

RTWPBs II, III, IV-A, VII, XII APPROVE MINIMUM WAGE INCREASES



RTWPBs II, III, IV-A, VII and XII conduct wage deliberations for minimum wage adjustments for workers in private establishments and kasambahays.

Over 2.1 million minimum wage earners in private establishments in Regions II (Cagayan Valley), III (Central Luzon), IV-A (CALABARZON), VII (Central Visayas) and XII (SOCCSKSARGEN) benefit from the minimum wage increases approved in September by the Regional Tripartite Wages and Productivity Boards (RTWPBs).

This will indirectly benefit around 4.4 million full-time wage and salary workers earning above the minimum wage as a result of upward adjustments at the enterprise level, arising from the correction of wage distortion.

RTWPB-II (CAGAYAN VALLEY)

In Cagayan Valley, the RTWPB-II granted a P30 daily minimum wage increase across all sectors. This brings the daily minimum wages from P450 to P480 for the non-agriculture sector, and from P430 to P460 for the agriculture sector.

The RTWPB-II also approved a P500-monthly increase for kasambahays in all cities and municipalities in the region, bringing the sector's monthly minimum wage to P6,000.

New monthly minimum wage rates under Wage Order No. RTWPB 2-22 and WO No. 02-DW-05 shall take effect on 17 October 2024.

RTWPB-III (CENTRAL LUZON)

In Central Luzon, the approved increase of RTWPB-III

amounting to P50-P66 brings the daily minimum wage rates in the region to a range of P500-P550 in the non-agriculture sector; P485-P520 in the agriculture sector; and P435-540 in retail and service establishments.

The RTWPB-III simplified its wage structure to the main sector/industry classifications of non-agriculture, agriculture, and retail and service.

New minimum wage rates under W.O. No. RBIII-24 shall take effect on 17 October 2024.

RTWPB-IV-A (CALABARZON)

In CALABARZON, the RTWPB IV-A approved a minimum wage adjustment ranging from P12 to P75 per day. The increase brings the daily minimum wages to P450-P560 in the non-agriculture sector; P425-P500 in the agriculture sector; and P425 in retail and service establishments employing not more than 10 workers upon full implementation of all tranches.

The RTWPB IV-A recategorized the grouping of areas on the basis of the income classification of local government units and simplified the wage structure into the agriculture and non-agriculture sectors and retail establishments employing not more than 10 workers.

The new wage increase in Region IV-A under Wage Order No. IVA-21 took effect on 30 September 2024, or after five days from the anniversary date of the previous regional wage increase.

Productivity Olympics winners in CARAGA to receive P2.7 million assistance from DOLE-AMP



DOLE officials and seven Productivity Olympics winners from CARAGA sign a memorandum of agreement on DOLE Adjustment Measures Program.

Seven Productivity Olympics winners from CARAGA will receive a total of P2.7 million financial assistance under the DOLE Adjustment Measures Program (DOLE-AMP) to aid them in improving their business operations and workers' skills.

On 09 September 2024 in Butuan City, a memorandum of agreement (MOA) was signed between the Department of Labor and Employment Region 13 and the following micro, small and medium enterprises (MSMEs): Citrus Hill Plantation; Amparitas Integrated Farm; Trento Hillview Inn; Mangagoy Farmers Fisherfolks and Community Multi-Purpose Cooperative (MAFFISCO-MPC); Surigao del Sur I Electric Cooperative (SURSECO-I); Tabon Secondary Teachers and Employees Cooperative (TASETEMCO); and Southway Colleges of Technology (SOCOTECH).

Present during the MOA signing were DOLE Undersecretary Felipe N. Egargo Jr., DOLE Assistant Secretary Lennard Constantine C. Serrano, and Labor Arbiter Maria Consuelo S. Bacay of the Bureau of Labor

Relations, together with members of RTWPB-XIII chaired by DOLE Regional Director Joffrey M. Suyao.

The seven MSMEs were endorsed by the RTWPB-XIII, through Board Secretary Earl D. dela Victoria, to DOLE Region 13 to receive a total grant of Php 2,795,684. They underwent a process of document review and ocular inspection to qualify for the DOLE-AMP assistance.

