

Increase in minimum wage expected to aid Filipinos amid soaring prices

All Regional Tripartite Wages and Productivity Boards have issued Wage Orders both for workers in private establishments and for domestic workers.

The Western Visayas wage board granted the highest wage increase of P110 for establishments employing ten workers or less. After full implementation of the Wage Order, the National Capital Region will have the highest wage rate of P570 while MIMAROPA will have the lowest daily minimum wage rate of P329. These increases in the minimum wage would benefit around 3,645,120 minimum wage earners nationwide.

RTWPB XI granted the highest wage increase for Davao region's domestic workers at P1,500 to P2,500.

NEW MINIMUM WAGE OF PRIVATE ESTABLISHMENTS					
REGION	WAGE ORDER	EFFECTIVITY	NEW RATE	2nd TRANCHE	3rd TRANCHE
NCR	Wage Order No. NCR-23	June 4, 2022	P533-P570		
VI	Wage Order No. RBVI-26	June 5, 2022	P410-P450		
I	Wage Order No. RB1-21	June 6, 2022	P312-P370	P342-P400 (December 1, 2022)	P372-P400 (March 1, 2023)
XIII	Wage Order No. RBXIII-17	June 6, 2022	P340-P350	P350 (September 1, 2022)	
II	Wage Order No. RTWPB 2-21	June 8, 2022	P375-P400	P400-P420 (January 1, 2023 for non-agriculture and agriculture)	P400 (October 1, 2022 for retail / service employing not more than 10 workers) P420 (January 1, 2023 for retail / service employing not more than 10 workers)
XII	Wage Order No. RB XII-22	June 9, 2022	P331-P352	P347-P368 (September 1, 2022)	
MIMAROPA	Wage Order No. RB-MIMAROPA-10	June 10, 2022	P329-P355		
CAR	Wage Order No. CAR-21	June 14, 2022	P380	P400 (January 1, 2023)	
VII	Wage Order No. ROVII-23	June 14, 2022	P382-P435		
V	Wage Order No. RBV-20	June 18, 2022	P345	P365 (December 1, 2022)	
X	Wage Order No. RX-21	June 18, 2022	P356-P390	P378-P405 (December 16, 2022)	
XI	Wage Order No. RXI-21	June 19, 2022	P412-P427	P428-P443 (January 1, 2023)	P443 (April 1, 2023)
III	Wage Order No. RBIII-23	June 20, 2022	P334-P450	P344-P460 (January 1, 2023)	
IX	Wage Order No. RIX-21	June 25, 2022	P323-P351	P338-P351 (October 1, 2022)	
VIII	Wage Order No. RB VIII-22	June 27, 2022	P320-P350	P345-P375 (January 2, 2023)	
IVA	Wage Order No IVA-19	June 30, 2022	P327-P435	P350-P470 (6 months after the first tranche)	

NEW MINIMUM WAGE OF DOMESTIC WORKERS			
REGION	WAGE ORDER	EFFECTIVITY	NEW RATE
VI	Wage Order No. RB 6-DW-04	June 5, 2022	P4,500
I	Wage Order No. RB1-DW-03	June 6, 2022	P5,000
II	Wage Order No. RTWPB 2-DW-04	June 8, 2022	P5,000
MIMAROPA	Wage Order No. RB-MIMAROPA-DW-03	June 10, 2022	P4,500
CAR	Wage Order No. CAR-DW-04	June 14, 2022	P4,500
VII	Wage Order No. ROVII-DW-03	June 14, 2022	P4,500-P5,500
V	Wage Order No. RBV-DW-02	June 18, 2022	P4,000
X	Wage Order No. RX-DW-03	June 18, 2022	P3,500-P4,500
XI	Wage Order No. RXI-DW-02	June 20, 2022	P4,500
III	Wage Order No. RBIII-DW-03	June 20, 2022	P4,500-P5,000
IX	Wage Order No. RIX-DW-03	June 25, 2022	P3,500-P4,000
VIII	Wage Order No. RB VIII-DW-03	June 27, 2022	P4,500-P5,000
XIII	Wage Order No. RBXIII-DW-03	June 30, 2022	P4,000
NCR	Wage Order No. NCR-DW-03	July 13, 2022	P6,000
XII	Wage Order No. RB XII-DW-03	July 16, 2022	P4,000-P4,500
IVA	Wage Order No IVA-DW-03	July 16, 2022	P4,000-P5,000

Domestic workers in the National Capital Region still top the highest monthly minimum wage rate at P6,000. A total of 62,679 domestic workers nationwide are expected to benefit from these increases in the minimum wage.

