

# What's Up @ dti PHILIPPINES

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## DTI recognized as first PH Government Agency to receive Great Place to Work™ Certification



*Department of Trade and Industry (DTI) Secretary Alfredo E. Pascual leads other officials and employees in attending the flag raising ceremony on Monday, 15 May 2023 at the DTI Head Office in Makati City, which was highlighted by the “Great Place to Work” certification for the Department.*

The Department of Trade & Industry earned a distinct milestone for being recognized as the first Philippine government agency to receive the Great Place to Work Certification from the global authority on workplace culture, Great Place to Work (GPTW).

The great news was announced by DTI Secretary Alfredo E. Pascual to DTI Employees nationwide during a Special Flag Raising Ceremony conducted both onsite at the DTI Main Building in Makati City, and online via Zoom on 15 May 2023.

In his message, Secretary Pascual attributed the significance of this recognition to the driving force of the organization, the employees of DTI. *“This certification is not just an accolade but a mirror reflecting our heart and soul, the heart and soul of our DTI as perceived by those who matter most – you, our employees. More than a certificate, it is a reflection of where we stand, how we feel, and*

*what we aspire for our DTI. As we celebrate this milestone, let us commit to forge ahead, making the DTI an even more engaging and nurturing workplace,” Secretary Pascual affirmed.*

**Great Place to Work Philippines’ Managing Partner Antoniette Talosig**, through a video message, congratulated the Department for another milestone as an agile organization, noting that nine out of 10 DTI employees feel good about how they contribute to the community, and are proud to tell others that they are working at DTI.



*“You are paving the way in creating a great workplace experience for Filipinos from a very influential platform and with this well-deserved recognition, other government agencies and many other private companies will be inspired and encouraged to do the same,” Talosig said.*

*“The DTI mandate aligns well with Great Place To Work’s mission of building a better Philippines by helping organizations ensure that their employees feel valued, respected, treated fairly, and that they have a sense of belonging at work, and so we are proud of what you are doing at DTI and we’re very grateful to partner with you in creating an even better workplace and inspiring those beyond” she added.*

Since 2010, the DTI has been conducting an employee engagement survey as an opportunity to examine the level of engagement or motivation of employees. In 2022, the Department refocused its organizational assessment as part of continued efforts in implementing a more progressive and efficient human resource management and development system through the Employee Experience Survey (EES).

*“Employee experience is the journey the employee takes in an organization. It’s the sum of experience from pre-recruitment and post-exit. It also involves the Trust Index Model which focuses on credibility, camaraderie, fairness, respect, and pride,”* **Management Services Group**

**Undersecretary Ireneo V. Vizmonte** imparted on his introduction of the EES journey during the ceremony.

The survey was launched from February 27 to March 13, 2023 and generated 99% or a total of 2,318 responses, from the invited survey respondents of all DTI Regular Employees nationwide who have rendered at least six (6) months of service from the time of the survey launch.

DTI's survey result yielded **80% as the overall average of all Statements** which assessed the overall performance capturing all the aspects of the survey equally. The survey also highlighted that taking everything into account, **86% of employees say that DTI is a great place to work.**

As additional great news, Secretary Pascual made a few more announcements that further revved up the spirits of the DTI Family. These include the issuance of the DTI ID and lanyards reflecting the DTI core values and the GPTW brand.

Second is the dissemination of uniforms starting July 2023 as a symbol of unity and shared identity. Third is the provision of a one-time rice allowance to all DTI employees. Fourth is the crediting of the mid-year bonus on May 15, 2023. And to cap it all, DTI's eligibility for the Performance-Based Bonus (PBB) with a score of 80% for the year 2021. PBB will be credited to employees next month.



***DTI's Great Place to Work Certification Badge***

To end his message, the DTI Secretary reminded the DTI family that the GPTW certification resulted from the *“collective efforts and reflection of our combined values, talents, and contributions.”* He further rallied everyone to continue serving the country by actively participating in the GPTW practice.

*“I urge all DTI officials to engage in more meaningful dialogues within their teams, to ponder upon the results and to celebrate the victories and to plan each step to sustain the positive organizational culture. Maraming salamat and congratulations muli sa inyong lahat.”*

In closing, HRAS announced the top three bureaus and offices from the Central and Regional Offices that were first to achieve a 100% response rate during the Employee Experience Survey period, and will each receive a Wellness/Organizational Culture Activity.

From the Central Office, the top three are the Bureau of Small and Medium Enterprise Development (BSMED), Information Systems Management Service (ISMS), and the Bureau of Trade and Industrial

Policy Research (BTIPR); and for the Regional Offices, DTI Region 9 (Zamboanga Peninsula), Region 11 (Davao Region), and Region 2 (Cagayan Valley).

DTI's GPTW Certification will be valid from April 2023 until April 2024. Heads of Offices will receive a copy of their results providing inputs on their key strengths and areas of improvements to be translated to actionable plans moving forward.