



Minimum wage earners in Caraga receive pay hike

All minimum wage earners in private establishments in non-agriculture, agriculture (plantation and non-plantation), and retail and service establishments in Caraga will receive a P10 increase in their existing Cost of Living Allowance (COLA). This brings the daily minimum wage to P290 effective December 8, 2017.

May 1, 2018 will raise the daily minimum wage to P305.

The new wage order allows exemption only for distressed establishments, retail/service establishments regularly employing not more than 10 workers, and establishments adversely affected by calamities such as natural and human-induced disasters.

Wage Order No. RXIII-15 was published on November 23, 2017 in the Mindanao Daily News.

Following this, a second round of increase in the amount of P10 on the current minimum basic pay will bring the region's daily minimum wage to P300 effective February 14, 2018. A final round of basic pay increase in the amount of P5 effective

Learning Session on Computing Wage-Related Benefits

On November 21, the NWPC conducted a learning session on "How to Compute Wage Related Benefits" as its sixteenth and final learning session for 2017.

the computation of wage related benefits such as holiday pay, service incentive leave, maternity leave, paternity leave, 13th month pay, separation pay, and retirement pay, among others.

NWPC's Learning Sessions are facilities for educating and updating the public on labor and employment laws, policies and programs.

Ms. Emilia D. De Guzman, Supervising Labor and Employment Officer from DOLE Bureau of Working Conditions oriented the participants on

Summary of Minimum Wage Rates as of December 2017		
Region's Wage Order	Highest Minimum Wage	Effectivity Date
Wage Order No. RB NCR-21	P512.00	October 5, 2017
Wage Order No. RB CAR-18	P300.00	June 5, 2017
Wage Order No. RB I-18	P280.00	October 2, 2016
Wage Order No. RB II-18	P340.00	September 25, 2017
Wage Order No. RB III-20	P380.00	May 1, 2017
Wage Order No. RB IVA-17	P378.50	July 1, 2016
Wage Order No. RB IVB-08	P290.00	September 24, 2017
Wage Order No. RB V-18	P290.00	June 2, 2017
Wage Order No. RB VI-23	P323.50	March 16, 2017
Wage Order No. RB VII-20	P366.00	March 10, 2017
Wage Order No. RB VIII-19	P285.00	February 12, 2017
Wage Order No. RB IX-19	P296.00	October 1, 2016
Wage Order No. RB X-19	P338.00	July 16, 2017
Wage Order No. RB XI-19	P340.00	December 16, 2016
Wage Order No. RB XII-19	P295.00	October 9, 2016
Wage Order No. RXIII-15	P290.00	December 8, 2017
Wage Order No. ARMM-16	P265.00	March 1, 2016

Livelihood Workshop for NWPC employees



In coordination with the Manila Manpower Development Center, the NWPC organized a training on baking for its employees at the NWPC Conference Room on November 17, 2017. The workshop was conducted in line with the agency's quarterly welfare activities which include livelihood programs for senior citizens, especially those nearing retirement.

RTWPBs in 5 regions approve wage increase for domestic workers



Regional Tripartite Wages and Productivity Boards in Metro Manila, Western Visayas, Northern Mindanao, Davao Region, and SOCCSKSARGEN recently approved wage orders for domestic workers in their respective regions.

Western Visayas Region will be pegged at P3,500 starting December 16 and December 8, 2017, respectively.

Meanwhile, domestic workers in Northern Mindanao and Davao Region will receive a monthly wage of P3,000 for those working in cities and

The monthly minimum wage for domestic workers in the National Capital Region and

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NWPC pushes for linking wages, productivity under PH export plan

The NWPC recommended the tightening of the link between wage and productivity growth to the 2018-2022 Philippine Export Development Plan (PEDP). In particular, this will be done by building workers' and enterprises' capabilities on the use of productivity tools and technologies and in developing workplace performance or productivity based incentive schemes.

Bureau of Working Conditions (BWC), Bureau of Labor Relations (BLR), Bureau of Local Employment (BLE), Bureau of Workers with Special Concerns (BWSC), and the Occupational Safety and Health Center (OSHC) implement programs that support the plan's strategies.

