

# WHAT'S UP@DTI

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## DTI obtains Great Place to Work® Certification for two consecutive years



The Department of Trade and Industry (DTI) achieved another distinct milestone for being recognized as the first and only Philippine government agency to receive the Great Place to Work Certification for two consecutive years from the global authority on workplace culture Great Place to Work (GPTW).

**DTI Secretary Alfredo E. Pascual** proudly announced the great news to DTI Employees nationwide during a Special online Flag Raising Ceremony on 29 April 2024.

In his message, Secretary Pascual acknowledged the exceptional DTI Family who serves as the pillars of the organization's success and emphasized the importance of recognizing their contributions.

*"Taglay ang ating kolektibong sigasig, ipinagdiriwang natin ngayon ang muling pagkilala sa DTI bilang Great Place to Work. Ito ay dahil sa patuloy nating pagpupunyagi na mapanatili ang isang magandang workplace para sa ating lahat. Isang lugar na sumisimbolo sa ating pagsusumikap, pagiging bukas at matapat sa lahat ng ating gawain. Isinasabuhay natin araw-araw ang mantra na Serbisyong Higit pa sa Inaasahan, at tunay ngang walang katumbas na karangalan ang maging bahagi ng ahensyang lubos ang dedikasyon sa kahusayan."*





Department of Trade & Industry (DTI) Secretary Alfredo E. Pascual leads other officials and employees in attending the online flag raising ceremony on Monday, 29 April 2024 in celebration of the Department's Great Place to Work recertification.

**Great Place to Work Philippines' Managing Partner Antoniette Talosig**, through a video message, congratulated DTI noting that a staggering 91% of DTI employees take immense pride in their work and contributions to the community – a testament to the Department's positive workplace culture.

*"We are immensely proud of DTI for being the first and only Government Agency to be Great Place to Work Certified in our country. We are also grateful for your continuous efforts to sustain and improve DTI's employee experience and workplace culture. This prestigious Certification not only aligns DTI with thousands of Certified companies worldwide, but this also affirms DTI's purpose driven, and people-first organization. Your dedication and commitment have made this possible,"* she remarked.

Great Place to Work® (GPTW) is a global authority on workplace culture. Since 1992, they have surveyed more than 100 million employees around the world, in more than 60 countries, including those on the 100 Best Companies to Work For list published annually by Fortune.

Marking the fifth anniversary of Great Place To Work in the Philippines, MP Talosig highlighted three crucial factors that make great workplaces in the country: "Barriers are broken when people in the organization care about each other. Leaders collaborate with employees across the rank and people are unafraid to share their views knowing that they are genuinely heard."

She further stressed, *"great workplaces are built to collaborative synergy. As you continue to make a high trust workplace culture at DTI, I encourage you to share best practices internally with your colleagues, and support leaders and colleagues with unique needs. It is your collective effort that makes DTI a great workplace."*



Great Place to Work Philippines Managing Partner Antoniette Talosig extends her congratulations to DTI for being the first and only certified government agency in the Philippines to be recognized with GPTW certification for two consecutive years

In her closing message, she emphasized the role of leaders in building high trust culture in the organization: *“at the core of great workplaces are trustworthy leaders. Creating high trust cultures starts with us, the leaders being trustworthy. Research, studies, and our experiences have actually shown that trust develops when leaders genuinely listen and seek to understand and so, I encourage every leader at DTI to continue doing so.”*

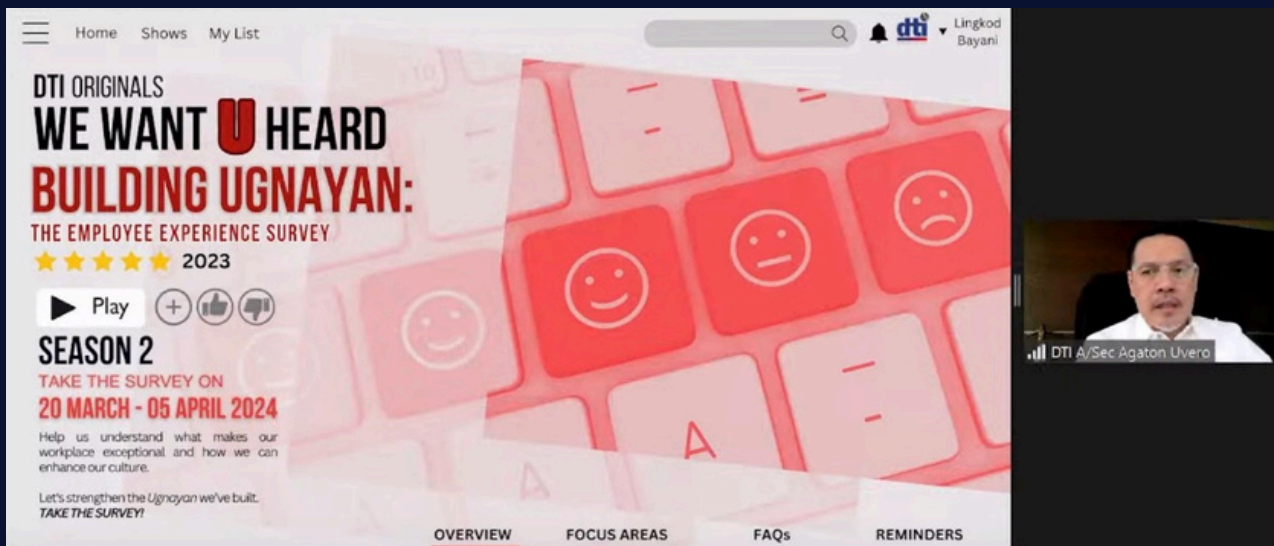
DTI conducted an Employee Experience Survey (EES) covering the period 2023. Employee experience is defined as the collective feelings and perceptions of an employee based on interactions from recruitment to retirement/separation. It includes experiences on workplace environment, organizational culture, policies, and leadership style. It is hinged on relationships with management, team members, and how one's pride towards work and the organization itself is cultivated.

