

ANNUAL REPORT 2024



National Wages and Productivity Commission



Creation

In July 1989, the Philippine Congress enacted into law Republic Act No. 6727, also known as the “Wage Rationalization Act.” The Act established a new mechanism for minimum wage determination through the creation of the National Wages and Productivity Commission (NWPC) and the Regional Tripartite Wages and Productivity Boards (RTWPBs) in all regions of the country.

Mandate

NWPC is a key policy-making body on wages, incomes, and productivity, mandated under Republic Act No. 6727 or the Wage Rationalization Act (1989) and Republic Act No. 6971 or the Productivity Incentives Act of 1990 to:

- Determine minimum wages at the regional, provincial and/or industry levels; and
- Promote productivity improvement and gainsharing schemes, particularly among micro, small and medium enterprises.

NWPC formulates policies and guidelines on wages, incomes, and productivity and exercises technical and administrative supervision over the RTWPBs.

Vision

Justly remunerated and productive Filipino workforce in globally competitive enterprises.

Our Core Values

Makatao

(People Centric)

“Our people is our prime asset”

Malikhain

(Innovative)

“Innovation makes things possible”

Mission

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

Mahusay

(Excellence)

“Public service at its best”

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Message from the Chairperson



I commend the National Wages and Productivity Commission (NWPC) and the Regional Tripartite Wages and Productivity Boards (RTWPBs) for another year of achievements and accomplishments, bannered by programs and policies that balance the interests of workers and employers in the areas of wages, income and productivity.

The year 2024 proves the unyielding commitment of the NWPC-RTWPBs in improving the lives of Filipino workers and their families and enabling growth for employers amidst pressures and challenges in minimum wage setting.

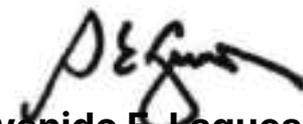
The NWPC-RTWPBs have continued to perform their duties and responsibilities within the bounds of law and mandate of the organization. They were able to issue a total of 16 wage orders for workers in the private sector and 12 wage orders for domestic workers in the 2024-2025 minimum wage determination round while maintaining the policy of regular, predictable, and moderate wage increases through objective and data-driven socio-economic analysis.

Nevertheless, these accomplishments do not limit the NWPC and RTWPBs in exploring ways of improving the wage system in the country. We shall continue to do further research and seek collaboration with stakeholders to discover and develop a wage system that serves the interests of both workers and employees.

Accomplishments on wages are complemented with continuous efforts on improving worker and enterprise productivity. Through the efficient delivery of productivity training programs and technical assistance, NWPC-RTWPBs provided productivity orientation, training, and technical assistance to more than 28,767 enterprises, covering 36,023 workers. As I always say, we at NWPC and RTWPBs play a significant role in creating an environment that enables workers and employers to be more efficient and effective, resulting in increased productivity and creation of employment opportunities.

As we reflect on these accomplishments, let us continue to make strides towards improvement of wages and productivity of workers and enterprises by collectively carrying the NWPC core values of *makatao, malikhain, at mahusay*.

Mabuhay ang NWPC at RTWPBs!


Bienvenido E. Laguesma
DOLE Secretary

Message from the Cluster Head



I want to congratulate the National Wages and Productivity Commission (NWPC) and its sixteen (16) Regional Tripartite Wages and Productivity Boards (RTWPBs) for ending 2024 with notable accomplishments. This Annual Report represents the significant contributions of NWPC and RTWPBs in achieving national development through their twin mandate of determining minimum wages and promoting productivity improvement among workers and enterprises.

In the area of wages, the NWPC introduced a major policy reform on minimum wage setting by issuing NWPC Resolution No. 05, Series of 2024, which allowed RTWPBs to initiate review within the 60-day period prior to wage order anniversary. This enabled timely wage adjustments for the benefit of workers, predictability in wage planning and compliance for employers, and a more efficient wage-setting mechanism. Despite pressures on legislated wage increases, RTWPBs issued a total of 16 wage orders for workers in the private sector and 12 wage orders for domestic workers in the 2024-2025 minimum wage determination round. The NWPC and RTWPBs focused on balancing the welfare of workers and the interests of employers.

The year 2024 is also highlighted by developments in the area of productivity improvement. A total of 23,579 MSMEs were oriented, 5,188 received training, and 3,428 of those trained developed and implemented productivity improvement plans. Technical assistance on productivity-based incentive scheme (PBIS) was also provided to 1,709 MSMEs, leading to the implementation of such scheme by hundreds of enterprises. Convergence programs were also initiated through the Productivity Portfolio Projects wherein a package of programs and assistance from DOLE and other partner agencies was delivered to workers and enterprises in various industries. This concept was developed as a strategic approach to help address issues of low productivity, high informality and high poverty incidence across the regions.

The accomplishments of NWPC and RTWPBs manifest the hard work of men and women of the NPWC and RTWPBs, whose dedication and commitment transformed the vision of promoting wages, income and productivity improvement into tangible reality.


Benedicto Ernesto R. Bitonio Jr.
DOLE Undersecretary

Message from the Executive Director



The year 2024 was a milestone year for the National Wages and Productivity Commission (NWPC) and its 16 Regional Tripartite Wages and Productivity Boards (RTWPBs) as we celebrated our 35th founding anniversary. Marking this milestone are remarkable achievements in wages, income, and productivity, driven by effective programs and policies.

A total of 14 wage orders were issued for workers in the private sector with daily wage increases ranging from P21 to P75. Further, nine (9) new wage orders were issued for domestic workers in regions with monthly wage increases ranging from P500-P1,100. All were initiated motu proprio and issued unanimously by the concerned RTWPBs. The NWPC assisted four RTWPBs (III, IV-A, VII, and X) in simplifying their wage structures and successfully implemented streamlining in accordance with the Omnibus Rules, as amended, and NWPC Resolution No. 04, Series of 2024 which encourages the RTWPBs to regularly review their wage classifications to ensure consistency with socioeconomic demographics. The initiative aims to ensure clarity and enhance minimum wage compliance, ultimately supporting a more efficient and transparent wage system for both employers and workers.

The NWPC also passed a resolution allowing issuance of wage orders within 12 months. NWPC Resolution No. 05, Series of 2024, amends Rule IV, Section 3 of the Omnibus Rules on Minimum Wage Determination which provides that "no new Wage Order may be issued within a period of 12 months from the effectivity of the current Wage Order."