The DOLE-AMP was established through DOLE Department Order No. 241 series of 2024. The program is designed to enhance the productivity of MSMEs, support the welfare of their workers, and reduce and mitigate their vulnerability against economic disruptions. It is also part of DOLE's commitment towards fostering regional economic growth and enhancing worker competencies in all regions.

According to the DOLE Region 13, the program's pilot phase is expected to set a precedent for its future expansion, leading to more enterprises benefitting from similar support.

NWPC donates books to QC Public Library



NWPC officials and employees donate books to the Quezon City Public Library.

The NWPC, represented by Ms. Pia Charmane De Jesus, Deputy Executive Director IV, turned over select reading materials and reference books to the Quezon City Public Library on 12 September 2024.

Books that were donated to the QC Public Library include those accumulated by NWPC that are already with multiple or digital copies, and those published later than 1990.

The Quezon City Public Library extended its gratitude to the NWPC for its generosity. In a Facebook post, the Quezon City Library says NWPC's contribution will support their efforts in promoting literacy and in increasing valuable resources for the community.

The disposal of books and other references is an initiative of the Planning and Information Division (PID) in cooperation with the Supply Unit of the Administrative Division to improve its collection and repurpose the old collection.

PID is responsible for facilitating the library, including the accounting and management of its collections.

RTWPB-V welcomes new chairperson



The RTWPB-V welcomes new DOLE Chairperson Regional Director Imelda F. Gatinao.

The RTWPB-V welcomed DOLE Regional Director Imelda F. Gatinao as its new Chairperson in a turnover ceremony on 20 September 2024 in Masbate City.

Regional Director Gatinao expressed her commitment to continuing the board's mission of promoting fair labor practices and enhancing productivity across the region.

"I am honored to take on this role and look forward to collaborating with all stakeholders to ensure that the voices of workers and employers are heard. Together, we will work towards fostering a more equitable and productive working environment in Bicol," Regional Director Gatinao said.

Meanwhile, former OIC Romanillos reflected on her tenure, saying that it has been a privilege to serve RTWPB-V.

"I am proud of the progress we've made. I trust that RD Gatinao will lead RTWPB V with integrity and dedication, continuing our efforts to uplift the working conditions of all employees in the region," former OIC Romanillos said.

Wage Consultation

Following the turnover rites, RTWPB Bicol conducted a wage consultation for private sector workers and kasambahay in the province of Masbate to gather insights and feedback from various stakeholders, including workers, employers, and representatives from labor organizations.

The forum provided an essential platform for discussing current wage issues, improving working conditions, and addressing the needs of the local workforce.

The event was well-attended, reflecting the active participation of the stakeholders in shaping wage policies and promoting fair labor standards.

RTWPB-I conducts information drive on minimum wage adjustment

In synch with the consultations, RTWPB-I kicked off its information drive on Republic Act (RA) No. 6727 or the Wage Rationalization Act in a radio interview on 08 September 2024.

During the interview, Atty. Romina Boado-Cabrillos, Board Secretary VI of RTWPB I and Atty. Judi Khenn Faustino Mojica, Attorney IV, discussed the issues and concerns regarding wages.

The episode revolved around the wage determination process, particularly in light of the economic challenges and rising living costs.

They also discussed the criteria and factors that RTWPBs must consider before issuing a wage order.

Board Secretary Boado-Cabrillos also reminded listeners of the penalties provided in the law for any person, corporation, trust, firm, partnership, association or entity which refuses or fails to pay any of the prescribed increases or adjustments in the wage rates.

Violators will be punished by a fine not less than P25,000 nor more than P100,000 or imprisonment of not less than two years nor more than four years, or both such fine and imprisonment at the discretion of the court.

RTWPB-I held its public hearing on 31 September 2024 in San Fernando, La Union after holding three consultations in August.

Second tranche of P38-wage increase in Davao takes effect

The second tranche of wage adjustment granting an increase of P19.00 to minimum wage earners in Region XI (Davao), under Wage Order No. RB XI-22, took effect on 01 September 2024.

