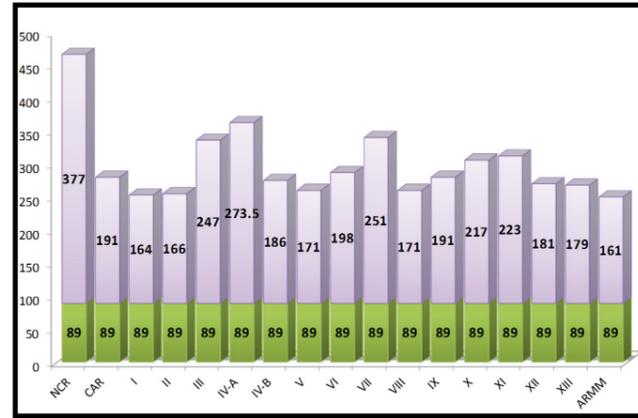


## NWPC participates in the social audit by Verite Southeast Asia

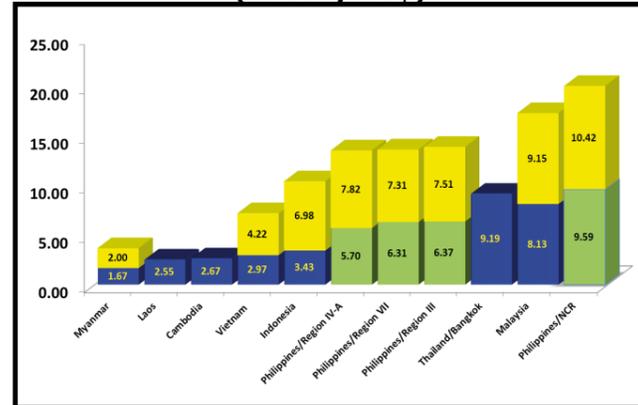
Mr. David Errington of Verite South East Asia visited the DOLE last May 6 to interview concerned DOLE agencies in line with their Emerging Markets Research Project on Labor Conditions in the Philippines by the New York City Employees' Retirement System (NYCERS).

A regular activity of Verite, the social audit focused on freedom of association and collective bargaining, child labor, forced labor and equality/

### Minimum Wage Increase in Non-Agriculture by Region, Phils: 1989 – May 2014



### Daily Minimum Wage Rates in ASEAN: 2013 (in daily US\$)



Productivity-Based Pay Advisories Issued by the RTWPBs		
Region	Industry Covered	Date Issued
CAR	- Wholesale, retail, motor repair - Hotels and restaurants - Manufacturing	Jan. 10, 2013
III	- Establishments in Ecozones	Dec. 2, 2013
IV-A	- Agriculture - Industry - Service	April 8, 2014
V	- Transport Industry	Mar. 7, 2014
X	- Bus Transport Industry	Feb. 21, 2014
XI	- Banana Industry	Nov. 18, 2013
XII	- ITC Plantation	Aug. 5, 2013

Source: Wage Policy and Research Division, NWPC

discrimination, health and safety, wages and hours of work. The DOLE team headed by Undersecretary Rebecca C. Chato was composed of the heads of the following agencies: BLR, BWC, BWSC, ILAB and NWPC.

On gender pay gap, Executive Director Maria Criselda R. Sy explained that the average wages of women have surpassed those of men beginning 2010. She added that across major industry group, this trend was noted in fishing, mining and quarrying, manufacturing, electricity, gas and steam and airconditioning supply and construction. By major occupation group, the same pattern was evident among farmers/forestry workers and fishermen and officials of government and special interest organizations, corporate executives, managers, managing proprietors and supervisors.

by Jerome P. Lucas

### The Minimum Wage issue on GNN's General Assignment

Executive Director Maria Criselda R. Sy and DED Patricia P. Hornilla guested on GNN's General Assignment last May 14 to discuss the minimum wage policy, its implementation and related labor market issues. The show, hosted by Mrs. Miguel Gil also invited TUCP's Spokesperson Mr. Alan A. Tanjusay to clarify the labor sector's position on the wage issue.

Directors Sy and Hornilla discussed the policy goal, mechanisms and procedures of minimum wage setting as well as the implementation of the two-tiered wage system. On the issue of across-the-board wage petitions, Mr. Tanjusay explained the bases for their petitions particularly their plans to file a petition for a P135 daily wage increase in NCR.

by Julie C. Llorente



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# NWPC Bulletin

The Official Newsletter of the National Wages and Productivity Commission

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## New Minimum Wage Set in Davao Region

Starting June 1, 2014, the new minimum wage in Region XI will be P312.00 per day for workers in non-agriculture and in retail/service enterprises employing more than 10 workers. In agriculture, the new minimum wage will be P302.00 per day and in retail/service establishments employing not more than 10 workers, P281.00 per day.

Wage Order No. RB XI- 18, issued May 7, 2014 provides for an P11.00 per day basic pay increase and a P15.00 COLA integration. Further, minimum wage earners will receive an additional P5.00 COLA per day effective December 1, 2014. The Wage Order does not allow exemption from the payment of minimum wages.