Through the NWPC's Productivity Toolbox, we oriented and trained 28,767 micro, small, and medium enterprises (MSMEs). We also provided 1,709 MSMEs with technical assistance on productivity-based incentive schemes (PBIS), assisted 359 MSMEs on installing PBIS, and 140 MSMEs on documenting PBIS. The NWPC released three new modules, upgraded two modules, and developed three e-learning modules. We also hosted the 2024 National Productivity Conference with the theme "Harnessing Technologies. Mainstreaming Productivity.

Building the Future" on 14 October 2024. The hybrid conference, live-streamed on our official Facebook page, gathered 264 on-site delegates and 442 Zoom unique viewers. The event was simultaneously broadcasted through NWPC's official Facebook Page, with 14,520 reach. The conference gathered experts and industry practitioners who emphasized the crucial role of digital technology, particularly artificial intelligence (AI), in enhancing the productivity, capacities and competitiveness of enterprises for progress and development.

The NWPC's Tamang Kaalaman sa Kita at Kakayanan or T3K information drive remained consistent in raising awareness on wage and productivity policies and programs by reaching 648,556 clients nationwide.

On good governance, the NWPC was once again recognized as one of the Outstanding Accounting Offices for FY 2023 by the Association of Government Accountants of the Philippines (AGAP), Inc. which is a testament to NWPC's accurate and timely submission of financial reports for the year covered. The NWPC and its five regional boards also received eNGAS and eBudget awards from the Government Financial Management Innovators Circle (GFMIC), Inc. The NWPC received three awards: eNGAS Collaborator/Contributor Award for Calendar Year 2023; Outstanding eNGAS and eBudget System User Entity Award for Calendar Year 2024; and eNGAS and eBudget System Inclusiveness Award for Calendar Year 2024. RTWPBs CAR, I, IV-B, X and XI were likewise awarded with Outstanding eNGAS and eBudget System User Entity Award for Calendar Year 2024.

This overview showcases our many accomplishments, a testament to our vision of justly remunerated and productive Filipino workforce in globally competitive enterprises. Each day, we put forth our best efforts to elevate our initiatives, focusing on our program thrusts and priorities in wages and productivity. Together, we are laying the foundation for a future where every worker and enterprise thrives and every achievement reflects our dedication to progress.

'Pag Produktibo, Aasenso!



Maria Criselda R. Sy
Executive Director IV

NWPC: A History



1980

On August 18, 1980, Executive Order No. 614 was issued creating the **National Wages Council** attached to the Office of the President. Another issuance, Executive Order No. 615, signed on the same day, created the **National Productivity Commission** as an attached agency of the National Economic and Development Authority.

1987

Executive Order No. 126, signed by former President Corazon C. Aquino, designated the **National Productivity Commission** as an attached agency of the Department of Labor and Employment.

1989

On July 1, 1989, Republic Act No. 6727, or the Wage Rationalization Act, was ratified and took effect. This legislation dissolved the National Productivity Commission and the National Wages Council, establishing in their stead the **National Wages and Productivity Commission (NWPC)** and the **Regional Tripartite Wages and Productivity Boards (RTWPBs)**.

1990

Republic Act No. 6971, or the **Productivity Incentives Act of 1990**, was enacted on November 22, 1990. This law aims to encourage higher levels of productivity, acknowledging labor's right to a just share in the fruits of production and business enterprises' right to reasonable returns on investments.

1993

"Pagbabayad sa Wasto at Itinalagang Sahod," also known as **Operasyon PAWIS** was launched as one of the NWPC's flagship projects to enhance enforcement and awareness of the wage orders among workers and employers. In 2012, the Operasyon PAWIS was renamed to **T3K** or **"Tamang Kaalaman sa Kita at Kakayanan."**

1998

The **ISTIV-Productivity Awareness Program (ISTIV-PAP)** was launched on May 7, 1998. ISTIV remained the NWPC's sole productivity training program until 2001. ISTIV stands for five ideal attributes of a productive individual: Industrious, Systematic, Time-conscious, Innovative, and possessing a strong Value for work.

2008

The **Productivity Olympics** was launched in 2008. This national biennial competition, organized by the NWPC, recognizes MSMEs with outstanding productivity improvement practices that promote decent employment, inclusive growth, and enterprise development.

2010

The first **National Productivity Convention** was launched. The Convention brought together MSMEs, concerned agencies, industry experts, and other stakeholders from across the nation for a meaningful sharing of experiences in enhancing productivity, capacities, and competitiveness of enterprises. The Convention was later renamed the National Productivity Conference in 2016.

Under the DOLE Rationalization Plan, the functions of the Bureau of Working Conditions concerning **Facility Evaluation** and **Time and Motion Study** were transferred to the NWPC.

Annual Overview

2011

Guidelines on the **part-fixed, part-performance-based compensation scheme for bus drivers** were issued, replacing the old commission-based pay.

2012

The **Two-Tiered Wage System** was implemented to reduce, if not eliminate, the unintended outcomes of minimum wage fixing and to support enterprise productivity and competitiveness.

2013

Wage review and determination for domestic workers became one of the Commission's mandates upon the effectivity of the Domestic Workers Act, also known as the Batas Kasambahay.

2014

The **Productivity Toolbox** was implemented. It is a ladderized, needs-based package of interventions designed to assist and capacitate workers and enterprises, particularly MSMEs, on productivity improvement.

2016

The NWPC became the first government agency certified for **ISO 9001-2015**.

2017

Usapang 2Ps: Pasahod at Productivity was rolled out as a nationwide social marketing strategy to heighten awareness on the importance of improving workplace productivity and its benefits to enterprises and workers.

E-Learning productivity modules and the **e-Productivity Toolbox** were developed.

2020

NWPC chatbot was launched. It is an online artificial intelligence service, accessible through NWPC-Facebook messenger, to help the public with concerns on wages and productivity.

2023

The **NWPC issued Wage Advisory No. 01, Series of 2023**, reiterating the relevant provisions of the Labor Code of the Philippines, as amended. The Advisory outlines how instances of wage distortion may be recognized and provides sample computations for correcting wage distortions.

2024

The NWPC amended Rule IV, Section 3 of the Omnibus Rules on Minimum Wage Determination through the issuance of **Resolution No. 05, Series of 2024** to allow wage orders to be released within the one-year period from the effectivity of the last wage order.



35th anniversary milestone

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

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

In her welcome remarks, NWPC Executive Director Maria Criselda R. Sy expressed her gratitude to all the former and current officers of NWPC and RTWPBs for their unwavering support to the fulfillment of the organization's mandate.

"*Mahalaga ang kontribusyon ng bawat isa sa pagpapatupad ng mandato ng NWPC at mga Regional Boards...We will continue to show up where and when it matters, while living our core value of being makatao, malikhain at mahusay*," she said.