The increase brought the minimum wage of the non-agricultural workers to P481, and to P476 for agricultural workers.

The RTWPB-XI issued Wage Order No. RB XI-22 on 13 February 2024 granting a P38-increase to minimum wage earners in agricultural and non-agricultural sectors in the region. The grant of P38-increase was divided into two tranches.

The first tranche took effect upon the effectivity of the said Wage Order on 06 March 2024, bringing the minimum wage of the non-agricultural workers to P462, and P457 for the agricultural workers.

The implementation of Wage Order No. RB XI-22 directly benefits 132,347 minimum wage earners in Davao. About 316,558 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.

RTWPB-IX, RCMB-IX, and DOLE-IX conduct DOLE-AMP Orientation and Productivity Workshop



RTWPB-IX, RCMB-IX, and DOLE-IX gather 50 MSME representatives for orientation on DOLE Adjustment Measures Program for workers and enterprises.

The RTWPB-IX, the Regional Conciliation and Mediation Branch-IX and Department of Labor and Employment-IX jointly conducted productivity workshops and an orientation on the DOLE Adjustment Measures Program for Workers and Enterprises (DOLE-AMP) on 18 September 2024 in Zamboanga City.

More than 50 representatives from micro, small, and medium enterprises (MSMEs) were oriented on DOLE-AMP program, and on Employee Engagement and Communication in the Workplace to enhance the competency and productivity of the workers. Among the participants were Productivity Olympics' regional winners and Productivity Toolbox beneficiaries.

The DOLE-AMP aims to rehabilitate, restructure or enhance the transformative capacity of the enterprises by improving the skills and competencies of their workers and employees. The program has targeted interventions and support mechanisms, including monetary grants ranging from P500,000 to P1,500,000 per enterprise. In line with the DOLE Department Order No. 241-2024, the DOLE-IX is set to roll-out the implementation of the DOLE-AMP for workers and enterprises.

DOLE-IX OIC Asst. Regional Director Engr. Wesley D. Tan led the orientation on the DOLE-AMP, Ms. Brenda M. Quintas from RTWPB-IX conducted the productivity training on employee engagement, and RCMB-IX Regional Director Oliver C. Jao facilitated the workshop on Communication in the Workplace.

FROM FRONT PAGE (RTWPBs II, III, IV-A, VII, XII...)

RTWPB-VII (CENTRAL VISAYAS)

In Central Visayas, the RTWPB-VII kept its area-based classifications of Classes A, B, and C, but each class now has a single wage rate for both agriculture and non-agriculture sectors. The Board approved a wage increase ranging from P33 to P43 per day. This increase brings the daily minimum wages from P458-P468 to P501 for Class A; P425-P430 to P463 for Class B; and P415-P420 to P453 for Class C.

The new wage order under Wage Order No. ROVII-25 shall take effect on 02 October 2024, the day immediately following the anniversary date of the previous regional wage order.

RTWPB-XII (SOCCSKSARGEN)

In SOCCSKSARGEN, the increase amounting to P27-P48 brings the daily minimum wages in the region to P430 in the non-agriculture sector including retail and service establishments, and P410 in the agriculture sector.

New minimum wage rates under Wage Order No. RB

XII-24 shall take effect on 17 October 2024.

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

The increases considered the various wage determination criteria provided under Republic Act No. 6727 or the Wage Rationalization Act. The RTWPBs, comprised of representatives from the government, management, and labor sectors, likewise conducted consultations and public hearings in their respective regions as part of the minimum wage determination process.

The concerned RTWPBs shall undertake information campaigns to ensure compliance and provide assistance to enterprises in correcting possible wage distortions. Exemption applications and further clarifications on the wage order may also be coursed through the respective RTWPB.

RTWPB-XII receives bronze at CSC PRIME-HRM



The RTWPB-XII receives the bronze award for the Civil Service Commission – Regional Office XII Program to Institutionalize Meritocracy and Excellence in Human Resource Management.

The RTWPB-XII received the bronze award at the Civil Service Commission – Regional Office XII Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM).