The PEDP 2018-2022 will implement new strategies and programs to strengthen export performance towards reaching an export target of \$122-130B by the end of the plan period. The plan is anchored on the Philippine Development Plan (PDP) 2018-2022 and the President's 10-point socioeconomic agenda.

DOLE is one of the 18 government agencies tasked to strengthen the implementation of the PEDP. Within the Department, the NWPC, together with the



RTWPB-IX, ECOP conduct training on Lean Management, Service Quality



To assist enterprises in developing and implementing productivity improvement programs, the Regional Tripartite Wages and Productivity Board – ZamPen and ECOP ZamBaSulTa Chapter conducted training on Lean Management and Service Quality in Zamboanga City on November 16 and 23, respectively.

In his opening message, Mr. Roberto G. Valerio, RTWPB-IX Board Member and Secretary General of ECOP ZamBaSulTa Chapter, focused the role of ECOP in working with government in the review of labor and socio-economic policies and in addressing attendant issues.

Ms. Rowena Z. Gecaraya, Ms. Erra Jelle D. Lozano, Ms. Milanie T. Arambala, and Mr. Sabino

T. Romero served as resource persons on lean management and service quality.

The training on lean management which was attended by 37 participants representing 21 firms, focused on the concepts and principles of lean management, lean tools, and techniques.

Meanwhile, 68 middle managers and rank-and-file employees representing forty hotels and restaurants participated in the training on Service Quality.

NWPC participates in PQA Assessors' Preparatory Course

Executive Director Maria Criselda R. Sy and Atty. Stephanie Tabladillo-Yanson participated in the Philippine Quality Award Assessors' Preparatory Course organized by the Department of Trade and Industry on November 20-24, 2017 at the Subic Bay Venezia Hotel, Olongapo City.

The PQA Program seeks to constitute a team of experts capable of evaluating organizations eligible for the Award.

The PQA Assessors are selected based on individual merits and program needs. Criteria used in the selection of assessors include breadth and depth of experience; diversity of experience; leadership and external representation; and knowledge of



business, specialized areas, and/or practices and improvement strategies leading to performance excellence.



ED Sy attends ECOP Public Forum



Executive Director Maria Criselda R. Sy was one of the resource persons in the Employers' Confederation of the Philippines' Public Forum entitled "What Have Been and What Will Be: Ground-Breaking Developments on Labor-Management Relations" held at the A. Venue Hotel in Makati City on November 28, 2017.

Executive Director Sy discussed updates on and outcomes of the implementation of the

two-tiered wage system, salient features of recent wage issuances, and pending wage petitions.

The forum served as year-end review of the accomplishments of the Department of Labor and Employment on recent policy issuances and their impact on workers' rights. It was also part of ECOP's series of Executive Labor Updates (ELUs), organized to discuss new policies on industrial relations.

NWPC attends PSDP 2018-2023 Workshop

Atty. Jamie-Lyn Jamias and Ms. Maria Praxedes R. Peña attended the Workshop on the Philippine Statistical Development Program (PSDP) 2018-2023 organized by the Philippine Statistics Authority on November 20-22, 2017 at the Sulo Riviera Hotel, Quezon City.

The workshop aimed to equip participants with concepts and mechanics of statistical planning and programming as input to the drafting of the PSDP.

The PSDP represents the convergence of stakeholders in the Philippine Statistical System (PSS) towards the production and delivery of timely, relevant, and quality official statistics, anchored on every Filipino's right to information.

The NWPC put forward its statistical requirements for the execution of its wage policies and productivity programs.

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first class municipalities and P2,000 for other municipalities starting December 6 and 16, 2017, respectively.

Meanwhile, beginning December 10, 2017, the monthly minimum wage for domestic workers in SOCCSKSARGEN will be P2,500 for those working in cities and first class

municipalities and P2,000 for other municipalities.

The issuance of five wage orders for domestic workers is in compliance with Republic Act 10361 or the Kasambahay Law which mandates Regional Tripartite Wages and Productivity Boards to review and adjust the monthly minimum wage rates of domestic workers.