



NWPC Bulletin

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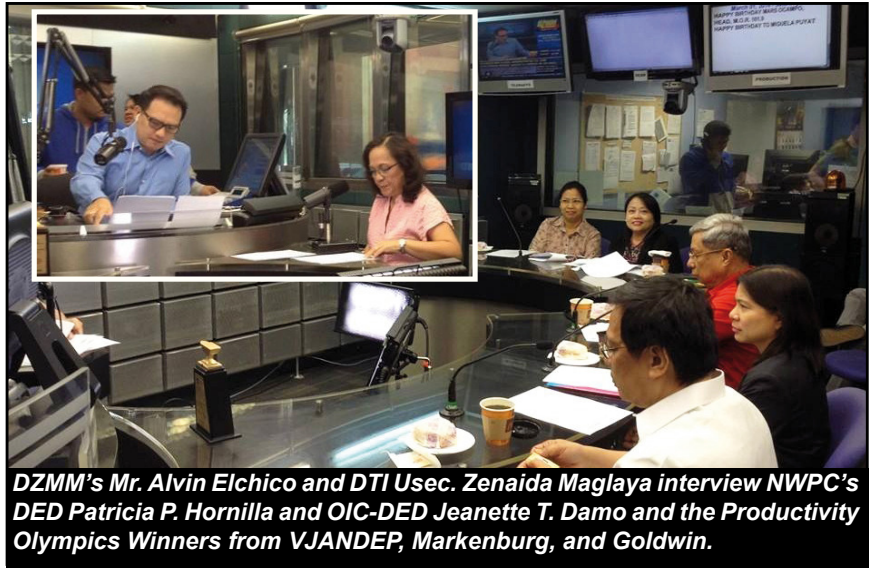
March 2014

Policy options for providing relief to workers, enterprises in times of calamities

The Commission, headed by DOLE Secretary and NWPC Chairperson Rosalinda Dimapilis-Baldoz is currently reviewing existing NWPC rules and guidelines on minimum wage fixing and its policy on the grant of exemption as part of its continuing effort to ensure the responsiveness to and coherence of wage policies with the socioeconomic growth and development requirements.

This initiative was also prompted by the need to provide relief and assistance to workers and enterprises in regions severely affected by typhoon Yolanda. Some of the practices of the Boards

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DZMM's Mr. Alvin Elchico and DTI Usec. Zenaida Maglaya interview NWPC's DED Patricia P. Hornilla and OIC-DED Jeanette T. Damo and the Productivity Olympics Winners from VJANDEP, Markenbug, and Goldwin.

House Committee endorses HB 3251 to Committee on Ways and Means

Last February 19, 2014, HB 3251 amending RA 6971 otherwise known as the "Productivity Incentives Act of 1990" was approved on second reading by the House Committee on Labor and Employment for endorsement to the House Committee on Ways and Means, given the fiscal incentives provided in the bill.

The amendatory bill which was prepared by the NWPC and authored/sponsored by Cong. Francis "Boy Blue" Abaya of the 1st district of Cavite, liberalizes provisions of RA 6971 on the basis for the computation of the benchmark productivity level, sharing scheme and frequency of distribution, among others. It also deleted the penalty provisions under the current law. This is to ease the process of implementing workplace productivity programs and the subsequent availment of the fiscal incentives equivalent to 50% of the total productivity bonus and 50% of total cost of manpower training and studies relative to the productivity program.

The amendatory bill, likewise, expands the role of the NWPC with an expressed provision on the issuance of advisories by the RTWPBs to guide enterprises in adopting

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DZMM's Konsyumer ATBP features the Productivity Olympics

The NWPC's Productivity Olympics was featured in DZMM's Konsyumer ATBP episode last March 1 entitled "Ugnayang Productivity Olympics".

Joining the anchors, Mr. Alvin Elchico and DTI Undersecretary Zenaida Maglaya, were NWPC's DED Patricia P. Hornilla, Dir. Jeanette T. Damo and PRPDD Chief Mr. Kim Lagcao and Productivity Olympics winners Col. Virgilio Cruz of VJANDEP, Ms. Helena de Guzman of Markenbug International Foods, Inc, and Engr. Edgardo D.L. De Guzman of Goldwin Manufacturing Laboratory.

