



### Regional boards participate in root cause analysis training

In preparation for the expansion of NWPC's ISO 9001:2015 certification, the NWPC organized a root cause analysis workshop for the Regional Board Secretariats last June 24, 2016 at the Cherry Blossoms Hotel, Malate, Manila.

The workshop aimed to equip the participants with a wide range of approaches, tools, and techniques for identifying the underlying causes of an organizational problem or non-conformance with established/ documented procedures.

In his message, OIC-Executive Director Alex V. Avila underscored the importance of root cause analysis in preventing recurrence of process failures and ensuring the delivery of quality frontline service to clients and stakeholders.

### CO-RB conducts MYPA on financial management

The NWPC convened a mid-year performance assessment on financial management and a workshop on the enhanced e-NGAS and e-Budget to improve the organization's compliance with government accounting and auditing rules and regulations.

The activity, held last June 20-23 at the Cherry Blossoms Hotel, Manila, was attended by the accountants and designated budget officers of the Central Office and the Regional Boards. NWPC-resident COA auditor Ms. Susan V. Tomagan and Lead/Supervising COA Auditor Mr. Antonio L. Gopez provided updates on the status of the NWPC's and RTWPB's 2015 audit findings. Also present were DBM Budget Analysts Ms. May Pinga and Cheenereth Abalos who oriented the participants on the implementation of the e-budget system.

### NWPC joins Independence Day celebration

The NWPC joined other government agencies in commemorating the 2016 Philippine Independence Day in Luneta Park, Manila with the theme, "Kalayaan 2016: Pagkakaisa, Pag-aambagan, Pagsulong".

President Benigno Aquino III led the flag raising and wreath laying ceremonies in an event that will be his last as president. The President was joined by Vice President Jejomar Binay and former President and now Manila Mayor Joseph Ejercito Estrada, and other government officials and guests.

The DOLE, through the DOLE-NCR, also organized a job fair where 15,800 job opportunities were opened to jobseekers.

Summary of Minimum Wage Rates as of July 2016		
Region's Wage Order	Highest Minimum wage	Effectivity date
Wage Order No. RB NCR-20	P491.00	June 2, 2016
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-17	P300.00	May 14, 2016
Wage Order No. RB III-19	P364.00	January 1, 2016
Wage Order No. RB IVA-17	P378.50	July 1, 2016
Wage Order No. RB IVB-07	P280.00	July 3, 2015
Wage Order No. RB V-17	P265.00	December 25, 2015
Wage Order No. RB VI-22	P298.50	May 2, 2015
Wage Order No. RB VII-19	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-14	P275.00	July 1, 2015
Wage Order No. ARMM-16	P265.00	March 1, 2016

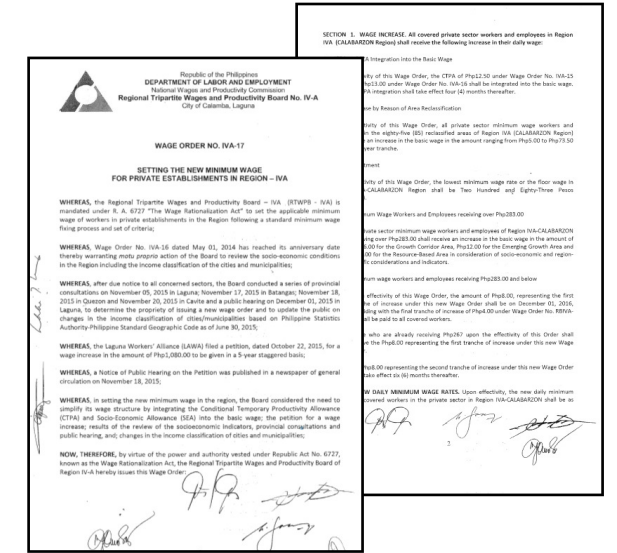
# NWPC news bulletin

## New minimum wages for CALABARZON workers

Starting July 1, 2016, minimum wage earners in the CALABARZON (Cavite, Laguna, Batangas, Rizal and Quezon) area will get wage increases as RTWPB IV-A approved Wage Order No. IVA-17.