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

In his speech, Secretary Bienvenido E. Laguesma, NWPC Chairperson, commended the NWPC and RTWPBs for fulfilling their complicated task amidst conflicting public and stakeholders' views on the proposed legislated wage hike and minimum wage increase petitions.

"*Hindi po madali ang pagdedesisyon at pagtatadhana ng dagdag sa umiiral na minimum wage sa iba't ibang rehiyon. Masasabi nating ito ay isang thankless job, but someone has to do it...The law gives you the mandate and responsibility to do it, and we are doing it to ensure a just remuneration that protects workers from undue low pay. We are doing it to ensure job creation and job preservation*," he said.

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

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

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

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



Fast Facts

Wages

Minimum wage rates above the poverty threshold

100%

of 46% wage rates above the 2018 poverty threshold

95.2%

or 40 of 42 wage rates above the 2021 poverty threshold

Productivity-Based Incentive Scheme (PBIS)

1,709

MSMEs provided with technical assistance on PBIS

359 MSMEs with PBIS installed

140 MSMEs with PBIS documented



Productivity

Productivity Toolbox

23,579 MSMEs oriented

5,188 MSMEs trained

3,428 MSMEs trained with action plans/PIPs implemented

Productivity Modules

3 New Productivity Modules

2 Enhanced Productivity Modules

3 E-learning Modules

8 YouTube Modules



Advocacy

2024 National Productivity Conference

15,266 participants



2024 NATIONAL PRODUCTIVITY CONFERENCE

264 in-person

442 Zoom Webinar viewers

14.5K Facebook Live viewers

Tamang Kaalaman sa Kita at Kakayanan (T3K)

648,556 clients reached thru advocacy services

110 Usapang 2Ps conducted

4.3M clients reached through digital platforms

Digital Presence

 1.2 million Facebook followers

 10,526 members

 643 subscribers

 596 followers

 100 followers

Good Governance

Recognitions, GAD Activities, Recruitment and Placement

Recognitions

- E-NGAs and e-Budget System Inclusiveness Award
- Outstanding Accounting Offices in 2023
- PMAP Presidential Award
- Certificate of Registration
- Presidential Recognition for Outstanding Development Partners
- Prime-HRM Bronze Award



GAD Activities

- 3 sessions on gender sensitivity, awareness and development

Recruitment and Placement

- 21 personnel promoted
- 28 new personnel hired



Minimum Wage Setting

Minimum wage rates as of Dec. 31, 2024			
Region	Highest Rate	Region	Highest Rate
NCR	₱645	Region VI	₱513
CAR	₱470	Region VII	₱501
Region I	₱468	Region VIII	₱420
Region II	₱480	Region IX	₱414
Region III	₱525	Region X	₱438
Region IVA	₱560	Region XI	₱481
Region IVB	₱430	Region XII	₱417
Region V	₱395	Region XIII	₱385

Wage Orders Issued

In 2024, a total of 13 wage orders prescribing minimum wage increases for workers in private establishments were issued by the RTWPBs. These were all initiated *motu proprio* and issued unanimously by the concerned RTWPBs.

Around 4,907,584 minimum wage earners directly benefitted from the wage increases in 13 regions, and about 7,528,968 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 27 June 2024, while the latest issuance was from RTWPB-10 on 13 December 2024.

Meanwhile, RTWPB XI has conducted consultations with various stakeholders in the region, the outcomes of which will be factored in their minimum wage determination process scheduled for January 2025.

RTWPB V has resolved to defer the minimum wage determination process in the Bicol Region due to the impact of Tropical Cyclone Kristine which left the region in a State of Calamity. It will resume the process as soon as circumstance permits or after three months from 07 November 2024 (or February 2025).



Productivity-Based Incentive Scheme

RTWPBs provided technical assistance on productivity-based incentive scheme (PBIS) to 1,709 MSMEs nationwide, leading 359 enterprises to implement such scheme.

PBIS is a workplace-initiated program on improving the productivity of workers and enterprises to generate savings or additional revenues, which can be shared by enterprises with their workers.



Facility Evaluation (FE)

The RTWPBs conducted FE to 60 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 43 applications/requests for TMS and provided technical assistance to requesting enterprises in determining the standard rates for output-based or piece-rate workers. 34 TMS orders were issued, while 9 applications were voluntarily withdrawn by the requesting firms.

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 36,023 workers and employers in 28,767 MSMEs through orientation and training under the Productivity Toolbox. Majority of the participants were female, comprising 62% (22,399 out of 36,023) of the beneficiaries.

Development of Modules

New Modules

- **Improving Productivity Through Operations Management** aims to reduce inefficiencies and eliminate non-value adding costs by analyzing business demand and capacity planning, introducing practical tools for work improvement and performance measurement and integrating digital technologies into operational processes.
- **Improving Productivity through Effective Cash Flow Management** addresses the importance of cash flow management by discussing common cash flow problems, effective strategies

to overcome these challenges, and the role of cash flow forecasting in ensuring financial stability and supporting enterprises' growth and overall productivity.

- **Better Mental Health for Better Productivity** underscores how mental well-being influences individual and organizational productivity by offering practical guidance on recognizing and managing common workplace stressors that impact performance.





Development of Modules

Enhanced Modules

- **7S of Good Housekeeping** introduces a workplace organization method consisting of different approaches to maintain a tidy, clutter-free work area that fosters efficiency and improves productivity.

- **Green Productivity Towards Industrialization** promotes sustainable industrial development by applying systematic approaches like the EARTH cycle to enhance productivity and environmental performance across production, distribution, and consumption systems.

e-Learning Modules

- **Stock Control for Productivity Improvement** focuses on managing and maintaining optimal stock levels to meet customer demand, minimize inventory holding costs, and balance supply and demand to improve operational efficiency and overall business productivity.
- **Retail and Visual Merchandising in the New Normal** covers the fundamentals of merchandising, focusing on marketing the right product at the right price, quantity, place, and time, while also addressing the overall visual impact of the store and its merchandise.

- **Business Continuity and Resiliency Planning** guides learners in developing and implementing their company’s BCRP Plan, which outlines strategies to mitigate the impact of disruptions and disasters, ensure operational continuity and resilience, and support environmental sustainability.





Development of Modules

YouTube Learning Videos

The NWPC has developed a series of short learning videos that highlight key productivity concepts.

