



## NWPC employees attend iGov Talks

NWPC employees Zulaizah Genesis M. Lahan and Joan Angelica O. Endencia attended the ILS iGov Talks Forum held at the DOLE Labor Governance and Learning Center (LGLC) on October 21, 2016. The theme of the forum was “Vulnerability, Resiliency, Empowerment of People”.

In her opening remarks, Assistant Secretary Ma. Joji V. Aragon emphasized the importance of the forum to the attainment of DOLE’s 8-point Labor and Employment Agenda. The forum discussed corruption, leadership and accountability, empowering OFWs, and Philippine culture-based education.

Resource persons during the forum were Ms. Happy Feraren, co-founder and CEO of www.bantay.ph; Atty. Ipat G. Luna of Tanggol Kalikasan; Ms. Melinda Gabuya of the Leadership and Social Entrepreneurship Program for Overseas Filipinos and their Families; and Associate Professor Ferdinand Lopez of the University of Santo Tomas.

## NWPC organizes seminar on mainstreaming GAD in OSH

As part of its Gender And Development (GAD) Program, the NWPC organized a seminar on mainstreaming gender and development in occupational safety and health programs (OSH) with Mr. Bong Soriano of the Occupational Safety and Health Center (OSHC) as speaker.

The seminar aimed to raise the level of awareness of NWPC staff on the significance of gender differences and diversity in ensuring the health and safety of women and men in the workplace.

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Undersecretary Lagunzad also apprised the audience on initiatives of the Department on contractualization and on the proposed across-the-board wage increase.

The Conference’s breakout sessions focused on mainstreaming quality and productivity through the value chains, employee engagement in productivity programs and agricultural productivity as catalyst for growth. For Session 1, Unilever’s Ms. May Rigor and two of its suppliers Novoagri with Atty. Irwin Ambal and Sunlight Foods Corporation with Mr. Crispin R. Muyrong, Jr., explained how Unilever influences its value chain to adhere to its quality standards. For Session 2, Dr. Rhoelano Briones of PIDS discussed the opportunities and constraints that the Philippine agricultural sector faces. For Session 3, IMI’s Erwin Patrocinio, Maria Cecilia Quiano, and Rosario Mabili presented their company practices in effectively engaging employees in various productivity improvement programs such as Six Sigma, Lean Manufacturing, Kaizen, and Work Improvement Suggestion for Employees (WISE).

A post-Conference learning session for the Boards on Six Sigma and Lean Manufacturing was organized, with Mr. Edgar Flores and Ms. Raine Margarita M. Garcia of Shell Shared Services Asia BV as speakers.

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## NWPC holds 2016 National Productivity Conference



The National Wages and Productivity Commission held the National Productivity Conference with the theme “Productivity@Work: Creating Value for Workers and Enterprises” at Hotel Jen on October 27, 2016. The biennial conference is held every October being the National Quality and Productivity Month.

The tripartite partners delivered messages conveying the importance of productivity towards improving workers’ income, enterprise viability and the country’s competitiveness. The labor representatives raised its concern over the need to increase workers’ share in the fruits of production. Meanwhile, NWPC Commissioner Lucy Tarriela, in behalf of Mr. Donald Dee, expressed support for the continuing initiative of the Commission to raise workers and enterprises’ productivity. Assistant Secretary Alex V. Avila, former Officer-in-charge of the NWPC, emphasized the importance of “increasingly linking wage and productivity as an effective and viable option for increasing profits and wages far more than fixed and modest minimum wages increases”.

In his keynote, Undersecretary Ciriaco A. Lagunzad III stressed the importance of productivity improvement to the President’s 10-point socioeconomic agenda as well as the country’s commitment to the 2025 ASEAN Economic Blueprint. More importantly, he said productivity improvement

is essential to “sustaining the economic well being of enterprises and in optimizing the contribution of our human resources”.

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## New minimum wage for workers in Region XII

Beginning October 9, 2016, minimum wage earners in Region XII will receive a new daily rate of P295 for those in non-agriculture and P272 for those in agriculture, retail, and service sectors.

The new wage order allows exemption only for establishments adversely affected by calamities such as natural and human-induced disasters and those that are prescribed by existing laws and guidelines.

Wage Order No. XII-19 was issued on September 9, 2016 and was published in The Mindanao Cross on September 24, 2016.

### Summary of Minimum Wage Rates as of November 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-18	P280.00	October 2, 2016
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	P285.00	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-19	P296.00	October 1, 2016
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





## Secretary Bello re-clusters DOLE agencies

One of the highlights of the DOLE Performance Assessment and Strategic Planning Exercise last September 28-29 was the announcement of the new DOLE clusters. The re-clustering aims to ensure greater efficiency, cost-effectiveness and consistency in policy and program implementation in the Department to better serve the needs of its stakeholders.