Upon effectivity of the new wage order, all minimum wage workers earning over P267 per day will receive basic wage increases in the amounts of P16 in the Growth Corridor Area, P12 in the Emerging Growth Area, and P6 in the Resource Based Area. Minimum wage workers earning P267 will receive a P16 basic wage increase, while those earning P263 will receive a P20 basic wage increase, both to be given in two tranches. Moreover, minimum wage workers in 85 areas reclassified into higher income classes will receive an additional P5 to P73.50 basic wage increase, to be given in seven tranches.

Apart from adjustments in basic wages, the new wage order also integrated into the basic



wage the Socioeconomic Allowance (under Wage Order No. IVA-16) and the Conditional Temporary Productivity Allowance (under Wage Order No. IVA-15) effective July 1 and November 1, respectively.

turn to page 1

## Caraga minimum wage workers get wage increase

Upon effectivity of Wage Order No. RBXIII-14 last July 1, all minimum wage workers in CARAGA received a P7 basic wage increase and will get an additional P5 Cost of Living Allowance (COLA) by October 1 this year. The adjustments have effectively raised the daily minimum wage rate in all provinces and sectors in the region from P268 under the previous wage order to P275 last July 1 and P280 by October 1.

The new wage order allows exemption for the following categories of establishments: distressed establishments; retail/service establishments regularly employing not more than 10; new business enterprises (NBEs); and establishments adversely affected by natural and/or human-induced calamities.

The wage order was published in the Mindanao Gold Star Daily on June 16, 2016.



## DOLE agencies prepare Decent Work Country Diagnostics

As part of the Decent Work Country Diagnostics (DWCD) initiative and as a follow-through activity to the inception/capacity building workshop conducted on May 11 and 12, the NWPC and other concerned DOLE agencies convened in NWPC last June 9 for handholding sessions to prepare the narrative reports for the diagnostics. The DWCD aims to provide a brief yet comprehensive analysis of the productive employment and decent work situation and trends of the country.

Under the guidance of the ILO consultants, the participants have completed preliminary drafts that will form part of the final report.

## CAR holds Forum on Green and Productivity

R TWPB-CAR, in coordination with the DTI-Regional Office, organized the “Green Economic Development & Productivity Forum” for the region’s hotel and restaurant industry last June 8 at the DOLE Conference Hall, Cabinet Hill, Baguio City.

The forum oriented the participants on productivity and environmental management tools, techniques and technologies suited to their business needs. Hotels like Baguio Country Club and Health 100 (102 & 102) Restoerant also shared their successful green practices as benchmark for similar businesses in the region.

## DOLE-CAR employees trained in 5S

R TWPB-CAR conducted 5S orientation for DOLE-CAR officers and staff at the Riverview Water Park, Asin, Tuba, Benguet last June 16-17, as part of the agency’s teambuilding exercise.

In his lecture, OIC Board Secretary Augusto L. Aquillo emphasized the benefits of implementing and sustaining 5S in terms of reduced workplace accidents, wastes, unnecessary downtime, and delays especially in the delivery of frontline services to the public.

## Companies in Camiguin oriented on DOLE programs

R TWPB X joined the DOLE-Regional Office in orienting companies in Camiguin on productivity 101, productivity based incentive schemes, labor management cooperation, family welfare program, safety and health programs, and employees compensation last May 10 at the Paras Beach Resort and Hotel, Yumbing, Island of Camiguin.

Also discussed during the orientation was Department Order No. 147-15 re: Guidelines on Termination of Employment and Single Entry Approach (SENA), by Undersecretary Rebecca C. Chato to about 65 workers and employers representing 44 MSMEs, 4 OFW organizations and 2 PESOs/LGUs.