These videos are available on the NWPC’s official YouTube channel and Facebook page, making them easily accessible to a wider audience and encouraging greater participation in NWPC’s training programs:

- Lean Management and the 8 Types of Wastes
- Produktibong Kasambahay: Kaagapay sa Pamumuhay
- 7S of Good Housekeeping
- Service Quality
- Green Productivity
- Employee Engagement
- Work Ethics
- Marketing Productivity





Productivity Portfolio

The Project Portfolio on Productivity Initiatives for Workers and Enterprises supports efforts to increase productivity in areas with low productivity levels.

The initiative adopts a convergence approach composed of Track 1, which

provides social protection, employment, and productivity improvement for workers; Track 2, which delivers social protection and productivity enhancement for enterprises; and Track 3, which offers complementary support through programs of partner agencies.

Luzon

- As of December 2024, in the National Capital Region, interventions were implemented to improve productivity in the service, retail, and manufacturing sectors, reaching 150 establishments. In the Cordillera Administrative Region, the project assisted five (5) agricultural enterprises through agriculture-related training and endorsed livelihood projects. Region I - Ilocos strengthened the tourism sector by delivering capacity-building programs and endorsing projects for 805 local tourism workers and MSMEs. In Region II – Cagayan Valley, the coffee industry advanced through association registrations and the release of over PHP 10 million in funding for productivity-enhancing initiatives.
- In Region III-Central Luzon, agriculture-based projects received capacity-building support, benefitting 30 Fisherfolks with several initiatives set for 2025. CALABARZON and MIMAROPA launched livelihood and digitalization programs in retail, aquaculture, and crafts, reaching 159 beneficiaries. Region V-Bicol enhanced tourism services through equipment provision and training assisting 189 workers. Common resolutions across regions aimed to strengthen coordination, safety, and long-term impact.

Visayas

- As of December 2024, the Visayas Productivity Project advanced initiatives in agriculture, livestock, and agri-tourism. In Region VI-Western Visayas, preparations and training for agricultural beneficiaries were underway, with follow-up sessions planned for early 2025. Region VII-Central Visayas focused on hog-raising, training over 600 beneficiaries across multiple barangays and cooperatives, with more than PhP 10 million in funding distributed for starter kits and project support.

Region VIII-Eastern Visayas emphasized agri-tourism, conducting productivity training and action planning for 30 MSMEs, eight of which had prior orientation. Across all Visayas regions, resolutions were adopted to enhance coordination, safety, and sustainability, including the review of DO 156-16, drug assessment training, and support for the Trabaho Para Sa Bayan initiative.



Mindanao

- As of December 2024, the Mindanao Productivity Project supported over 6,600 individuals and 322 groups through job fairs, livelihood programs, and training. Region IX-Zamboanga Peninsula led efforts in fishing, canning, and rubber industries, benefiting 3,532 individuals, 38 cooperatives, 31 associations and 20 firms. Region X-Northern Mindanao focused on bamboo and tourism, distributing seedlings and training for 1687 bamboo growers with 235 individuals. Region XI – Davao supported 68 individuals, 44 cooperatives and 12 groups in

agriculture through training, while Region XII – SOCCSKSARGEN assisted 1002 beneficiaries which include 982 individuals and 20 groups in the fishing sector through similar interventions.

CARAGA advanced mining sector initiatives with certifications, safety training, and six new TESDA centers. Across all regions, resolutions were adopted to improve coordination, safety, and support for the Trabaho Para Sa Bayan initiative. There were 2,148 individuals and 48 enterprises who benefited on the program.



National Productivity Conference

The NWPC conducted the 2024 National Productivity Conference (NPC) with the theme *"Harnessing Technologies. Mainstreaming Productivity. Building the Future."* in Ortigas Avenue, Quezon City on 14 October 2024.

The conference gathered experts and industry practitioners who emphasized the crucial role of digital technology, particularly artificial intelligence (AI), in enhancing the productivity, capacities and competitiveness of enterprises for progress and development.

It was divided into five segments: Approach

Awareness, Adoption, Application, and Action, each addressing different aspects of AI and technology.

The NWPC also launched the 2025 Productivity Olympics as a strategy to raise national awareness and commitment to quality and productivity and to showcase successful productivity improvement programs and practices.

The NPC is one of the advocacy strategies and platforms of NWPC and RTWPBs to discuss trends and developments that affect the country's productivity and competitiveness.



Dr. Sebastian Ibañez
DTI-Center for AI Research

Dr. Eugene Rex Jalao
UP Diliman

Ms. Mary Rose Ofianga
Wadhvani Foundation

Atty. Yves Randolph Gonzales
Google Philippines

Mr. Jude Michael Teves
Asian Development Bank

Mr. Gian Paulo dela Rama
Sprout Solutions

Wage & Productivity Advocacy



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 648,556 clients nationwide.

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

	Date	Media Outlet
1	Feb 27, 2024	Cignal TV (Brunch)
2	May 7, 2024	UNTV
3	May 21, 2024	DOLE sa AFP Radio
4	Jun 14, 2024	Radyo5
5	Jul 1, 2024	ABS-CBN (TV Patrol)
6	Jul 6, 2024	ABS-CBN (Teleradyo Serbisyo)
7	Dec 8, 2024	ABS-CBN (Teleradyo Serbisyo)

Representatives from RTWPBs NCR to Caraga, participated in over a hundred

radio guest appearances and more than 40 television guest appearances that year.

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.

In 2024, the NWPC's digital presence showed significant growth compared to 2023:



The NWPC Facebook page uploaded over 600 posts in 2024, reaching a follower count of 1,205,704 — an increase of 2.8% from 2023.



The NWPC Viber community experienced a 5.7% decrease from 2023, now boasting 10,526 members in 2024.



The NWPC YouTube channel saw an 8.1% subscriber increase, growing from 595 subscribers in 2023 to 643 in 2024. Additionally, four (4) videos were posted on the platform in 2024, further enhancing content engagement.



The NWPC X (formerly Twitter) account gained 2.8% more followers, reaching 596 followers.



The NWPC TikTok account, created in August 2024, has gained nearly 100 followers since its inception.



