

### RTWPB NCR conducts session on wage distortion



RTWPB NCR conducted a learning session on Correcting Wage Distortion on April 16, 2019 at the NWPC Conference Room for 69 workers and managers from 43 establishments.

Board Secretary Kim S. Lagcao, as the resource person, discussed the concept of wage distortion, procedures for correcting wage distortion, and wage distortion adjustment formulae.

### NWPC holds April Learning Sessions



NWPC conducted learning sessions on Tax Exemption for Minimum Wage Earners on April 3 and Handling Administrative Cases on April 24, 2019 at NWPC Conference Room.

Edcris Tolentino and Gerald Mart Gatinga from the Bureau of Internal Revenue's District Office No. 33 conducted the lecture on tax exemption for minimum wage earners. On the other hand, Atty. Florence P. Daquioag-Bual, Chief of the Legal Representation Division of DOLE Legal Services, served as resource person on the topic handling administrative cases.

### NWPC hosts flag ceremony



The NWPC hosted the DOLE flag raising ceremony held at the Local Governance Learning Center (LGLC) on April 08, 2019. As part of the program, the hosts ran a brief trivia game about NWPC and national heroes in commemoration of "Araw ng Kagitingan."

#### Summary of Minimum Wage Rates as of April 2019

Region's Wage Order	Highest Minimum Wage	Effectivity Date
Wage Order No. RB NCR-22	P537.00	November 22, 2018
Wage Order No. RB CAR-19	P320.00	August 20, 2018
Wage Order No. RB I-20	P340.00	April 30, 2019
Wage Order No. RB II-19	P360.00	November 25, 2018
Wage Order No. RB III-21	P400.00	August 1, 2018
Wage Order No. RB IVA-18	P400.00	April 28, 2018
Wage Order No. RB IVB-09	P320.00	November 27, 2018
Wage Order No. RB V-19	P300.00	September 21, 2018
Wage Order No. RB VI-24	P365.00	July 12, 2018
Wage Order No. RB VII-21	P386.00	August 3, 2018
Wage Order No. RB VIII-20	P305.00	June 25, 2018
Wage Order No. RB IX-20	P316.00	July 30, 2018
Wage Order No. RB X-20	P365.00	November 1, 2018
Wage Order No. RB XI-20	P396.00	August 16, 2018
Wage Order No. RB XII-20	P311.00	May 11, 2018
Wage Order No. RBXIII-16	P320.00	May 1, 2019
Wage Order No. ARMM-17	P280.00	June 15, 2018

## Wage hike in 4 regions

Regional Tripartite Wages and Productivity Boards in Ilocos, Cordillera, Western Visayas, and Caraga recently approved new wage orders for private sector and domestic workers in their respective regions.

#### Ilocos Region

Effective April 30, minimum wage earners in private establishments in Ilocos Region received an additional daily wage ranging from P17-P30, varying by sector.

The new daily minimum wage in the region now range from P273 to P340 following the

publication of Wage Order RBI-20 in the Northern Times on April 15, 2019.

#### Cordillera Administrative Region

In CAR, a monthly wage increase ranging from P500-P1,000 will be given to domestic workers starting May 1, 2019 per Wage Order No. CAR-DW-03.

The monthly minimum wage of domestic workers in the region's cities and first class municipalities will be P4,000 and in other municipalities, P2,500.

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## ILO wage expert participates in wage policy assessment



International Labour Organization (ILO) Senior Regional Specialist on Wages Daniel Kostzer visited the NWPC on April 1-4, 2019 to help in the assessment of the minimum wage policy.

His visit commenced with a courtesy call with Secretary Bello to briefly apprise the DOLE Chief on global wage trends and practices. A series of meetings with the Philippine Statistics Authority, the local experts and the Commission proper were organized to discuss

the assessment framework, the results of Mr. Kostzer's preliminary run using a balanced scorecard type of assessment tool, the statistical requirements, and the Commission's view of how the assessment should proceed.

