



### NWPC organizes series of activities for employees



As part of the Green Our DOLE Program (GODP), the NWPC organized a seminar on fire prevention last February 9, 2016 with speakers Fire Officer III Cherale May S. Agbayani and Fire Officer I April Cecille B. Soriano of the Bureau of Fire Protection – Manila District.

Echo sessions on stress management and PHILGEPS were conducted last February 16, 2016 with Ms. Terence Joy Amores and Ms. Ouija Brillo as speakers.

Summary of Minimum Wage Rates as of February 29, 2016		
Region's Wage Order	Highest Minimum wage	Effectivity date
Wage Order No. RB NCR-19	P481.00	April 4, 2015
Wage Order No. RB CAR-17	P285.00	June 29, 2015
Wage Order No. RB I-17	P253.00	July 19, 2015
Wage Order No. RB II-16	P255.00	January 5, 2014
Wage Order No. RB III-18	P357.00	January 1, 2016
Wage Order No. RB IVA-16	P362.50	May 1, 2014
Wage Order No. RB IVB-07	P280.00	July 3, 2015
Wage Order No. RB V-16	P265.00	December 25, 2015
Wage Order No. RB VI-22	P298.50	May 2, 2015
Wage Order No. RB VII-18A	P353.00	October 10, 2015
Wage Order No. RB VIII-18	P262.00	March 30, 2015
Wage Order No. RB IX-18	P280.00	June 10, 2013
Wage Order No. RB X-18	P318.00	July 3, 2015
Wage Order No. RB XI-18	P317.00	June 1, 2014
Wage Order No. RB XII-18	P275.00	August 1, 2014
Wage Order No. RXIII-13	P268.00	February 14, 2015
Wage Order No. ARMM-15	P250.00	February 1, 2014

### RTWPB XII launches activities to promote Productivity Toolbox



RTWPB XII conducted re-orientation on the programs and services under the Productivity Toolbox to Labor Laws Compliance Officers (LLCOs) at DOLE-RO XII's Conference Hall in Koronadal City last January 21-22, 2016.

The said activity is part of the continuous staff developmental program of DOLE-XII in partnership with RTWPB in strengthening the implementation of the Labor Laws Compliance System.

RTWPB XII also participated in the 3rd Industry Tripartite Council Congress organized by DOLE Regional Office No. 12 last February 2016 at the FB Hotel and Convention Center in Koronadal City. During the event, RTWPB's productivity training beneficiary Alsons Agribusiness Unit of Sarangani Province won the first "Best Video Material Presentation on Productivity and Innovation."

The objective of the contest is to showcase good practices and use this as campaign materials for the Board's advocacy initiatives.

# NWPC news bulletin

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## New minimum wage rates set for domestic workers in Regions IVA and VI

The Regional Tripartite Wages and Productivity Board – Western Visayas and CALABARZON issued their first wage order for domestic workers.

minimum wage of domestic workers, which was initially set at P2,000 and P1,500, respectively.

Starting February 18, 2016, domestic workers in Western Visayas will receive a monthly minimum wage of P2,500.00 for those working in chartered cities and first class municipalities, and P2,000.00 for those employed in the other municipalities. Wage Order RB VI-DW-01 granted an additional P500 to the monthly mini-

Through the issuance of Wage Order No. RB IVA-DW-01, domestic workers in the Growth Corridor Area of CALABARZON will receive a new monthly minimum wage of P2,500.00 while those in Emerging Growth and Resource Based Areas will receive P1,800. The new Wage Order, which will take effect 15 days from its publication, granted a P300 – P500 increase in the monthly minimum wage of domestic

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### NWPC welcomes newly appointed sectoral representatives



DOLE Secretary and NWPC Chairperson Rosalinda Dimapilis-Baldoz led the oath-taking ceremonies of the newly appointed and reappointed members of the Commission and the Boards.

Representing the management sector were Hon. Lucila C. Tarriela of the Commission, Hon. Marco David Nepomuceno (RTWPB III), Hon. Delia T. Uy (RTWPB IVA), and Hon. Renato B. Almeda (RTWPB IVA). Representing the labor sector were Hon. Darius M. Guerrero (RTWPB IVB), Hon. Jose J. Suan (RTWPB IX), Hon. Joselito V. Soriano (RTWPB XIII), and Hon. Florante O. Perez (RTWPB XIII).

The oath taking ceremonies were done in two batches, the first last January 8 and the second last February 22, 2016.

### Minimum wage earners in Central Luzon to get wage increase

Minimum wage earners in private establishments in Region III will receive an additional P8.00 per day in their basic wage starting January 1, 2016 under Wage Order No. RB III-19.

This brings the new minimum wage in Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac, and Zambales to P357.00 for non-agriculture (establishments with total assets of P30 million or more) and P350.00 (for establishments with total assets of less than P30 million).

Meanwhile, workers in agriculture will receive a new minimum wage of P327 (plantation) and P311 (non-plantation) and P346.00 and P332 for workers in retail/service establishments, depending on its employment size.

In Aurora, minimum wage earners will

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## NWPC participates in the area-based consultations on LEP 2016-2022

The NWPC participated in three area-based consultations for the Labor and Employment Plan (LEP) 2016-2022 held last February 9-10 at the Acacia Hotel in Alabang, Muntinlupa for the Luzon cluster, February 11-12 at the Pryze Plaza in Cagayan de Oro, Misamis Oriental for the Mindanao cluster and February 17-18 at the Diversion 21 Hotel in Iloilo City, Iloilo for the Visayas cluster.

