro-Pantaleon

4th Floor ETVR Building Roxas Drive., Brgy. Santo Niño., Calapan
City. Oriental Mindoro. 5200
Tel. No.: (043) 288-6325
Email Address: rb4b@nwpc.dole.gov.ph

RTWPB - V

Board Secretary Francia N. Ocmer

ANST Bldg., Washington Drive,
Legaspi City
Tel. No.: (052) 742-4172
Email Address: rb5@nwpc.dole.gov.ph

RTWPB - VI

OIC-Board Secretary Mark Vernon C. Dioquino

Rm. 30, 3/F Doña Maria Bldg. La Castilla, cor. EL 98 Sts.
Jaro, Iloilo City
Telefax: (033) 320-5864/329-0880
Email: rb6@nwpc.dole.gov.ph

RTWPB - VII

Board Secretary Evita G. Mendoza-Balane

6/F DOLE VII Bldg., Gorordo Avenue, Kamputhaw
Cebu City, 6000
Tel No.: (032) 266 8068 Mobile No.: 0992 855 4581
Email: rb7@nwpc.dole.gov.ph

RTWPB - VIII

Board Secretary Reynaldo Soliveres

DOLE Compound., Trece Martires St.,
Tacloban City, 6500
Tel. No.: (053)832-2978
Email: rb8@nwpc.dole.gov.ph

RTWPB - IX

Board Secretary Joel M. Ijirani

Compartment 2-F, H.C. Marketing Bldg., Gov. Camins Avenue,
Zamboanga City
Tel. No.: (062) 991-2672
Email: rb9@nwpc.dole.gov.ph

RTWPB - X

Board Secretary Ma. Vergel B. Walag

2nd Floor, Trinidad Building, Corrales-Yacapin Streets, Cagayan
de Oro City
Tel. No.: (088) 856-4517 Mobile No.: 0917 793 6825
Email: rb10@nwpc.dole.gov.ph

RTWPB - XI

Board Secretary Ruby A. Badilles

Upper Ground Floor, Parking Building, Bormaheco Compound,
J.P. Laurel Avenue, Bajada, Davao City.
Tel. No.: (082) 2224652 Telefax: (082) 2242027
Email: rb11@nwpc.dole.gov.ph

RTWPB - XII

OIC-Board Secretary Eva Karla H. Lacambra

Marjoses Building II, Jesse M. Robredo Avenue,
Purok Pag-ibig, Brgy. Zone III, Koronadal City
Tel. No.: (083) 520-0129
Email: rb12@nwpc.dole.gov.ph

RTWPB - CARAGA

Board Secretary Earl D. Dela Victoria

Nimfa Tiu Bldg. No.4 J.P. Rosales Ave. Butuan City,
Agusan del Norte
Tel/Fax. No.: (085) 815-6405
Email: rb13@nwpc.dole.gov.ph

THE NWPC OFFICIALS

The Directors



Maria Criselda R. Sy
Executive Director IV



Elvira P. Jota
OIC - Deputy Executive Director



Pia Charmane O. De Jesus
Deputy Executive Director



Jerome P. Yanson
OIC - Director II Technical Service



Editha M. Saus
OIC - Director II, Management and Support Service



Atty. Grace N. Mana-ay-Badilla
OIC - Director II, Policy and Research Service

The Division Chiefs



Atty. Queen Therese D. Espinas
Wages Policy and Research Division*



Maria Corazon P. Caritativo
Productivity Policy and Research Division



Atty. Faye Marie M. Sabate
OIC - Review Appeals and Legal Division



Amelia C. Kakazu
OIC - Training and Technical Services Division



Lourdes M. Secillano
Planning and Information Division



Francisca Guña
OIC - Financial and Management Division



Nelson C. Lerios
Administrative Division

*Donnabeth D. Yodico was Officer-in-Charge of the Wages Policy and Research Division from January-May 2023.

THE COMMISSION



Atty. Bienvenido E. Laguesma
Chairperson
Secretary, Department of Labor and Employment



Atty. Benedicto Ernesto R. Bitonio Jr.
Chairperson-Designate
Undersecretary, Department of Labor and Employment



Rosemarie G. Edillon
Vice Chairperson-Designate
Undersecretary, National Economic and
Development Authority



Rafaelita M. Aldaba, Ph.D.
Observer
Undersecretary, Department of Trade and Industry



Lucila Castillo Tarriela
Employers' Representative
Employers Confederation of the Philippines



Milagros C. Ogalinda
Workers' Representative
National Trade Union Center of the Philippines



Atty. Ranulfo P. Payos
Employers' Representative
Employers Confederation of the Philippines



Maria Criselda R. Sy
Member
Executive Director IV
National Wages and Productivity Commission



Arturo A. Basea
Workers' Representative
Trade Union Congress of the Philippines



National Wages and Productivity Commission

Department of Labor and Employment

 8527-8013

 info@nwpc.dole.gov.ph

 www.nwpc.dole.gov.ph