Retail service establishments employing not more than ten workers as well as establishments affected by natural calamities and/or human-induced disasters, including the COVID-19 pandemic, may apply for exemption from compliance with the issued wage orders.

The Department of Labor and Employment hopes that the daily minimum wage increase will lessen the impact of the rising prices of essential commodities.

*For more information on the new minimum wage rates, please visit our website: <https://nwpc.dole.gov.ph/>

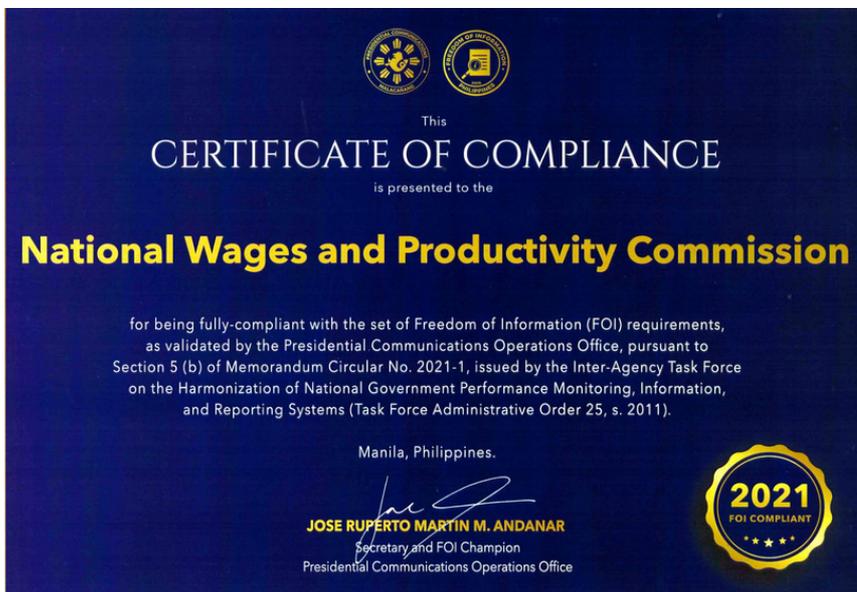
What you need to know: Minimum Wage Adjustments

In her guesting in the GTV's Oh My Job! Program last June 11, 2022, NWPC Executive Director Maria Criselda R. Sy explained the status of implementation of the wage hikes from all Regional Boards. She mentioned that as of date, seven (7) new wage orders had already taken effect. She also reported that upon the effectivity of all Wage Orders, the number of rates above the poverty threshold would increase from 45.3% to 95.7%. The Boards also implemented simplification of minimum wage rates that resulted to the reduction from 64 to 46.



Director Sy assured the public that all Boards would be available to lend technical assistance to address the concerns regarding the implementation of the new minimum wage rates. "Mayroon po kaming programang Usapang 2Ps o Usapang Pasahod at Productivity at dito po tatalakayin ang mga bagong minimum wage rates," Director Sy said. She also mentioned, "posibleng magkaroon ng wage distortion lalo na kung ang wage structure ng isang kumpanya ay very constricted, o masyadong maliliit ang differences ng salary,". She invited companies to take advantage of the agency's technical assistance and upcoming learning sessions on correcting wage distortion.

NWPC receives Certificate of Compliance from PCOO



Last June 10, 2022, NWPC received the "Certificate of Compliance" from the Presidential Communications Operations Office (PCOO) for being fully compliant with the set of Freedom of Information (FOI) requirements.