Learning Sessions on Wages and Productivity

A total of 18 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	Topic	Mode
Jan 31, 2024	Social Media Marketing	Online
Feb 15, 2024	General Labor Standards	Online
Feb 28, 2024	Correcting Wage Distortion	Online
Mar 14, 2024	Promoting Gender Equality and Safe Spaces within the Workplace	Online
Apr 2, 2024	Productive Career Choice	Online
Apr 25, 2024	Handling Administrative Cases	F2F
May 21, 20...	Post-Employment and Other Related Concerns	F2F
May 29, 20...	Productive Senior Citizens: Priority Rights and Privileges	Online
Jun 19, 2024	Role of Mental Health in Productivity and Workers' Engagement	F2F
Jun 25, 2024	General Labor Standards	F2F
Jul 23, 2024	Correcting Wage Distortion	F2F
Jul 30, 2024	Promoting Productivity with Employee Engagement	Online
Aug 15, 2024	Correcting Wage Distortion	F2F
Aug 29, 2024	Business Continuity and Resiliency Planning	Online
Sep 18, 2024	Emergency Preparedness in the Workplace	F2F
Oct 9, 2024	D.O. 174, series of 2017, Guidelines on Contracting and Sub-Contracting	F2F
Oct 30, 2024	Green My Enterprise	Online
Nov 20, 20...	Handling Administrative Cases	F2F

Usapang 2Ps: Pasahod at Produktibidad

A total of 110 Usapang 2Ps were conducted for 6,219 firms with 7,273 participants.

Usapang 2Ps is an orientation on the agency's wage and productivity programs, namely the package of productivity training

and technical assistance under the Productivity Toolbox, and designing productivity or performance-based compensation schemes under the Two-Tiered Wage System.

Region	No. of sessions	No. of participants	No. of firms
NCR	3	117	105
CAR	2	118	75
Region I	6	1,141	285
Region II	4	448	266
Region III	6	265	265
Region IVA	2	215	115
Region IVB	5	141	126
Region V	25	1,051	1,145
Region VI	0	0	0
Region VII	28	1,553	1,980
Region VIII	7	725	679
Region IX	3	127	103
Region X	2	193	124
Region XI	2	128	102
Region XII	9	714	540
Region XIII	6	337	309

Research & Technical Papers



The following research studies/technical papers were initiated:

Review Analysis of Regional Minimum Wage Structures

In 2024, the NWPC completed a policy study entitled “Review and Analysis of Regional Minimum Wage Structures” to address the persistent complexities in wage classifications in Regions III, IV-A, VII, and X. Anchored in NWPC Policy Guidelines No. 01, Series of 2005, the study supports ongoing efforts to simplify wage structures by eliminating overly specific and administrative-based criteria.

The study reviewed legal bases, socio-economic indicators, classification trends, to current complexities.

It culminated in policy recommendations to guide the RTWPBs in refining and simplifying wage classifications—making them more transparent, implementable, and responsive to regional conditions.



To institutionalize this initiative, the Commission issued NWPC Resolution No. 04, Series of 2024, enjoining the RTWPBs to regularly review wage classifications in light of changing socio-economic conditions. This strengthens NWPC’s role as a policy adviser and affirms its commitment to adaptive and evidence-based wage setting.

Benchmarking Singapore's Progressive Wage Model: Redesigning the Pay Scale in the Construction Industry by Linking Skills and Productivity with Wages

The NWPC launched a key initiative in 2024 to explore the adaptation of Singapore's Progressive Wage Model for the Philippine construction industry. Recognizing the sector's crucial role in infrastructure development and job creation, the Commission aimed to design a wage system that not only ensures fair pay but also rewards skills development and productivity improvements.

To lay the groundwork, the NWPC conducted extensive consultations with key institutions, including the Technical Education and Skills Development Authority (TESDA), the Construction Industry Authority of the Philippines (CIAP), and the Construction Industry Tripartite Council (CITC). These engagements assessed the sector's readiness to adopt a more structured and progressive wage framework aligned with national development goals.

The proposed wage model integrates three key components:

- A government-mandated minimum wage as the baseline;
- A skills-based fixed pay component that reflects the worker's level of skills or qualifications; and
- A productivity-based variable pay component, providing incentives for improved performance and output.



The model also promotes career progression, social protection, and better alignment between training and industry needs.

As of year-end, while the initiative is still ongoing, it has already reached advanced stages, with significant milestones accomplished during the year.

Key activities included the development and deployment of a survey questionnaire to identified respondents across the construction sector, followed by an in-depth analysis of the results to generate baseline insights into prevailing wage practices and skills gaps.

These efforts formed part of the broader data gathering process, which also covered information on worker population, occupational classifications, existing wage structures, and the presence of active sector-based unions.



Policy & Technical Advice



2023 Annual Establishment Report on Wages (AERW)

The Annual Establishment Report on Wages is submitted by private establishments containing the verified itemized listing of establishments’ labor component, specifying the names of their workers and employees below the managerial level, and their corresponding salaries and wages.

A total of 18,724 establishments covering 2,673,363 employees submitted their AERW. This represents a 12.5% decrease compared to the 2022 submissions, but an 11.3% increase from the 2021 reporting period. Nearly 70% of submissions came from NCR, Calabarzon, and Central Luzon.

The 2023 AERW marked the third year the online AERW system was deployed to streamline report submissions and data collection. The reporting period ran from March 15 to June 30, 2024.

By sector, the majority of reporting establishments were engaged in wholesale and retail trade, financial activities, and manufacturing.

21,318 establishments complied with the 2022 Annual Establishment Report on Wages pursuant to the Labor Code.

- This is a 27% increase from the 2021 submission
- NCR, Calabarzon, and Central Luzon account for **seventy percent (70%)** of total submissions



Comments and Technical Inputs to Legislative Measures

The National Wages and Productivity Commission has consistently provided valuable insights and technical outputs on various legislative measures and policies on wages, incomes and productivity.

The agency submitted position papers, policy documents, and technical materials to support congressional deliberations on wage-related legislations. Notable contributions were made on the following bills:

- House Bill Nos. 514, 525, 1111, 1579, 3308, 4471, 4898, 7568, and 7871
- Senate Bill No. 2534

NWPC also responded to specific data and clarification requests from legislators on legislative wage proposals, as well as

comments and inputs from other government agencies on national policy documents such as the National Anti-Poverty Action Agenda, and international reporting requirements on ILO Convention 100 or Equal Remuneration Convention.

During Congress hearings on topics relating to wages, DOLE and NWPC officials including Secretary Bienvenido E. Laguesma, Undersecretary Benedicto Ernesto R. Bitonio Jr., and Executive Director Maria Criselda R. Sy have served as key resource persons. They articulated DOLE's position on the proposed legislated wage increases, and made critical inputs in explaining wage concepts, clarifying policy frameworks, and discussing methodologies for determining living wages.

NWPC and ILO Collaboration on the Living Wage Framework



In February 2024, DOLE Undersecretary Benedicto Ernesto R. Bitonio, Jr. and NWPC Executive Director Maria Criselda R. Sy participated in the ILO's Tripartite Meeting of Experts on Wage Policies in Geneva, Switzerland. The meeting focused on wage-setting strategies, particularly the concept of a living wage—defined by the ILO as income sufficient for workers and their families to attain a decent standard of living based on national conditions and normal working hours.