"The Regional Tripartite Wages and Productivity Board - Region XI unanimously decided to grant the new wage adjustments in line with the full implementation of the two-tiered wage system (TTWS) by raising the lowest statutory wage rate in the Region to a level above the poverty threshold", said Director Joffrey Suyao, Board Chairman of RTWPB-XI.

Wage Order No. RB XI-18 was published on May 17, 2014 at the Sunstar Davao.

by RTWPB-XI



Regional Board members namely (L-R) Management Sector Rep. Rulfo V. Asis and Atty. Bienvenido D. Cariaga, Board Chair /DOLE-XI Director Joffrey M. Suyao, Vice-Chair /NEDA-XI Director Maria Lourdes D. Lim, Vice-Chair /DTI-XI Director Maria Belenda Q. Ambj, and Labor Sector Rep. Virginia T. Camus and Jorge G. Alegarbes during the signing of Wage Order No. XI-18.

### Labor Day Celebration Salutes Filipino Workers

"Sa araw na ito, nagpupugay tayo sa skanilang sipag, tiyaga, at dedikasyon hindi lamang bilang manggagawa, kundi bilang mamamayang Pilipino --- matatag, mapagpunyagi, at tunay na maasahan." This was the core message of Secretary Rosalinda Dimapilis-Baldoz for this year's Labor Day Celebration.

As in the previous celebrations, the DOLE organized job fairs to facilitate and speed up the search process job seekers. In the National Capital Region, 17 job fairs were conducted; the biggest of which was held at the SMX Convention Center in Pasay City.

May 1 also marked the effectivity of Wage Order IVA-16, providing for a P12.00 per day (basic pay) increase, to be given in tranches from May 2014 to December 2016 to minimum wage earners receiving less than P267 per day. Meanwhile, a P13.00 socioeconomic allowance (SEA) per day shall be given to minimum wage earners receiving more than P267 up to P349.50. This brings the range of minimum wages in non-agriculture to P261 to P362.50.

The Wage Order does not allow exemption.

by Jerome P. Lucas

### Workers' Welfare & Social Protection Cluster holds first 2014 meeting

The WWSP cluster headed by Undersecretary Ciriaco A. Lagunzad III convened the cluster's 2014 initial meeting in Tagaytay last May 12-13. Purpose of the meeting was to assess the first quarter cluster performance and to formulate catch up plans to respond to gaps in program implementation.

On the part of the NWPC, catch up plans were developed for the following programs: (i) issuance of guidelines for setting minimum wages for domestic workers and advisory on competency based pay schemes (ii) issuance of advisories and documentation and assessment of its implementation and (Iii) development and deployment of productivity training modules for DOLE livelihood beneficiaries.

by Jerome P. Lucas

## RB CARAGA conducts Wage Clinics

In preparation for the 10th Anniversary of Wage Order No. 12 on May 21, 2014, RTWPB - CARAGA Chairperson Atty. Johnson G. Cañete initiated a series of wage clinics in the four provinces of the region from April 10 to 29, 2014.

Dir. Cañete emphasized the importance of attending wage clinics in terms of keeping abreast with developments in the implementation of wage and wage-related policies.

Resource persons from the Regional Board discussed the following topics: 1) 2015 ASEAN Integration; 2) Barangay Micro Business Enterprise Law d; 3) Labor Law Compliance System; and 4) Two-Tiered Wage System and Productivity by RTWPB-CARAGA. The open forum after the presentations allowed the participants to seek clarification of issues related to the topics discussed.

The Regional Board took advantage of the presence of more than 150 firms by conducting a survey on the participants' view of the region's business outlook, knowledge of productivity concepts, wages and labor laws. The survey results will serve as inputs towards strengthening its advocacy initiatives for the programs of the DOLE.

by RTWPB-XIII

## Crafting of Wage Advisory of RTWPB-I

The Regional Tripartite Wages and Productivity Board in Ilocos (RTWPB-I) is currently crafting its advisory on productivity incentive schemes for the tourism industry in accordance with the two-tiered wage system, with assistance from the NWPC.

In a meeting held for the purpose, the NWPC discussed the framework, content and the procedures for crafting the

## Region XII conducts Public Consultation on TTWS and Wage Issues



Various workers and employers participates in the public consultation on two-tiered wage system and other wage related issues conducted by RTWPB XII.

A public consultation focusing on the Two-Tiered Wage System and the attendant wage issues was conducted by RTWPB-12 on 28 April 2014 in Phela Grande Hotel, General Santos City for some 130 participants from labor and management sectors.

NEDA-XII Regional Director Arturo G. Valero presented the region's

socio-economic situation while Ms. Mary Ann Morales of DTI-XII reported on the trend in prices of basic commodities for the 1st quarter of 2014. Updates on the supply and price of agricultural commodities for the 1st quarters of 2013-2014 were presented by Mr. Vicente Villareal of BAS-XII. RTWPB

turn to page 3

## HRD Convergence program for the sugar industry

The BWSC created a DOLE Technical Working Group composed of BWC, BLE and attached agencies TESDA, OSHC, NWPC, PRC and ILS to develop a Human Resource Development (HRD) Master Plan in the Sugarcane Industry under DOLE's HRD Convergence Program. The plan should define interventions for human resource development such as capacity building, skills training and strengthening of institutions to enhance the industry's workforce to actively contribute to the industry's growth.