In his presentation to the Commission entitled "How to Make a Perfect Triangle: Minimum Wages, Collective Bargaining, and Economic Policy," Kostzer emphasized the

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## RTWPBs conduct productivity trainings



### 7S of Good Housekeeping and Service Quality in Cagayan Valley

RTWPB II conducted trainings on 7S of Good Housekeeping at Jotay Resort, Sta. Ana, Cagayan on March 28, 2019 and Service Quality at Villa Blanca Hotel, Tuguegarao, Cagayan on April 4, 2019.

7S of Good Housekeeping is an expanded version of the 5S of Good Housekeeping which teaches the most basic and fundamental approach for productivity and quality improvement in all types of businesses. Meanwhile, Service Quality is a quality management intervention which makes use of prescribed tools and techniques in creating error free service.

### Lean management, social media training in Bataan

RTWPB III conducted Lean Management training on April 4, 2019 at Freeport Area of Bataan in Mariveles. The one-day course is designed to

introduce the perspective of Lean Manufacturing.

Meanwhile, Productivity Improvement Training through Social Media Marketing was conducted on April 16, 2019 at the Dampa sa Tarlac Seafood's Restaurant & Catering Services. It teaches practical knowledge and skills in social media marketing to help enterprises improve the productivity of the company's marketing efforts and initiatives.

### 7S of Good Housekeeping and ISTIV PAP in Cebu and Bohol

RTWPB VII conducted 7S of Good Housekeeping on April 12, 2019 at Lahug Christian School in Cebu.

On the other hand, ISTIV Productivity Awareness Program was conducted for the faculty and staff of Bohol Northern Star College, Inc. on April 12, 2019. This program aims to instill positive work values to employees.

## NWPC attends meeting on NGP

The NWPC together with other DOLE agencies attended the meeting on the National Government Portal (NGP) project at DOLE LGLC Conference Room on April 11, 2019.

Representatives from the Department of

Information and Communications Technology (DICT) presented the portal's overview, 2019 workplan for the labor and employment sector, each government agency's Single Point of Contact (SPOC), and other concerns relative to the project.

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### Western Visayas Region

Meanwhile, domestic workers in Western Visayas will be given monthly wage increases ranging from P500-P1,000 effective May 8, 2019.

This brings the new monthly minimum wage of domestic workers to P4,000 for those working in the cities and first class municipalities and P3,500 in other municipalities.

### Caraga Region

Starting May 1, all minimum wage earners in Caraga will receive a daily minimum wage of P320 following the effectivity of Wage Order No. RBXIII-16.

Wage Order No. RBXIII-16 was issued on April 2, 2019 and was published in the Mindanao Daily on April 16, 2019.

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need to understand the complexities of the minimum wage policy in order to effectively address the dilemmas surrounding the system such as imperfect information and interests, different needs and interests of stakeholders, simple vs. complex/mixed minimum wage systems, and whether minimum wage serves as a corrector or trigger.

Kostzer emphasized the need for minimum wage structure to be as simple as possible and as complex as necessary. He further stressed that there is no "one size fits all" policy to address the different challenges.

The ILO wage expert concluded his presentation by saying that "minimum wages would not be able to satisfy everybody" and that the best minimum wage is one that "leaves each stakeholder unhappy but not so unhappy that would like to walk out the room."

The Commission, for its part, said while it is important to look at the labor market outcomes of the minimum wages, it is equally important to assess how the policy was implemented as this would help explain why the outcomes are such.

## Skills Enhancement Training for DOLE Info Officers

Kristoffer Robin S. Resurreccion, Administrative Officer IV of the Planning and Information Division, participated in the DOLE Information and Publication Service's two-day skills enhancement training for communication managers and implementers held at Hotel Elizabeth, Baguio City on March 28-30, 2019.

Ron Jabal of PAGEONE Media lectured on crisis communication management, maximizing online media, and understanding media personalities while Frank Cimatu and Edgardo Espiritu talked about advanced journalism and photojournalism.