In response, NWPC partnered with ILO-Manila to strengthen the technical capacity of the Commission and the RTWPBs on international practices and methodologies

for living wage estimation. The first major activity was the Living Wage Concept Webinar held on 07 November 2024, attended by 154 participants from NWPC, RTWPBs, DOLE, ILO, and partner institutions. Mr. Xavier Estupiñan, ILO Regional Wage Specialist, led discussions on the living wage framework, guiding principles, and computation methodology.

The collaboration will continue through key initiatives, including:

- Refining the national living wage estimation methodology with support from a third-party expert;
- Conducting capacity-building workshops for RTWPBs by 2026; and
- Launching an advocacy campaign to promote voluntary adoption of living wage benchmarks.

This joint effort affirms NWPC's commitment to developing fair, inclusive, and evidence-based wage-setting mechanisms responsive to the evolving needs of Filipino workers.

Resolution allowing issuance of wage orders within 12 months



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

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

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

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

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

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

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

Networking



NWPC turns over truckload of e-waste to promote responsible disposal

NWPC donated over P18 thousand worth of electronic waste (e-waste) to HMR Envirocycle Phils. Inc., an e-waste recycling company.

During the turnover ceremony, Deputy Executive Director (DED) Elvira P. Jota emphasized the importance of proper disposal of e-waste.

This donation to an e-waste recycling company such as HMR Envirocycle Phils Inc. will help in controlling the spread of

toxic waste in the environment. The e-waste has an appraised value of more than P18,500.

Mr. Espiritu Mercado, Business Development Associate at HMR Philippines, Inc. (HPI), the mother company of HMR Envirocycle Phils. Inc., said that all donated e-wastes will be hauled, processed, and recycled into new materials.

E-waste is the fastest growing solid waste stream in the world, increasing three times faster than the world’s population.



NWPC tapped for labor law seminars for PUV Modernization

The NWPC was tapped for a series of labor law seminars for transport cooperatives under the partnership of DOTr-Office of Transport Cooperatives (OTC) and the

DOLE-Bureau of Working Conditions (BWC). The series of seminars equipped general managers, human resource officers and personnel of transport cooperatives with

with fundamental knowledge on labor laws, particularly wages, general labor standards, occupational safety and health standards, and post-employment concerns. Resource speakers from NWPC, BWC, and Employees' Compensation Commission discussed the topics.

Ms. Rosanna L. dela Cruz and Mr. Franz Allan Visitacion of NWPC discussed the concepts and laws on wage determination, wage distortion, wage exemption, and facility evaluation. They also discussed the Annual Establishment Report on Wages.

The series started on March 20 and was followed by two (2) sessions last April 17, and April 24, 2024. The first two were held at the UP National Center for Transport Studies, while the last seminar was conducted at CWI Corporate Center in Diliman Quezon City. Each batch was attended by approximately 100 participants.

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NWPC presents PH practices at APO gainsharing training

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

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

NWPC Director Jerome Yanson presented some best practices on productivity-based incentive schemes of micro, small and medium-sized enterprises (MSMEs) in the Philippines.

He also discussed the legal and policy frameworks of gainsharing, and the results of the 2019-2020 Integrated Survey on Labor and Employment Rider regarding productivity and gainsharing practices in the agriculture, forestry, and fishing industry conducted by the Philippine Statistics Authority.

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



NWPC participates in 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.

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.

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.

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 partners with DICT for webinar series on Cybersecurity

The NWPC, in collaboration with the Department of Information and Communications Technology, conducted a series of webinars on cybersecurity for the NWPC and RTWPB officers and staff on 9,

16 and 22 August 2024.

Resource persons from the DICT discussed topics related to NWPC’s effort toward comprehensive digitalization and improved systems security.

In relation to DICT's National Cybersecurity Plan (NCSP) 2023-2028, Engr. Maria Sinag Abello discussed the basic concepts of cybersecurity. She highlighted the importance of people in maintaining and controlling devices and systems, and the shared responsibility among all employees and users.

Engr. Reuben Jose Renato Landayan discussed the detailed process of vulnerability assessment, pointing out that comprehensive risk assessment on information technology application and infrastructure is the starting point of cybersecurity.

Mr. Glen Mark Arnobit, a certified Cybersecurity Expert, discussed the requirements and processes of proper incident handling. He shared tips in the event of a ransomware attack. He said that "turning off the machine is never the correct solution, disconnecting from the internet is the appropriate response to perform the subsequent triage for issue resolution."

Insights gained from the webinars will be utilized for the drafting of the NWPC-RTWPB Cybersecurity Plan and the Information Systems Strategic Plan (ISSP) 2027-2029.



NWPC attends conference on Open Innovation in the public sector

The NWPC, through the Planning and Information Division, attended the Open Innovation in the Public Sector Conference of the Asian Productivity Organization (APO) and the Development Academy of the Philippines (DAP) on 28 and 29 August 2024.

The conference served as a medium of knowledge sharing among ASEAN member states on the challenges in adaptation of open innovation in public service sector. Mr. Andrew De Guia and Mr. Edward Lyndon Madali represented NWPC during the conference.

According to a 2024 Harvard University report, open innovation is a strategy that involves creating mechanisms for engagement, such as innovation labs,

hackathons, crowdsourcing platforms, and public-private partnerships, as well as policies that support data sharing, intellectual property management, and service co-creation.

Among the topics discussed were the origins of Open Innovation, innovation as solution to developmental hurdles, and the current setting up of policy framework for Philippine innovation ecosystem. During the parallel session, NWPC staff were grouped under the discussion on the benefits of co-creation labs in the public sector.

DAP CEO Dr. Majah-Leah Ravago said the conference collected insights among ASEAN member states targeted towards innovative governance.



NWPC donates books to QC 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.



NWPC presents PH gainsharing practices at APO conference

The NWPC presented the country's gainsharing policies and practices at the international Conference on Productivity Gainsharing for Rural Development, held in Vientiane, Laos, from 2 to 3 October 2024.

The two-day conference, organized by the Asian Productivity Organization (APO), Lao National Productivity Organization, Micro, Small, and Medium Enterprise Promotion Agency, and Ministry of Industry and



NWPC shares PH practices in Bangledash study mission

NWPC officials and staff served as resource persons in a study mission in Bangledash on 05 November 2024.

The study mission, organized by the Development Academy of the Philippines (DAP), in partnership with the Asian Productivity Organization (APO), aimed to benchmark Philippine productivity strategies and promote bilateral cooperation among National Productivity Organizations.