Civil Service Commission (CSC) Commissioner Atty. Aileen Lourdes Lizada presented the award to RTWPB-XII during the PRIME-HRM Awarding Ceremony on 20 September 2024 in Koronadal City.

The PRIME-HRM Award System celebrates and recognizes excellence in human resource management systems, practices and competencies of government agencies in four core human resource management areas:

recruitment, selection and placement, performance management, learning and development, and rewards and recognition.

RTWPB XII's recognition underlines their outstanding efforts in fostering a culture of meritocracy and excellence in human resource management, ensuring that the organization continues to deliver quality service for the people of Region XII.

Commissioner Lizada, in her message, emphasized the importance of integrity, professionalism, and innovation in achieving workforce development and productivity in government agencies.

NWPC celebrates Family Day



The NWPC and RTWPB officers and employees celebrate Family Week through games, activities, and salu-salo.

NWPC and RTWPB officers and employees celebrated this year's Family Week through film-showing, games, gift-giving and family quality time.

The National Family Week, celebrated every last week of September, is in accordance with Proclamation No. 60 s. 1992 which declared the last week of September of every year as Family Week. Coinciding the National Family Week is the "Kainang Pamilya Mahalaga" Day, celebrated every fourth Monday of September, per Proclamation No. 326 (s. 2012), suspends the work in the executive branch of the government starting 3:00 PM to afford them to celebrate at

home, except for those delivering health, emergency, and other vital services.

The NWPC, in partnership with the NWPC-Employees Association, organized a simple salu-salo at the NWPC Conference Room on 25 September 2024. Employees were also encouraged to bring their children with them.

This event was also anchored on the 124th Anniversary of the Civil Service Commission and part of the NWPC Employee Engagement Program.

NWPC, ILO discuss wage policies in ASEAN



NWPC officials (right) and the ILO delegation (left) discuss minimum wage levels and adjustments in ASEAN during a technical meeting in Intramuros, Manila.

The NWPC and the International Labour Organization (ILO) convened a technical meeting on wages on 10 September 2024, at the DOLE building in Intramuros, Manila.

Mr. Xavier Estupinan, ILO Wage Specialist, discussed minimum wage levels and adjustments across ASEAN countries from 2015 onwards, providing valuable insights on how the Philippines' minimum wage policies stand in relation with its regional counterparts and laying the groundwork for potential improvements in wage policy formulation.

The technical meeting also addressed the proposed Tripartite Information Session on Living Wages, a follow-up to the February 2024 Meeting of Experts on Wage Policies attended by Undersecretary Benedicto Ernesto R. Bitonio,

Jr. and Executive Director Maria Criselda R. Sy at the ILO Headquarters in Geneva.

This session aims to enhance the understanding of all RTWPBs and their Secretariat on the wage policy, its key principles, and the living wage concept.

The ILO delegation included Mr. Khalid Hassan, Country Director for the Philippines; Mr. Xavier Estupinan, Wage Specialist; Mr. Ravindra Samithadasa, Workers' Activities Specialist; and Ms. Ma. Concepcion Sardaña, Senior Programme Officer. The DOLE delegation was led by Undersecretary Bitonio as NWPC Chairperson-Designate, and included Assistant Secretary Amuerfina Reyes, Deputy Executive Director Pia Charmane De Jesus, Director Grace Mana-ay Badilla, Chief Queen Therese Espinas, and Ms. Donnabeth Yodico of the NWPC.

MINIMUM WAGE RATES as of September 30, 2024		
Region	Wage Order	Highest Rate
NCR	NCR-25	P645
CAR	CAR-22	P450
Region I	RI-1-22	P435
Region II	RTWPB 2-22	P450
Region III	RIII-24	P500
Region IVA	IVA-21	P560
Region IVB	RB-MIMAROPA-II	P395
Region V	RV-21	P395
Region VI	RV-27	P480
Region VII	ROVI-24	P468
Region VIII	RB VIII-25	P405
Region IX	RX-22	P381
Region X	RX-22	P458
Region XI	RB XI-22	P481
Region XII	RB XII-25	P405
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.

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