DED Hornilla explained the concept of productivity as *"mas masinop at maayos na paggamit ng mga raw materials at resources at mga proseso, para maitaas ang lebel at kalidad ng mga produkto at serbisyo ng mga kumpanya"*. She emphasized that the program aims to heighten awareness and commitment of micro, small and medium enterprises (MSMEs) to install productivity improvement programs in their workplaces. She explained that the production of more and better quality products, means higher sales, revenues and profits, that allow enterprises to grow into sustainable and viable units.

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NWPC Joins Women's Month Celebration

NWPC employees participated in the annual celebration of Women's Month this March. This year's theme "*Juana, ang Tatag Mo ay Tatag Natin sa Pagbangon at Pagsulong!*" pays tribute to the strong and resilient Filipinas who brought inspiring changes to the country and across the globe.

Selected NWPC employees participated in the "Women Symbol Formation" last March 8, at the Quirino Grandstand in Rizal Park, which was the kick-off activity for the month long celebration.

The celebration is aligned with



Selected NWPC employees join the country's attempt to create the largest Women Symbol at Quirino Grandstand.

Presidential Proclamation No. 224 (series of 2008) declaring the first week of March as Women's Week and Presidential Proclamation No. 227 (series of 2008) on the observance of the month of March as Women's Role in History Month.

by Jerome P. Lucas

NWPC joins ICT workshop

Mr. Alexis Fabunan, Ms. Elvie M. Mangubat, and Mr. Denver Calayan of the NWPC-Management and Information System Unit participated in the orientation on web-hosting and workshop on the new ISSP template last March 6-7 at the Information and Communications Technology Office in Quezon City.

The web-hosting orientation, organized by the Department of Budget and Management (DBM) and the Information and Communication Technology Office (ICTO), is in

support of Administrative Order No. 39, which requires all government agencies to transfer their websites to the Government Web Hosting Service (GWHS) of the Integrated Government Philippines (iGovPhil).

The workshop on the new ISSP template, meanwhile, is in compliance with the Joint Memorandum Circular No. 2014-01 which requires government agencies applying for additional budget for IT purposes, to use the streamlined ISSP template.

by Elvira F. Mangubat

RTWPB-V conducts presscon for new minimum wage

DOLE-Region V Director and RTWPB-V Chairperson Nathaniel V. Lacambra announced the new wage increase in Bicol Region in a press conference held on February 13 at Kanzo Hall and Restaurant in Legaspi City.

Chairperson Lacambra said that Wage Order No. RBV-16 mandated an increase of P 8.00/day for all minimum wage earners in the region, pegging the minimum wage at P260 per day for establishments with not more than 10 workers and P236 per day for non-agriculture establishments with less than 10 workers, agriculture, and cottage/handicraft sectors.

Board Secretary Aurora Prades added that aside from the minimum wage, the said Wage Order also encourages enterprises to adopt productivity-based pay schemes under the two-tiered wage system.

Relative to this, Prades encouraged companies to avail of the RTWPB's productivity improvement programs.

The press conference was attended by 24 local media organizations.

by RTWPB-V Board Sec. Aurora Prades and Julie C. Llorente

DZMM Teleradyo ATBP... from page 1

OIC-DED Jeanette T. Damo also explained that the NWPC is offering training and consultancy services to MSMEs. "*Kami po ang nagka-conduct ng mga training tulad ng ISTIV upang matulungan ang mga kompanya,*" Dir. Damo quipped. She went on to explain that ISTIV is a values-driven human resource strategy, which aims to instill good working values/ethics such as being "industrious, systematic, time-conscious, innovative, and having strong value for work".

The three Productivity Olympics winners shared how productivity improvement programs helped improve their company's operations. As ISTIV training beneficiaries, the winners explained how the training instilled positive work values that improved the work ethics and behavior of their workers, making them more productivity and quality conscious. Col. Jose (Vjandep), maker of the famous pastel in Cagayan de Oro, Ms. De Guzman (Markenburg), producer of export quality marshmallows, and Engr. De Guzman (Goldwin Manufacturing Laboratory), soap manufacturer, also expressed their appreciation for the assistance of DOST and DTI in terms of upgrading their technology and improving work processes.