Director Jerome Yanson outlined NWPC's legal mandate and its alignment with national labor and productivity plans.

Ms. Maria Corazon Caritativo and Ms. Camille Estanislao of NWPC, likewise, shared the Commission's key initiatives for supporting MSMEs, including the Productivity Olympics and National Productivity Conference, which recognize and promote enterprise-level productivity gains.

DOLE's employment facilitation and skills development programs were also shared as complementary measures to enhance worker productivity.

APO committed to raising this proposal with APO management.



NWPC joins study mission on Digital Innovation for SMEs

The NWPC, represented by Ms. Joan Angelica O. Endencia, participated in the Multi-country Observational Study Mission on Digital Innovation for Small and Medium Enterprises in Taipei, Taiwan on 6 to 8 November 2024.

The study mission, organized by the Asian Productivity Organization (APO), aims to

support digital upgrading in SMEs by providing practical references. Among topics discussed during the study mission include digital upgrading and innovation; Applications of digital technologies and innovation in different sectors; Strategies for SME digital upgrading; and Good practices of SME digital transformation.

Commission at Work



NWPC, ILO Meeting



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.



Review of Wage Orders and Resolution of Appeals

In 2024, the Commission convened 17 meetings and affirmed 16 wage orders that mandated minimum wage increases for private sector workers and 13 wage orders for domestic workers. Additionally, the Commission timely resolved three (3) appeals against the wage orders issued by the RTWPB-NCR and RTWPB-IVA, ultimately affirming the later.

The Commission issued NWPC Resolution No. 05 in May 2024, which amended Rule IV of NWPC Guidelines No. 03, Series of

2020 or the Omnibus Rules on Minimum Wage Determination. The amendment allowed the RTWPBs to not only initiate the review within the 60-day period prior to their wage order anniversary but also to issue a new one, if necessary, provided the same will not take effect within the twelve-month period from their last wage order's effectivity. This shift resulted to the majority of RTWPBs to have their respective wage orders take effect the day after the anniversaries of the current one.

Simplified Wage Structures and Roll-Out of Productivity Initiatives

Four (4) RTWPBs (III, IV-A, VII, and X) assisted by the NWPC simplified their wage structures and successfully implemented streamlining in accordance with the Omnibus Rules, as amended, and NWPC Resolution No. 04, Series of 2024 which encourages the RTWPBs to regularly review their wage classifications to ensure consistency with socioeconomic demographics. Said initiatives aims to ensure clarity and enhance minimum wage compliance, ultimately supporting a more

efficient and transparent wage system for both employers and workers.

Additionally, the Commission has consistently guided the RTWPBs to roll out productivity improvement programs and gainsharing schemes designed to foster sustainable and long-term wage growth. These programs particularly target areas within the regions with lower productivity levels, where their implementation can significantly enhance overall efficiency.

Good Governance



NWPC-RTWPB Planning Exercise

DOLE Secretary Bienvenido E. Laguesma, Chairperson of the NWPC, led the NWPC-RTWPB Planning Exercise on 05-07 March 2024 in Iloilo City. The activity brought together DOLE senior officials, regional directors, and RTWPB board secretaries to discuss and address issues on wages, incomes, and productivity improvement.

Secretary Laguesma instructed NWPC to

continue providing technical expertise to Congress, drawing on the Commission's mandate and experience, and continuously monitor the proposed legislated minimum wage hike. He also urged DOLE and RTWPBs to collaborate with other government agencies to provide micro, small, and medium enterprises (MSMEs) with tools and resources that can improve their productivity and overall operations.



E-NGAs and e-Budget System Inclusiveness Award

The NWPC and its five regional boards received eNGAS and eBudget awards from the Government Financial Management Innovators Circle (GFMIC), Inc.

The NWPC received three awards: eNGAS Collaborator/Contributor Award for Calendar Year 2023; Outstanding eNGAS

and eBudget System User Entity Award for Calendar Year 2024; and eNGAS and eBudget System Inclusiveness Award for Calendar Year 2024. RTWPBs CAR, I, IV-B, X and XI were likewise awarded with Outstanding eNGAS and eBudget System User Entity Award for Calendar Year 2024.



Outstanding Accounting Offices in 2023

The NWPC was recognized as one of the Outstanding Accounting Offices for FY 2023 by the Association of Government Accountants of the Philippines (AGAP), Inc. NWPC Executive Director Maria Criselda R. Sy received the award during the opening day ceremonies of the AGAP convention-seminar on 9 October 2024 at the IEC Convention Center Cebu, Cebu City.

The annual awarding ceremony aims to emphasize the importance of financial reports in management decision making at the agency level and ultimately at the oversight level. The Commission on Audit is requested annually for assistance in submitting nominees to AGAP Inc.



PMAP Presidential Award

RTWPB-VII was awarded the People Management Association of the Philippines (PMAP) Presidential Award in recognition of its outstanding contribution to the fulfillment of the goals of PMAP Cebu for the year 2023. RTWPB-VII Board Secretary Evita

Mendoza-Balane received the award on January 26, 2024 in Mandaue City, Cebu.

The event recognized the people and companies that have made significant contributions to the success of PMAP Cebu in 2023.



Certificate of Registration

The NWPC-Employees Association (EA) received a Certificate of Registration for its Collective Negotiation Agreement (CNA) No. 2943 from the Civil Service Commission (CSC) during the NWPC flag-raising ceremony on 22 April 2024.

CNA is a contract negotiated between the EA and the NWPC management providing for the improvement of employment terms and conditions not fixed by law. CNA No. 2943, effective from 06 December 2023 to 05 December 2024, grants benefits including bonuses and other privileges for NWPC employees.



Presidential Recognition for Outstanding Development Partners

The RTWPB-XI was awarded at the 2024 Presidential Recognition for Outstanding Development Partners of the Department of Trade and Industry-XI (DTI-XI) and Regional MSME Development Council (RMSMEDC) on 24 July 2024 in Davao City.

RTWPB-XI was recognized for its implementation of the Service Quality Program and its contribution in enhancing the management and labor capacities of MSMEs. Ms. Ruby A. Badilles, RTWPB-XI Board Secretary VI, received the award.



Prime-HRM Bronze Award

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.



Gender and Development

2024 GAD Plan and Budget

The NWPC held its annual Gender and Development (GAD) activity on 15-17 May 2024 in Puerto Galera, Oriental Mindoro.

GAD focal persons discussed the 2024 GAD plan and budget as well as the functions of GAD focal point system committee.