On the part of the NWPC, its representative Ms. Elvira Prudencio apprised the group of the existing productivity training programs which can be readily deployed to workers in the sugarcane industry. She added that RTWPB-VI will be issuing an advisory on the adoption of productivity based pay schemes for workers in the sugarcane industry, recognizing its contribution to the region's economic output, income and employment.

by Elvira P. Prudencio

advisory. A major concern that surfaced is the unavailability of region and industry-specific data, particularly for the hotel industry. RTWPB Chairperson Grace Ursua recommended to consult the Hotel-ITC as source of statistical data and other relevant information as inputs to the advisory.

DTI Regional Director Florante O. Leal raised the importance of creating labor

management committees (LMCs) at the workplace as the mechanism for developing and implementing productivity-based pay schemes. Labor Rep. Eliseo P. Flora supported this view and emphasized that the committee should be able to clarify the design of the incentive scheme which, in turn, should be properly communicated to the workers to avoid disputes.

by Phyllis G. dela Rosa

## Implementation of Productivity-Based Incentive Schemes for the Banana Industry in Davao Region

Regional Tripartite Wages and Productivity Board-XI is encouraging companies in the banana industry in Davao Region to adopt Advisory No. RB XI-01 to enhance efficiency and promote greater productivity of its employees.

The Advisory on the Implementation of Productivity-Based Incentive Schemes for the Banana Industry aims to guide enterprises in the industry on a range of productivity incentives, which may be the basis for employer initiatives and enterprise negotiations. The Advisory focuses on the Cavendish Banana Industry,

being a priority industry, a top exporter and contributor to the economic output of Davao Region.

Advisory No. RB XI-01 recommends a 1% increase in productivity based incentives considering that there has been an average 0.80% increase in demand for Cavendish bananas over the past five years, with prospects of new markets for the industry based on data from the Plant Quarantine Service of the Bureau of Plant Industry, Department of Agriculture.

Accordingly, the application of the Advisory is voluntary

and at the firm level. However, once agreement is reached on the grant of productivity incentives, it becomes mandatory for management to pay the same in the manner, amount and frequency agreed upon. The Advisory was published last March 19, 2014 in Sun Star Davao.

by RTWPB-XI

Region XII conducts ...from page 2

Board Secretary Jessie dela Cruz, meantime, discussed the policy and implementation strategy for the TTWS. Chairperson Ofelia B. Domingo gave an overview of the consultation and discussed the possible impact of 2015 ASEAN Economic Community Integration.

The Board issued its Wage Order on April 18, 2012.

by RTWPB-XII

## NWPC prepares Productivity Enhancement Program for DOLE Livelihood Beneficiaries



Executive Director Sy conveying the message of the Secretary to the participants

"Our mission is to help livelihood activities transform from informal to formal." Quoting Secretary Baldoz' earlier instructions, this was the gist of the message of Executive Director Maria R. Criselda to the participants of the workshop on the productivity training modules for DOLE livelihood beneficiaries held at the NWPC Conference Room on 28 April 2014.

As a background, DED Patricia P. Hornilla said the development and deployment of a productivity training module for DOLE livelihood beneficiaries is the NWPC's commitment under project "Reconstruction Assistance on Yolanda" (RAY). Project RAY is a strategic plan on the recovery and reconstruction of

the provinces affected by typhoon Yolanda. Towards this end, the DOLE, DOST, DA and DTI entered into a Memorandum of Agreement committing to jointly assist affected workers and communities through the provision of technology-driven and resource-based livelihood interventions.

Ms. Amelia

C. Kakazu and Ms. Lourdes M. Secillano presented the training modules covering basic productivity concepts, 5S of Good Housekeeping, Stock Control, and Bookkeeping. Among the feedback given by the participants were the need to laymanize further the language used; simplification of modules; include more visuals in the presentation materials and; use of illustrations that are based on the situation and experiences of livelihood beneficiaries.

In closing, DED Jeanette T. Damo said the selected NWPC productivity specialists will be called upon to augment the training pool to immediately respond to requests from DOLE livelihood beneficiaries.

by Jerome P. Lucas

## NWPC reviews 2015 Productivity Olympics Criteria and Mechanics

The NWPC created a technical working composed of officers and technical staff from the Commission and selected Boards to review and improve the mechanics and criteria for the 2015 Productivity Olympics.

The TWG-PO will also seek assistance from productivity and quality champions/advocates from the Philippine Quality Award (PQA), Cooperative Development Authority (CDA), Manila Doctors Hospital, Philippine Quality and Productivity Movement (PQPM), Employers' Confederation of the Philippines (ECOP) and University of the Philippines-Institute for Small-Scale Industries (UP-ISSI).

The revised criteria and mechanics will be presented to the Commission proper in August to ensure an early kick-off for the 2015 Productivity Olympics.

by Rosemarie P. Villaplaza