EES was launched from 20 March to 5 April 2024 and generated 99.83% or a total of 2,336 from the 2,340 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 **81%** on the overall employee experience rating which captured all the aspects of the survey equally. The survey also highlighted that taking everything into account, **84% of employees say that DTI is a great place to work.**

**Management Services Group Supervising Head Assistant Secretary Agaton O. Uvero** remarked during the introduction of the EES journey that *“EES is a crucial step towards creating a positive workplace culture where employees are given a chance to be heard. It is based on the Trust Index Model that is focused on credibility, camaraderie, fairness, respect, and pride. This year's survey fosters Uganayan which means relationship among the DTI family.”*

This year's survey spearheaded by the Human Resource and Administrative Service was themed Ugnayan, which means relationships or connectivity, one of the critical elements of an employee experience. Open communication, collaboration, and mutual support all contribute to meaningful connections and a positive experience for everyone.



The Secretary also enumerated some of the progress made to address feedback from the previous survey. In particular, Heads of Bureaus/Offices and other officials are taking EES results seriously and implementing action plans for improvement. Likewise, EES results are being integrated into teambuilding and organizational culture activities.

Additionally, the threshold on psychological exams for internal applicants has been removed due to consistent requests, especially from the Regions. Instead, points will be allocated according to exam results. Plans are also underway to lease a new DTI building to accommodate more offices, facilitating collaboration and providing improved facilities.

Flexible work arrangements are still in place through Department Order 22-65, with schedules subject for approval by designated authorities. The shuttle bus service for DTI employees has been appreciated and will continue for their comfort and convenience.

Well-being initiatives will continue through the Employees' Stride to enhanced Productivity through Recreation and Individual Transformation (ESPRIT) wellness program, focusing on employees' financial, mental, physical, and spiritual well-being. A one-day Sports Competition between the Central Office and the Regional Offices is planned for July to enhance camaraderie, improve physical health, provide a break from work, and strengthen relationships.

Adding to this momentous event, Secretary Pascual happily announced the crediting of the mid-year bonus on 15 May 2024 and the Performance Based Bonus (PBB) this coming May – June 2024.

To end his message, the Secretary expressed further commitment in strengthening a culture of a great workplace in DTI and vowed to continuously foster a culture of excellence where there is positive and inclusive growth for everyone.

*“Ngunit, hindi tayo titigil dito. May mga larangan pa rin kung saan tayo ay maaaring magpatuloy sa pag-unlad. Layunin nating mas palakasin pa ang kultura ng Great Place to Work dito sa DTI – isang lugar kung saan ang pagiging mahusay ay hindi na bago kundi pangkaraniwan na. Itaguyod natin ang isang positibo at inklusibong kapaligiran na makakatulong sa bawat isa sa atin. Muli, salamat sa inyong commitment sa ating shared goals. Kasama kayo, pagtutulungan natin na panatilihin at palakasin pa ang isang positibo at produktibong lugar ng trabaho sa DTI,”* Secretary Pascual said.

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 Import Services (BIS), Bureau of Trade and Industrial Policy Research (BTIPR), and the Communications Office comprised of the Office of the Undersecretary - Communications (OUCOMMS), Knowledge Management and Information Service - Information and Creative Service Division (KMIS-ICSD), and Public Relations Division (PRD). For the Regional Offices, the winners are DTI Region 9 (Zamboanga Peninsula), Region 5 (Bicol Region), and Region 12 (SOCCSKSARGEN).

DTI’s new GPTW Certification will be valid from April 2024 until April 2025. 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.