DED Hornilla also read the names of the rest of the 33 national winners, with an invitation from the program hosts to feature them in the succeeding episodes.

In closing, DED Hornilla and Dir. Damo challenged MSMEs to start launching their own productivity journey, assuring them of assistance from government.

The show airs every Saturday, 10:30 a.m, broadcast simultaneously in ABS-CBN's major AM radio station DZMM, cable channels, and dzmm.com.ph.

by Julie C. Llorente

Tourism Industry in MIMAROPA Gets a Boost thru Productivity Incentive

White-sand beaches, pristine caves and breath-taking underground rivers have made MIMAROPA one of the most visited tourist destinations in the country. Truly, the constancy of tourists queuing up at Batangas port for a boat ride to the renowned beaches of Puerto Galera in Oriental Mindoro, storm or no storm, is a testament to the buoyancy of the tourism industry in the region.

The moment a tourist rides a boat for Mindoro or Coron in Palawan, this immediately puts into motion the set of players involved in a chain of economic activity in the region's tourism industry i.e. the bangkero who steers the boat, the shuttle van or tricycle driver who brings the tourist to the hotel, the front desk clerk/concierge and other hotel or employees who attend to the accommodation needs of the tourist, the souvenir shop employees who promote the region's native products, and even the local police officers who ensure the tourist's safety.

Not surprisingly, the industry continues to play a significant role in the region's economy, including the creation of jobs. In 2010 alone, Puerto

Princesa City and the municipality of Coron in Palawan, including Puerto Galera, registered a combined total revenue of P7.2 million that accounted for 13.2% of the region's revenue. Looking forward, the industry is expected to grow at least 9.47% for the next three (3) years.

Strengthening the link between pay and productivity

For this reason, RTWPB IVB selected the tourism industry as subject of its first advisory on the implementation of productivity-based pay scheme. The application of the advisory is voluntary and at the firm level.

How will it work?

The advisory provides an assessment of the industry's past performance and a description of its outlook (risks and prospects) for the coming year. On the basis of which, the advisory recommends productivity improvement and gainsharing schemes appropriate to the industry. The advisory also recommends the creation of a labor management structure to design and implement productivity incentives programs.

Labor Secretary Rosalinda Dimapilis-Baldoz hailed the issuance of the advisory as timely and propitious, recognizing the importance of the tourism industry as key employment generator, bringing jobs and livelihood to local workers.

Series of Consultations

Prior to the issuance of the advisory, RTWPB IVB conducted a study and series of consultations with industry stakeholders in Calapan, City, Oriental Mindoro on September 19, 2013; San Jose, Occidental Mindoro on October 11, 2013 and Puerto Princesa, Palawan on October 8, 2013.

RTWPB IV-B Chairman Delson said that the results of the study and consultations showed positive business outlook in the tourism industry and the existence of various productivity and performance-based incentive schemes being unilaterally given by some establishments. He added that these incentives are based on performance standards like attendance, punctuality, innovation, sales quota and loyalty among others.

by RTWPB IV-B Board Sec. Romeo E. Opis

House Committee...from page 1

productivity programs. This is in support of the twin goals of the two-tiered wage system, which are to secure protection for poor and vulnerable workers and strengthen bipartite approaches in the promotion of worker and enterprise productivity.

Present during the meeting were Cong. Karlo Alexei B. Nograles, Chairman of the Labor and Employment Committee on Labor and Employment; Cong. Ma. Victoria R. Sy-Alvarado, 1st district of Bulacan; Cong. Leah S. Paquiz, Ang NARS Partylist; Cong. Emmeline Y. Aglipay, DIWA Partylist; Cong. Roy V. Señeres Sr.; and representatives from BIR, PALSCON, FBI, DLLO, NWPC, and other concerned agencies.

by Jerome P. Lucas

NWPC Pays Forward

Every year, NWPC assists institutions in need of used office equipment. By way of donation, the NWPC farms out used desks, tables, cabinets and even desktop computers to public schools, orphanages and other institutions mostly located in NCR.