Leading all three consultations, Labor and Employment Secretary Rosalinda Dimapilis-Baldoz emphasized that the next five years will be an opportunity to build on the gains of the 2011-2016 Philippine Labor and Employment Plan and to introduce reforms in the four pillars - enhanced employability of workers and competitiveness of enterprises; sustained cooperation between labor and employers; strengthened social protection for vulnerable workers; and strong labor governance through leadership, management, innovation, legislative agenda (rights at work), and research & statistics - that will uplift the lives of Filipino workers and support business growth and expansion.

In setting the direction of the consultation, the Secretary emphasized the need to anchor the Plan on the UN's Sustainable Development Goals (SDG), particularly on the employment-related goals, which are "to promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all."

To facilitate the discussions, participants were divided into workshop groups along the pillars of employment, labor relations, labor standards and social dialogue, and social protection. The groups were tasked to validate the LEP Assessment Report 2011-2015 and formulate strategic plans with specific components on rights at work and labor governance.

The LEP 2016-2022 will be presented in the Philippine Decent Work Summit during the Labor Day celebration on May 1 for endorsement to the President.

## NWPC explains the TTWS before HR Practitioners

OIC Executive Director Alex V. Avila was the main speaker during ECOP's 5th Executive Labor Updates last February 24 at the Yazaki-Torres Manufacturing, Inc. Auditorium in Calamba, Laguna.

In his presentation entitled "Two-Tiered Wage System: Depoliticizing Minimum Wage Determination", Director Avila clarified the intent of the minimum wage policy and how this is being implemented through tier 1 of the two-tiered wage system as well as its possible impact on prices, employment, collective bargaining and wage distortion. Director Avila also gave updates on NWPC's advocacy for enterprises to adopt productivity based incentive schemes. Upon randomly checking among the participating companies, representatives from Gardenia, Keppel Batangas Shipyard and Epson Precision Philippines- Lima Technology Center were among

those who said such schemes are present in their workplaces.

In closing, Director Avila emphasized that productivity based incentive schemes are windows or opportunities for workers, especially minimum wage earners, to realize higher incomes. The bigger challenge, therefore is to advocate its adoption in sectors where minimum wage and other low paid workers are predominant such as among MSMEs, non-core or peripheral workers and, workers in subcontracting arrangements/under service agreements. He added that the Commission will tap the reportorial requirement under Article 124 of RA 6727 as a mechanism to more extensively gather and document workplace productivity based incentive schemes and use it as models for other enterprises.



Minimum wage earners in Central Luzon... from page 1

receive P306.00 in non-agriculture, P279.00 and P291.00 in agriculture (non-plantation and plantation, respectively) and P238.00 for retail/service establishments.

Wage Order No. RB III-19 also provides a second tranche of increase effective May 1, 2016. Workers in all industries regardless of asset and employment size, will receive an additional P7.00 in their basic wage, bringing the highest minimum wage to P364.00.

The said wage order was published in Philippine Star on December 17, 2015.

New Minimum Wage rates set... from page 1 workers in the region.

Both Wage Orders shall apply to all domestic workers, whether on a live-in or live-out arrangement. Excluded from coverage are service providers, family drivers, children under foster family arrangement, and persons performing work occasionally and not on an occupational basis.

As provided in the Kasambahay Law, the Wage Orders contained provisions on employers' responsibility to provide for the domestic worker's basic necessities such as at least three meals a day and humane sleeping arrangements. In case of illness and injuries sustained during service, the employer shall also provide appropriate rest and assistance to the domestic worker without loss of benefits.

## NWPC attends 2nd HRD Leaders' Meeting

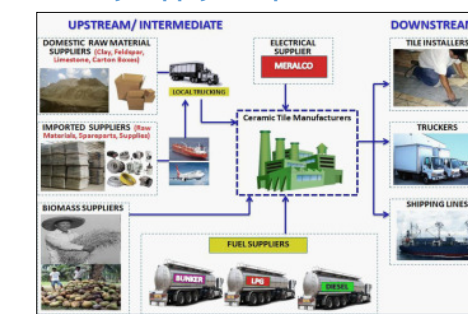
The NWPC presented the results of its consultations with the ceramic tile industry during the 2nd Human Resource Development (HRD) Leaders' Meeting chaired by Secretary Rosalinda Dimapilis-Baldoz last February 3, 2016. The breakfast meeting hosted by the Bureau of Local Employment was one of two meetings to discuss and validate the consultation outputs of the first 10 of the 23 sectors.

Recommendations for the ceramic tile industry such as the intensification of industry involvement in curriculum development and design; adoption of in-house talent development program particularly through TESDA's accreditation of in-house training; and, intensification of career guidance and advocacy for ceramic engineering and tech-voc students.



These sectors are overseas employment and the following 22 industries: aerospace, iron and steel, biodiesel, rubber, chemical and petro-chemical, motorcycle, metal casting, plastics, cement, ceramic tiles, furniture, electric vehicle, copper, automotive, mass housing, jewelry, tool and die, natural health products and electronics and semiconductor. Once completed, the HRD roadmaps will complement the industry roadmaps to address skills demand and supply gaps.

Industry supply and production chain



Ceramic Tile Industry Roadmap, CTMA

Other DOLE agencies conducting similar industry consultations are the Technical Education and Skills Development Authority, Philippine Overseas Employment Administration, National Conciliation and Mediation Board, Professional Regulation Commission, Bureau of Local Employment, National Reintegration Center for OFWs, Bureau of Labor Relations, Bureau of Workers with Special Concerns, and the Bureau of Working Conditions.

OIC-Executive Director Alex V. Avila presented the HRD situation analysis and some rec-

In the next Industry Leaders' Meeting, the results of the consultations for the rest of the sectors will be presented with NWPC handling the furniture industry.