

Regional Tripartite Wages and Productivity Boards

As of August 2015

RB-NCR

National Capital Region

2/F, Dy International Bldg., # 1011 Gen. Malvar cor. San Marcelino Sts., Malate, Manila
Tel. No.: (02) 400-6765 / Fax: (02) 527-5155
Email: rtwpb.ncr@nwpc.dole.gov.ph

RB-CAR

Cordillera Administrative Region

3/F DOLE Bldg, # 1 Cabinet Hills, Baguio City
Tel. No.: (074) 300-3452 / Fax: (074) 424-3416
Email: rtwpbcar@yahoo.com.ph

RB-I

Ilocos Region

Rm. 202-203 Juanita Commercial Bldg., Quezon Ave., San Fernando City, La Union
Tel. No.: (072) 242-4396 / Fax: (072) 607-8914
Email: rtwpb1_rb1@yahoo.com

RB-II

Cagayan Valley

3/F Andrew's Bldg., cor. Luna and Blumentritt Sts., Tuguegarao City, Cagayan Tel. No.: (078) 844-0956 / 844-1553 Email: rtwpb2@yahoo.com

RB-III

Central Luzon

3/F ASCORP Bldg., cor. Ninoy Aquino St. and McArthur Hway., Dolores, San Fernando, Pampanga Tel. No.: (045) 963-1346 / Fax: (045) 963-1162 Email: rtwpb3@yahoo.com.ph

RB-IV-A

CALABARZON

3/F Milan Prestige Bldg. Natl. Highway, Barangay Halang, Calamba, Laguna Tel. No.: (049) 545-5511/834-4030 Email: rtwpb4a@yahoo.com

RB-IV-B

MIMAROPA

3/F EGS Building, Bonifacio St., Ilaya, Calapan City, Oriental Mindoro Tel. No.: (043) 288-1425
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RB-V

Bicol Region

ANST Bldg., Washington Drive, Legazpi City, Albay Tel. No.: (052) 481-5676 / Fax: 820-6692
Email: rtwpb5@yahoo.com

RB-VI

Western Visayas

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Fax: (033) 329-0880 / Email: rtwpb6@yahoo.com

RB-VII

Central Visayas

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RB-VIII

Eastern Visayas

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RB-IX

Western Mindanao

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RB-X

Northern Mindanao

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RB-XI

Southern Mindanao

2/F R & T Yap Bldg., cor. Bangoy and Monte-verde Sts., Davao City, Davao del Sur Tel. No.: (082) 222-4652/ 305-1877 / Fax: 224-2027
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RB-XII

Central Mindanao

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RB-XIII

Caraga

Nimfa Tiu Bldg., J.P. Rosalez Ave., Butuan City, Agusan del Norte Tel. No.: (085) 342-9987
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RB-ARMM

Autonomous Region in Muslim Mindanao

ARMM Complex, Cotabato City, Maguindanao Tel. No.: (064) 546-0410 / Fax: (064) 421-9728
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Department of Labor and Employment

National Wages and Productivity Commission

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 [dole.nwpc](https://www.facebook.com/dole.nwpc)  [DOLE_NWPC](https://twitter.com/DOLE_NWPC)

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In July 1989, the Philippine Congress enacted into law Republic Act 6727, also known as the “**Wage Rationalization Act**”, which established a regional minimum wage system through the creation of the National Wages and Productivity Commission (NWPC) and its Regional Tripartite Wages and Productivity Boards (RTWPBs) in all regions of the country.

The NWPC is an attached agency of the Department of Labor and Employment (DOLE).

Mandates

As the key policy making body on wages, incomes, and productivity, the NWPC, through the RTWPBs, is mandated to set minimum wage at the regional, provincial and industry level and promote productivity improvement and gainsharing schemes, particularly among MSMEs.

In pursuing its mandate, NWPC aims that all Boards shall have transitioned to the Two-Tiered Wage System (TTWS) and sustained its implementation and that MSMEs have improved productivity and competitiveness resulting to employment creation and business viability.

Vision and Mission

Vision

Justly remunerated and productive Filipino workforce in globally competitive enterprises.

Mission

Set minimum wage that protects workers' welfare.
Promote enterprise and workers' productivity.

Quality Policy

The NWPC is committed to:

- Provide quality service to workers and enterprises on wages, incomes and productivity through policy and program development and implementation.
- Comply with all applicable legal requirements.
- Continually improve all processes and systems to meet requirements of relevant interested parties; and
- Enhance the competencies of its talents.

Organization

The Commission

The NWPC is composed of the following:

- *Ex-officio Chairman*: DOLE Secretary
- *Ex-officio Vice Chairman*: NEDA Director-General
- *Members*: Two (2) representatives each from the worker and employer sectors (appointed by the President for a 5-year term)
- *Ex-officio Member*: NWPC Executive Director

The Boards

Each RTWPB is composed of the following:

- *Ex-officio Chairman*: DOLE RO Director
- *Ex-officio Vice Chairmen*: DTI and NEDA Regional Directors
- *Members*: Two (2) members each from the worker and employer sectors (appointed by the President for a 5-year term)

Services

The NWPC and RTWPBs provide the following services:

Research and Policy

- Advise the President and Congress on matters relating to wages, incomes, and productivity.
- Determine and fix minimum wage rates at the regional, provincial, and industry levels.
- Undertake researches and studies on wages and productivity.
- Formulate policies and guidelines on wages, incomes and productivity.

Training and Technical Services

- Provide training courses on quality and productivity (Q&P) improvement for company owners, managers, supervisors and workers of qualified micro, small and medium enterprises (MSMEs).
- Extend firm level consulting and technical assistance on the actual implementation of the Q&P improvement projects for beneficiary MSMEs.
- Promote gainsharing schemes at the firm level.

Information and Publication

- Render information services in the areas of wages, incomes and productivity to walk-in and phone-in clients, as well as through the NWPC website and library.
- Disseminate publication and information materials on minimum wages and Q&P improvement and gainsharing.
- Conduct wage clinics or one-on-one consultation with clients on wage related concerns.

Flagship Programs

- **TTWS (Two-Tiered Wage System)** is a wage policy reform that maintains the **mandatory minimum wage setting under RA 6727 as the first tier**, and is complemented by the **voluntary productivity-based pay scheme as the second tier**. It defines the policy space for minimum wage setting to be slightly higher than the poverty threshold to ensure the basic needs of workers and their families but not to exceed average wage so as not to crowd out the space for bipartite approaches as bases for setting better terms and conditions of employment and for adopting productivity-based pay schemes.
- **Productivity Toolbox** is a package of training and technical assistance on productivity improvement for micro, small and medium-sized enterprises (MSMEs). The training interventions were customized, depending on the capacity-building requirements of the client-establishments. Productivity improvement trainings are intended to instill positive work values among the workforce to improve and mainstream a culture of quality and productivity towards enterprise development and competitiveness.
- **Productivity Olympics** is a biennial national competition of best productivity practices for micro, small and medium enterprises (MSMEs). Its principal objectives are to: (1) intensify national awareness and commitment to quality and productivity; and (2) showcase best productivity improvement practices.
- **T3K (Tamang Kaalaman sa Kita at Kakayanan)** is a public awareness campaign on wages and productivity to increase compliance with the prescribed minimum wage rates through a heightened level of consciousness of both workers and employers on the applicable wage rates by region, province and/or industry.