Recently, the NWPC donated 36 used office equipment consisting of clerical desks, chairs, computer tables and filing cabinets to Oriental Mindoro's Mary Help of Christians School.

Sister Ravena Dominguez, Technical Directress of the school was happy to receive the donation,

which she said would be used by their students composed of indigenous members of the Mangyan community in Mindoro, specifically in the remote area of Lantuyan, Baco, Oriental Mindoro.

The charity work was coordinated by RTWPB IVB Chairperson Teodoro T. Delson, RTWPB-IVB Employer Representative Mr. Osias Navarro and Board Secretary Romeo Opis. Dir. Delson also committed to conduct productivity orientation for the school.

by RTWPB IVB Board Sec. Romeo E. Opis

Sardines Canning Industry in Zamboanga City Warms Up for TTWS



DED Patricia P. Hornilla and OIC-Dir. Atty. Jamie-Lyn Jamias-Garcia join RTWPB-IX headed by Board Sec. Joel M. Ijrani and stakeholders of Sardines Canning Industry in Zamboanga City.

The Regional Tripartite Wage and Productivity Board - IX gathered at the Garden Orchid Hotel, Zamboanga City last 24 February 2014 to conduct its consultation meeting with the sardines canning industry stakeholders on the issuance of an advisory on productivity based incentive schemes.

In her welcome message, NWPC Deputy Executive Director Patricia P. Hornilla highlighted the importance of productivity based incentive scheme citing that "it embodies the very principle of inclusive growth where no one is left behind and where everyone gets a fair share in the fruits of production." As a final note, she encouraged the industry to seize the opportunities for inclusive and productivity-driven growth and expansion, which are at the core of the wage reform.

It was then followed by a presentation of the results of the survey conducted by the Board among enterprises in the industry. Specifically, the survey presented the industry profile, labor productivity, productivity improvement programs and incentives practiced by enterprises in the industry.

The RTWPB-IX scheduled a focus group discussion with some of the key industry players to validate the results and improve the labor productivity measures for the industry.

by Phyllis G. dela Rosa with inputs from RTWPB-IX

Workers in Central Visayas receives P13 COLA per day

The Regional Tripartite Wages and Productivity Board-VII granted a P13.00 cost-of-living-allowance (COLA) per day for workers in Central Visayas bringing the highest minimum wage rate in the region to P340 per day. The Wage Order took effect on 21 March 2014 having been published last 06 March 2014 in Sun Star Cebu.

by Atty. Jamie-Lyn J. Garcia

NWPC employees attend briefing on competency based standards

Last March 18, the NWPC convened a briefing on setting competency based standards for purposes of rationalizing recruitment, placement and training initiatives. The briefing was conducted by PSA Division Chief Mr. Manuel L. Laopao at the NWPC Conference Room.

Laopao said the setting of competency standards for each position is essential towards building the required internal capacities to effectively execute the policies and programs of the organization. He added it is important in career pathing and is a requirement for ISO 9001 certification.

Laopao focused his discussion on the building blocks of competency standards which include the key result areas, workflow, performance criteria and underpinning knowledge and skills.

by Jerome P. Lucas

Policy options...from page 1

in addressing the relief requirements of enterprises affected by natural calamities include the issuance of a supplemental Wage Order to include an exemptible category for establishments affected by the calamity, re-opening of the period for the application for exemption and deferment of conduct of consultations, among others.

Undersecretary Ciriaco A. Lagunzad III, NWPC Chairperson- Designate emphasized the need to consider the environmental perspective in the review of NWPC's rules and guidelines on minimum wage setting.

by Zulaizah Genesis M. Lahan



**NWPC
Bulletin**

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Editor-In-Chief
Managing Editor
Assistant Editor
Contributors

Lourdes M. Secillano
Julie Callope-Llorente
Jerome P. Lucas
Romeo E. Opis
Elvira F. Mangubat
Phyllis G. dela Rosa
Gladys S. Gatpandan

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