The requirements were validated by the Presidential Communications Operations Office, pursuant to Section 5 (b) of Memorandum Circular No. 2021-1, issued by the Inter-Agency Task Force on the Harmonization of National Government Performance Monitoring, Information and Reporting Services (Task Force Administrative Order 25, s. 2011)

Learning Sessions on Social Media Marketing and Wage Distortion

Mr. Mark Leroy Arpon of the Training and Technical Services Division (TTSD) facilitated the virtual learning session on Social Media Marketing on June 8, 2022, to improve the productivity of online businesses as well as its various models. It was attended by 462 virtual participants.

Also, considering the upcoming effectivity of the new minimum wage rates, NWPC held two (2) learning sessions on correcting wage distortion - which occurs when the usual differentials in wage rates between groups of employees in an establishment are drastically reduced or eliminated due to mandated wage increases.



The initial sessions on Correcting Wage Distortion were held on June 15 & 21, 2022, and presided by Atty. Alvin B. Curada, OIC-Deputy Executive Director and Concurrent Director II of NWPC's Policy and Research Service. During the sessions, Atty. Curada presented the different formulas and approaches on how to compute the right wage increase for workers who would be affected by wage distortions. He also answered queries from some of the 368 participants from the two sessions combined.

The NWPC regularly holds learning sessions as one of its advocacy initiatives to apprise workers, business enterprises, and HR practitioners of recent DOLE issuances, labor standards, and trends in business practices affecting wages and productivity, among others.

NWPC facilitates Training of Trainers on Productivity Toolbox in BARMM

Mark Leroy Arpon and Terence Joy Amores, both labor and employment officers of the Training and Technical Services Division, conducted a Training of Trainers on Productivity Toolbox for the Bangsamoro Tripartite Wages and Productivity Board (BTWPB) last June 14-16, 2022 at the Al Nor Hotel and Convention Centre in Cotabato City.

Trainers from the different field offices and bureaus of the Bangsamoro Autonomous Region in Muslim Mindanao - Ministry of Labor and Employment (BARMM MOLE) were taught the Productivity Toolbox, including Productivity 101 and 7S of Good Housekeeping (Day One), Service Quality, Retail and Visual Merchandising (Day Two) and Lean Management (Day Three).



Optimizing the workplace for efficiency and effectiveness



On June 6, 2022, NWPC's new employees attended an Orientation on the 7S of Good Housekeeping. Apart from teaching the agency's recruits about one of the Productivity Toolbox's basic modules, the orientation served as a re-launching of the implementation of the said program.

Enrique P. Reyes, Jr. of the Training and Technical Services Division (TTSD) gave an interesting talk to open the program, and John Rowen S. Rubite of the Productivity Policy and Research Division (PPRD) discussed its implementation requirements.

Participants' learnings were then tested through assessment of work spaces. They were guided by Francis Michael G. Atangan of TTSD to identify areas of the workplace that needed to be sorted, systematized, or swept using the "red tag method."

The program aims to optimize the physical workspace for efficiency and effectiveness by identifying and storing the items used, maintaining orderliness and cleanliness in the area, and sustaining the new order to ensure the safety of the workers in the most efficient manner.

RTWPB-I conducts orientation on new wage orders

RTWPB-I conducted an orientation on the two new wage orders, RB1-21 and RB1-DW-3 at Dencio's Bar and Grill Resto in San Fernando City, La Union on June 20, 2022.

Atty. Faye Marie Sabate facilitated the open forum on the topics discussed. On wage distortion, resource speakers recommended to the management and labor unions to sit down and negotiate to resolve the issue. They emphasized that to retain the loyalty and productivity of their workers, employers should give what is due to their workers including those above the minimum wage. Even if the amount is not equal to the prescribed increase, a minimal amount will boost their employees' morale, especially at this hard time.



Wage Order No. RB1-21 for formal workers and Wage Order No. RB1-DW-03 for domestic workers both took effect on June 6, 2022.