



RTWPB-V conducts ISTIV Bayanihan for BMBEs

Regional Tripartite Wages and Productivity Board -V in coordination with DOLE-Albay and PESO-Manito and Tiwi, conducted "ISTIV BAYANIHAN" for Barangay Micro-Business Enterprises in Legazpi City last September 21- 22.

Participants during the training were officers of Kaburunyugan kan mga Kababaihan

sa Manito and New Hope Workers Association of Pag-asa and Rawis, Legazpi City.

Topics discussed during the training were ISTIV values; marketing, market research and market plan; stock control; basic bookkeeping; and business ethics.

Director Avila leads oath-taking of newly promoted, hired employees

OIC-Executive Director Alex V. Avila led the oath-taking of the newly promoted and hired employees during the flag raising ceremony last September 13.

Ms. Phyllis G. Dela Rosa and Ms. Terence Joy O. Amores were promoted as Labor and Employment Officer III and Labor and Employment Officer II, respectively. Meanwhile, Ms. Carmelinda

Baccay and Ms. Evangeline Teves were both promoted as Administrative Assistant IV and III, respectively.

In addition, two new employees were hired as officers of the Training and Technical Services Division: Mr. Enrique P. Reyes, Senior Labor and Employment Officer and Ms. Elyza Gracilda A. Ramos, Labor and Employment Officer III. Mr. Reyes has a bachelor's degree in Industrial Engineering and currently pursuing a Master's Degree in Business Administration at the Polytechnic University of the Philippines (PUP). Ms. Ramos graduated magna cum laude in AB Mass Communication at Western Mindanao University and finished a Master's Degree in Communication at PUP.

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	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 greets new COA Auditor

The NWPC welcomed its new COA Auditor Mr. Reynaldo B. Famoran at the NWPC Conference Room last September 26.

In his message, OIC-Executive Director Alex V. Avila expressed his support to the new auditor and promised to cooperate with the COA's constitutional mandate to protect government funds.

NWPC news bulletin

The Official Newsletter of the National Wages and Productivity Commission

Volume 20 ❖ Number 9

www.nwpc.dole.gov.ph

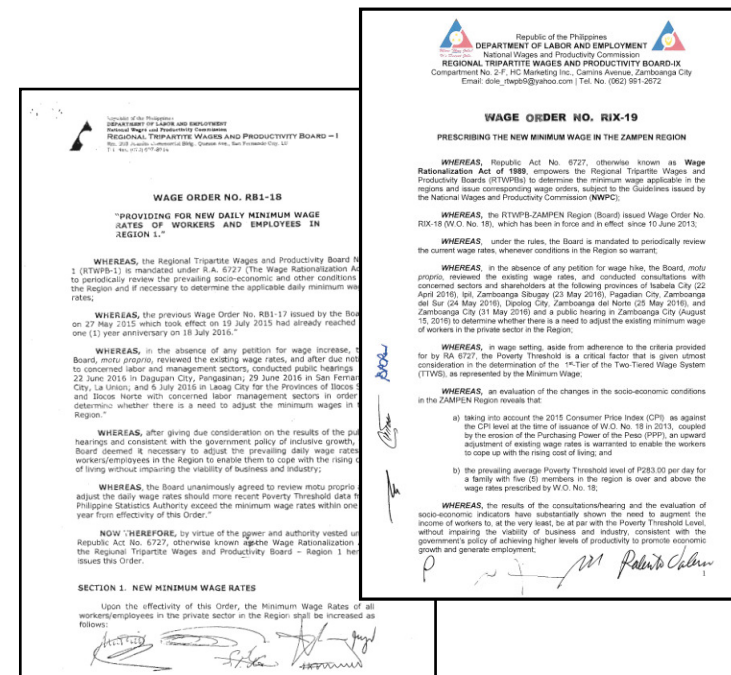
September 2016

RTWPB I, IX approve wage increases

The Regional Tripartite Wages and Productivity Boards I and IX approved the wage increase for minimum wage earners in the private sector in their respective regions.

Beginning October 2, minimum wage earners in Ilocos Region will receive P12-P27 increase. This brings the highest minimum wage in the region to P280 for non-agriculture (large) and commercial fishing. Minimum wage earners in other non-agricultural establishments will receive new minimum wages of P265 (medium), P252 (small), and P243 (micro), while the minimum wage earners in the agriculture sector will receive P252 (non-plantation) and P243 (plantation).

On the other hand, starting October 1, minimum wage earners in Region IX will receive the first tranche of wage increase in the amount of P16, bringing the highest minimum wage to P296 for non-agriculture sector. For the agriculture sector, minimum wage is set to P271 (plantation) and P251 (non-plantation). Workers in the retail/service establishments employing not more than 30 will receive P276, while those in the cottage/handicraft sector will receive P251. The second and third tranches in the amount of P6-P16 per



tranche will take effect on January 1, 2017 and October 1, 2017, respectively.

The new wage allows exemption for the following categories of establishments: distressed establishments, new business establishments, retail/service establishment employing not more than 10, and establishments adversely affected by natural and/or human-induced calamities.