Gender-Fair Language Seminar

The NWPC conducted a discussion on the use of Gender-Fair Language during a seminar for Effective Business Writing for DOLE Executive Assistants and Administrative Assistants at the DOLE Central Office on 15 August 2024.

Ms. Mery Rose D. Ajero served as resource speaker. The use of Gender-Fair Language, was among the topics discussed apart from Persuasive Communication and Proofreading.



LS on Gender Equality in the Workplace

In celebration of Women’s Month, the NWPC conducted an online Learning Session on Promoting Gender Equality and Safe Spaces within the Workplace on 14 March 2024.

Philippine Commission on Women Senior Gender and Development Specialist Nicole Trisha F. Panganiban served as resource person.

This LS tackled workplace realities through an inclusive lens and challenged common gender issues in Philippine companies.

It also served as a springboard to orient companies on how they can guarantee adherence to RA 11313 s. 2019 or “*Bawal Bastos Law*”.



R U OK?

The NWPC conducted a seminar that focused on developing resiliency in the new reality titled "R U OK?" on 03 April 2024.

Motivation speaker Toni Miranda served as resource speaker.

R U OK is a mnemonic for Reigniting Optimism, Unleashing Emotional Intelligence, Optimizing Connections, and Knowing What to Focus On.



Hiring & Promotion

Name	Position/Office	New Hire (Effectivity Date)
Central Office		
Fameronag, Lara Palanca	LEO III (WPRD)	Jan. 3, 2024
Fernandez, Kimberly Bolus	AA I (PID)	Jan. 3, 2024
Antonio, Kyra Elis Bautista	AA I (OD-MSS)	Jan. 18, 2024
Villamor, April Dawn Bohulano	Atty. IV (RALD)	Jan. 24, 2024
Ajero, Mery Rose Delin	IO II (PID)	May 2, 2024
Legaspi, Maria Theresa Jaballas	AA I (WPRD)	June 13, 2024
Estanislao, Camille De Rama	LEO III (PPRD)	Aug. 1, 2024
Baylosis, Argen Abasolo	AA I (PID)	Nov. 11, 2024
Villanueva, Jessa Vale	LEO II (WPRD)	Nov. 25, 2024
Name	Position/Office	Promoted (Effectivity Date)
Bueta, Mery Grace Bartolata	AA III (FMD)	Jan. 25, 2024
Yanson, Jerome Peñales	Director II (TS)	Feb. 5, 2024
Estoque, April Jamaica Joie Sario	SAO (FMD)	May 2, 2024
Lahan, Zulaizah Genesis Manayag	PO III (PID)	July 8, 2024
Suarez, Juan Nico N.	LEO II (RALD)	July 9, 2024
Lapiz, John Christopher Padilla	PO V (PID)	July 17, 2024
Atty. Mana-ay-Badilla, Grace N.	Director II (PRS)	Aug. 5, 2024
Rubite, John Rowen S.	AO V (FMD)	Nov. 5, 2024
Ibanez, Reena May C.	LEO III (PPRD)	Nov. 12, 2024

Name	Position/Office	New Hire (Effectivity Date)
RTWPBs		
Garcia, Ric Luke B.	LEO III (RTWPB IX)	Jan. 16, 2024
Faustino-Mojica, Judi Khenn C.	Attorney IV (RTWPB I)	Jan. 25, 2024
Santarina, Joel Leonard Medina	ITO I (RTWPB NCR)	Mar. 1, 2024
Egos, Emily Ytienza	AA I (RTWPB NCR)	Mar. 1, 2024
Sacote, Lorainne Decamotan	Attorney IV (RTWPB XIII)	Apr. 16, 2024
Modequillo, Isre Jash G.	AA I (RTWPB XI)	May 2, 2024
Villamil, Sarah Marie Michelle Perez	Senior LEO (RTWPB I)	June 3, 2024
Dizon, Dino Soriano	LEO II (RTWPB I)	June 25, 2024
Bereber, Kenrich Anthony Dador	LEO II (RTWPB VI)	Aug. 8, 2024
Atty. Galang-Bacani, Katrina Dela Cruz	Attorney IV (RTWPB IV-A)	Aug. 12, 2024
Descartin, Eric Olayvar	LEO III (RTWPB XIII)	Sep. 2, 2024
Palma, Albert Malapitan	ITO I (RTWPB CAR)	Sep. 5, 2024
Atty. Talamayan-Ferrer, Winnie Joy Capal	Supervising LEO (RTWPB II)	Sep. 16, 2024
Atty. Egos, Glicerio Jr. R.	Attorney IV (RTWPB IX)	Oct. 7, 2024
Benito, Loly Ann C.	AA I (RTWPB CAR)	Nov. 11, 2024
Jumalon, Jess Russell F.	Attorney IV (RTWPB VII)	Nov. 15, 2024
Recaña, Kenneth Paul Javier	LEO III (RTWPB XI)	Nov. 25, 2024
Silguera, Reyniel Sueño	AA I (RTWPB VI)	Dec. 11, 2024
Rudi, Xena Blanch Damondamon	AA I (RTWPB XI)	Dec. 19, 2024

Name	Position/Office	Promoted (Effectivity Date)
Atty Dioquino, Mark Vernon Carman	BS VI (RTWPB VI)	Feb. 16, 2024
Madrigal, Airene Mae S.	AA III (RTWPB XI)	Apr. 26, 2024
Detoito, Jaymar Peñarubia	LEO III (RTWPB V)	May 8, 2024
Cano, Nicolo Lorenzo Pizzaro	AA III (RTWPB X)	July 1, 2024
Javier, Erly Estomago	Senior LEO (RTWPB VII)	July 19, 2024
Lacambra, Eva Karla H.	BS VI (RTWPB XII)	Aug. 8, 2024
Atty. Bosleng, Myrene	BS VI (RTWPB CAR)	Aug. 9, 2024
Tul-o, Marilyn G.	LEO III (RTWPB CAR)	Sep. 4, 202
Gonato, Merry Ann G.	AA III (RTWPB VII)	Oct. 10, 2024
Romance, Froi Angelique E.	LEO II (RTWPB NCR)	Nov. 7, 2024
Del Mundo, Louie Marilyn	LEO III (RTWPB IV-B)	Nov. 12, 2024
Atienza, Luchie C	Senior LEO (RTWPB NCR)	Dec. 23, 2024



NATIONAL WAGES AND PRODUCTIVITY COMMISSION

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Board Secretary Myrene A. Bosleng

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RTWPB - I

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Board Secretary Lovely Mei R. Dela Cruz

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RTWPB - III

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