The re-clustering puts NWPC under the supervision of Undersecretary Ciriaco A. Lagunzad III, as head of the Workers Welfare and Protection Cluster. Other agencies under his cluster are: Employees' Compensation Commission (ECC), Occupational Safety and Health Center (OSHC), Overseas Workers' Welfare Administration (OWWA),

International Labor Affairs Bureau (ILAB), Philippine Overseas Labor Offices (POLOs), National Reintegration Center for Overseas Filipino Workers (NRCO), and Internal Audit Service.

Meanwhile, Undersecretary Joel B. Maglunsod was designated cluster head of the Labor Relations and Special Concerns Cluster, while Undersecretary Dominador R. Say is the cluster head of the Employment and Policy Support Cluster.

With the resignation of Undersecretary Cruz last October 25, the cluster was temporarily placed under the supervision of Usec. Lagunzad.

## NWPC joins DOLE Labor Summit

NWPC OIC-Executive Director Alex V. Avila, together with Deputy Executive Director Jeanette T. Damo and Director Jamie Lyn Jamias, participated in the Labor Summit organized by the Bureau of Labor Relations at the Occupational Safety and Health Center (OSHC) last October 17.

Secretary Bello said the summit aimed to gather the priority issues and concerns of the labor sector as inputs to the formulation of labor and employment strategies, policies and

programs that would support the attainment of the eight-point policy agenda of DOLE. Assistant Secretary Alex V. Avila presented the 8-point Labor and Employment Agenda.

The first session discussed issues and recommendations on security of tenure. In the afternoon, workshop groups were organized to discuss the following issues (i) industrial policy and economic roadmap, (ii) wage, tax, and price reform, (iii) labor rights and standards, (iv)

## 8-Point Labor and Employment Agenda

1. Continuously enhance and transform DOLE into an efficient, responsive, purposeful, and accountable institution;
2. Address the persistent problems of unemployment and underemployment;
3. Continuously strengthen protection and security of our overseas Filipino workers;
4. Ensure full respect of labor standards and the fundamental principles and rights at work;
5. Bring more focus and accessibility in workers' protection and welfare programs;
6. Achieve a sound, dynamic, and stable industrial peace with free and democratic participation of workers and employers in policy and decision-making processes affecting resolution of all labor disputes;
7. Have a labor dispute resolution system that ensures just, simplified, and expeditious resolution of all labor disputes; and
8. Have responsive, enabling, and equitable labor policies, laws, and regulations.



## Director Avila appointed as DOLE Assistant Secretary

Former OIC-Executive Director Alex V. Avila was promoted Assistant Secretary of the Department and took his oath of office before Secretary Bello during the DOLE Performance Assessment and Strategic Planning Exercise last September 28 at the Occupational Safety and Health Center.

Assistant Secretary Avila joins Undersecretary Dominador R. Say in leading

the Employment and Policy Support Cluster, which is composed of the following agencies Bureau of Local Employment (BLE), Institute for Labor Studies (ILS), National Maritime Polytechnic (NMP), Philippine Overseas Employment Administration (POEA), and Professional Regulation Commission (PRC). The Planning Service (PS) and Information and Publication Service (IPS) are also under the supervision of Assistant Secretary Avila.

## Training on Gainsharing conducted for CO and RBs

“An involved employee is a productive employee. Gainsharing, profit sharing and other forms of productivity incentive schemes are ways to actively engage employees in a company’s affairs”, said OIC-Executive Alex V. Avila in his Message to the NWPC and RTWPB officers and staff during the training on performance-based pay incentives (PPBI) and gainsharing schemes (GS) on October 3-5, 2016 in Pasig City.



Mr. Dong-One Kim, the Dean of Korea University Business School and one of the authors of the bestselling book “Gainsharing and Goalsharing: Aligning Pay and Strategic Goals”, was the resource person during the training. Also invited to share their company’s gainsharing practices were Ms. Dolorita P. Isiderio of Regent

Travel Corporation, Ms. Gretchen Fontejon-Enarle of Atlantic Coatings, Inc., and Ms. Jaie Ador of Three Dimensional Packaging Corporation.

The training was organized in coordination with the Asian Productivity Organization (APO) and the Development Academy of the Philippines (DAP).

## 2017 Productivity Olympics officially starts

The National Wages and Productivity Commission officially kicked off the 2017 Productivity Olympics during the 2016 National Productivity Conference held at Hotel Jen on October 27, 2016.

Held every two years, the Productivity Olympics is a national search for the best productivity improvement and gainsharing program of micro, small and medium enterprises in the agribusiness, service and industry sectors. Programs are evaluated based on their impact on resource management and business performance.

The Productivity Olympics is an advocacy initiative of the NWPC and the Boards, which showcases good productivity and gainsharing practices to encourage and influence other MSMEs to start their own productivity programs.

National winners will receive trophies, cash awards, privilege to use Productivity Olympics logo for publicity purposes for three consecutive years, and priority endorsement to other training programs and services of the NWPC/RTWPBs and other DOLE agencies.