*New minimum wages...from page 1*

Wage Order No. IVA-17 allows exemption from compliance, upon application with the Wage Board, for the following categories of establishments: 1) establishments adversely affected by calamities such as natural and/or human induced disasters, 2) exporters with valid forward contracts, and 3) distressed establishments.

Wage Order No. IVA-17 was published in The Philippine Star on June 16, 2016.



## OIC-ED Avila attends ASEAN-OECD forum on productivity and inclusive growth

OIC-Executive Director Alex V. Avila joined other senior policy makers from OECD and Southeast Asian countries in an international forum to exchange views and country practices on improving productivity while fostering inclusiveness towards growth. The OECD Southeast Asia Regional Forum with the theme “Boosting Productivity and Inclusiveness in Southeast Asia” was held last June 14-15, 2016 at the Intercontinental Hotel, Westlake, Hanoi, Vietnam.

The forum consisted of three sessions: Boosting Productivity in Southeast Asia, Integrating ASEAN Small and Medium-Sized Enterprises (SMEs) into Global Value Chains, and Inclusiveness-the Social Agenda.

In his keynote speech, Dr. AKP Mochtan, ASEAN Deputy Secretary-General stressed the need to build a “productivity movement” in ASEAN region. Meanwhile, Vietnamese Deputy Minister of Foreign Affairs Bui Thanh Son said productivity and inclusiveness are essential in the process of building the ASEAN Community, as he spoke at the event’s opening ceremony. Meanwhile, OECD Deputy Secretary-General Doug Frantz emphasized the importance of investments in education and training, skills development, building a conducive business environment, and mainstreaming small and medium-sized enterprises (SMEs) into global value chains to raise productivity and reduce social inequality among ASEAN member countries.

Dir. Avila, during the session on Boosting Productivity in Southeast Asia, noted that supposedly, higher productivity underpins competitiveness, enables businesses to grow and expand and therefore create more and better employment opportunities, justifies increases in workers’ and households’ incomes, raises standards of living, and sustains economic growth. Indeed, the virtuous circle of socio-economic development.

He also highlighted the economic transformation of the Philippines, from being “the sick man of Asia” to being the region’s economic “rising star”, but also noted the challenge of making economic growth work for the poor, vulnerable and marginalized sectors of the Philippine society. He added that against the backdrop of a more integrated and connected ASEAN, the Philippines needs to sustain its strong macroeconomic fundamentals and a stable fiscal space to facilitate the adoption of better and more efficient and effective responses to these challenges, adding that the country needs to harness the creative and innovative energies of its human capital to achieve higher productivity growth and sustain dynamic enterprises.

In building strong regional economies and plug in regional production networks driven by a strong policy bias toward agro-industrial development and the resurgent manufacturing

sector and anchored on higher and sustained productivity, Dir. Avila told the forum that it is important for the government to adopt policies and programs that:

First, continue to ensure a level playing field and enhance the business environment by keeping regulatory burden and transaction costs to the minimum so that start-ups are encouraged to participate more fully in the economy;

Second, sustain human capital formation and lifelong learning through appropriate budgetary support and incentives for enterprises, especially the domestic and indigenous, to undertake continuous skills upgrading for their workers to make them more employable and their skills more portable, and invest in innovation and research and development and safeguarding intellectual capital while at the same time ensuring its diffusion more widely;

Third, ensure world-class competitively-priced infrastructures in the needed quantity and required quality; and

Lastly, enhance access of MSMEs to finance through channels other than bank and financial institutions, and helping them reduce their risk factors and improve their risk profile.

Together with Asst. Secretary Katherine B. Brimon who also participated as speaker and panelist for Session 3 (Inclusiveness: The Social Agenda), Dir. Avila also attended the OECD Southeast Asia Regional Programme (SEARP) Second Steering Group Meeting.