Minimum wage increases for domestic workers

RTWPB-I and IX approved wage increases for domestic workers in their regions. Wage Order No. RB1-DW-1 granted a new monthly minimum wage of P3,500 for domestic workers in chartered cities and first class municipalities, and P2,500 for kasambahays working in other municipalities.

wage increase, which brings the new monthly minimum wage rates to P2,500 for those working in charter cities and first class municipalities, and P2,000 for those working in other municipalities.

The wage orders were published in the local dailies - Ilocos Herald on September 17, 2016 and Zamboanga Today on September 16, 2016, respectively.

Meanwhile, domestic workers in the Zamboanga Peninsula region will receive a P500



ILO briefs NGAs on its enterprise development strategies

The experts from the International Labor Organization discussed several ILO enterprise development strategies among the representatives from the Department of Labor and Employment (DOLE), Department of Trade and Industry (DTI), and Department of Agriculture (DA) last September 9 at the ILO Auditorium in RCBC Plaza, Makati City.

Serving as speakers during the briefing were Mr. Gemunu Wijesena, an International Value Chain Development expert and Mr. Hideki Kagohashi, an Enterprise Development Specialist.

Specifically, Mr. Wijesena and Mr. Kagohashi presented the “Value Chain Development for More and Better jobs” which focused on ILO’s approach to strengthen the ability of enterprises to identify and exploit market opportunities that can also generate wealth and jobs, and enhance job quality.

Included in the presentation were the ILO Value Chain Development processes namely: 1) Selection of sector and sub-sector with best potential for job creation or improvement of working

condition, 2) Analysis of value chains to assess economic potential and market opportunities, 3) Facilitation of dialogue with government organizations, private enterprises, workers’ representatives, and other actors to develop intervention models in collaboration with all stakeholders, 4) Development of business models for private enterprises, service providers, and public partners, and 5) Development of effective monitoring and results measurement systems to establish outcomes of value chain development projects.

Mr. Wijesena and Mr. Kagohashi also highlighted the case study of the ILO’s successful project with the Swedish International Development Agency (SIDA) and the Ministry of Enterprise Development and Promotion, the floriculture value chain in Sri Lanka.

NWPC Deputy Executive Director Jeanette T. Damo and Director Elvira P. Jota attended the said training.

RTWPB-NCR conducts Retail, Green Productivity Training



In line with the training commitment to assist enterprises or livelihood group beneficiaries in developing and implementing productivity improvement programs, the Regional Tripartite Wages and Productivity Board – NCR conducted a training/workshop on Retail/Service and Green Productivity at the NWPC Conference Room last September 16 and 27, respectively.

The training on Retail/Service focused on four retail and service aspects: (1) The Selling Process,

(2) Improve Productivity through Merchandise Display, (3) Control Stock for Productivity Improvement, and (4) Reduce Loss to Improve Productivity.

Ms. Amelia C. Kakazu, Mr. Andrew P. de Guia, Ms. Dalisay P. Moog, and Ms. Zulaizah Genesis M. Lahan, the productivity specialists who participated in the Singapore Training on Productivity, Innovation, and Enterprise Development, facilitated the training.

Meanwhile, Ms. Ana Liza Emperador, Ms. Dalisay Moog, Ms. Luchie Atienza, and Ms. Marilyn Advincula served as resource persons on Green Productivity.

Members of the Ka Entrep organization and 17 participants from manufacturing and construction industries attended these trainings separately.



NWPC joins the launching of DOLE Hotline 1349

The NWPC joined the DOLE’s launching of Hotline 1349 at the Labor Governance Learning Center in Intramuros, Manila last September 7.

NWPC designated Supervising LEO Antonio M. Mangubat, LEO III Carlos Romulo P. Reyes, and Administrative Officer V Eliseo S. Magtoto as representatives of the Commission for the said hotline.

DOLE Hotline 1349 is the department’s call center which will provide workers and employers with 24/7 information service on all labor and employment related queries and complaints. Thus, the hotline officers who are DOLE employees must have the knowledge and expertise on labor and employment issues.



Photo by Richard A. Reyes, published in the *Philippine Daily Inquirer* September 8, 2016 issue

Secretary Silvestre Bello III said the hotline service is DOLE’s response to President Rodrigo Duterte’s directive to provide services to the public in the most efficient and effective way.

NWPC seals its 5th CNA



The NWPC management and employees successfully sealed the 5th NWPC-Collective Negotiation Agreement (CNA) at the NWPC Conference Room last September 13.

In his message, OIC-Executive Director Alex V. Avila underscored the CNA’s objectives in strengthening management and labor relations. He added that CNA is designed to primarily allow employees to continue to enjoy all the rights and benefits pertaining to their terms and conditions of employment.

On the other hand, Ms. Elvie Prudencio, President of NWPC-EA, expressed gratitude to the management for its continuous support to the employees association.

Signatories of the CNA are the management panel composed of Director Atty. Jamie-Lyn Jamias-Garcia, Director Elvira P. Jota, and Mr. Kim S. Lagcao. The members of the association panel which include Mr. Jerome P. Lucas, Ms. Michelle Irish D. Mackay, and Ms. Phyllis G. dela Rosa, also affixed their signatures.