

RTWPBs issue minimum wage increases effective in June

In response to the Labor Secretary's directive to RTWPBs last March 2022 to fast track the review of the minimum wages to help workers and their families cope with the looming oil crisis, some Regional Boards had successfully issued their Wage Orders that will take effect from June 4-14, 2022.

NCR Board issued Wage Order No. NCR-23 on May 13, 2022, granting an increase of P33 to the minimum wage of workers in private establishments. Upon its effectivity on June 4, 2022, the new minimum wage rates would be P570 in the non-agriculture sector and P533 in the agriculture sector, retail/service establishments employing 15 workers or less, and manufacturing sectors with less than 10 workers.

The Western Visayas Regional Board also issued Wage Order No. RBVI-26 on May 13, 2022 granting an increase ranging from P55 to P110 for workers in private establishments. Employees in non-agricultural, industrial and commercial establishments with 10 or more workers and those employing 10 or less workers would receive a daily wage of P450 and P420, respectively. Employees in the agriculture sector would receive a daily wage of P410. At the same time, RTWPB VI also issued Wage Order No. RB6-DW-04 bringing the minimum monthly wage for all kasambahays in the region to P4,500. These wage orders would take effect on June 5, 2022.

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RTWPBs continue activities on wage fixing



The wage determination activities of other Regional Boards are ongoing.

The CALABARZON Board concluded its public consultations in Laguna on May 4-5 (formal sector) and kasambahays (May 6), and public hearings on May 16 (formal sector) and 17 (kasambahays).

The Eastern Visayas Board conducted the last of its public hearings on May 16, 17, 19, and 23. The Zamboanga Board conducted a public hearing for the minimum wage of the formal sector on May 4, as well as for the kasambahays on May 22.

The Northern Mindanao Board conducted its public hearing for the minimum wage of both formal and domestic establishments on May 11. The Davao Board also concluded its wage determination activities in May 2022.

May 2022 Learning Sessions on PBIS and Kasambahay Productivity

The NWPC held two online learning sessions this month. The first one converged three DOLE agencies for a discussion on Promoting Productivity through Workplace Bipartite Mechanisms held on May 11, 2022.

Atty. Maria Consuelo S. Bacay (Director IV of the Bureau of Labor Relations), Julie F. Rodriguez (Division Chief of the National Conciliatory and Mediation Board), and Engr. Dennis Aquino (OIC-Chief of the Occupational Safety and Health Center) discussed their views, in an e-Kapihan session style, how existing bipartite mechanisms (presence of unions, LMC and grievance committee and safety and health committee) may serve as a venue for productivity discussions and as a vehicle in pursuing productivity improvement and installation of productivity-based incentive scheme.

The second one on Kasambahay's Productivity held on May 25, 2022 was delivered by Ms. Maria Rosa Opis and Mr. John Rowen Rubite. Public Employment Agencies were oriented on the rights and responsibilities of Kasambahays, including the right values and work attitude to become productive through managing their time and resources. The discussion also included a homework safety guide with COVID-19 protocols.



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The Ilocos Region Board issued Wage Order No. RBI-21 on May 16, 2022 and would take effect on June 6, 2022. Workers in non-agricultural establishments with more than 10 workers would be granted minimum wage increases in tranches of P30 each, until reaching P400. Workers receiving P340 current minimum wage would then receive P370 upon the wage increase's effectivity and P400 in December 1, 2022. Those receiving P310 before effectivity would receive P400 by March 1, 2023. Workers in agricultural establishments (non-plantation) would also receive their increases in the same tranches until reaching P372 on March 1, 2022. Plantation workers would receive P30 upon effectivity then P47 in December 1, 2022 bringing their new daily rate to P372.

The Caraga Region Board issued Wage Order No. RBXIII-17 on May 17 that would take effect on June 6, 2022. The Board integrated the P15 COLA to the P305 daily basic and granted a P30 wage increase for workers in Butuan City and the provinces of Agusan del Norte, Agusan del Sur and Surigao del Sur. Considering the effect of Typhoon Odette, the same wage increase would be given in two tranches for workers in Dinagat Islands and Surigao Del Norte (including Siargao Island), P20 in June 6 and P10 on September 1, 2022. After full implementation of the wage tranches, workers in the Caraga Region would receive a daily wage of P350.

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The Cagayan Valley Board also issued Wage Order No. RBII-21 on May 17 that would take effect on June 8, 2022. Workers in non-agricultural and retail/service establishments with more than 10 employees would receive a P30 increase upon the wage order's effectivity and P20 on January 1, 2023, increasing their minimum wage from P370 to P420. Agricultural workers would also receive a P30 increase upon the wage order's effectivity and then P25 on January 1, 2023, bringing their wage rates from P345 to P400 by January. Meanwhile, workers in retail/service establishments with less than 10 workers would receive P30 upon effectivity, P25 in October, and P20 in January, bringing their minimum wage to P420. Kasambahays in the region, through Wage Order No.

RBII-DW-04, would receive a monthly minimum wage of P5,000.

The SOCCSKSARGEN Board issued Wage Order No. RB XII-22 on May 18. Workers in the non-agriculture sector would receive a P16 increase upon effectivity on June 9, 2022, then another P16 on September 1, 2022, bringing their minimum wage to P368. The other sectors would also receive P16 in two tranches, bringing their minimum wage to P347 by September.

All workers of private establishments in the MIMAROPA Region would be granted a P35 increase in their minimum wage through Wage Order No. RB-MIMAROPA-10, which was approved on May 19 and...

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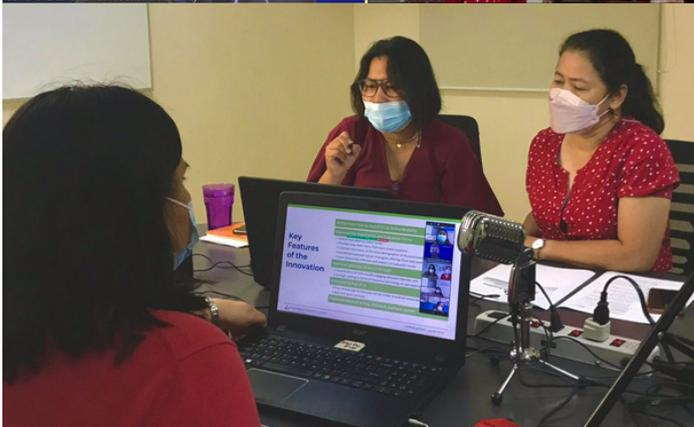
NWPC included in DAP's Compendium of Public Sector Productivity and Innovation Initiatives



Digital Learning Sessions

DAP's Designing Citizen-Centered
Public Service Improvement Training

NATIONAL WAGES AND PRODUCTIVITY COMMISSION



NWPC's Learning Sessions was showcased in the Development Academy of the Philippines (DAP)'s Compendium of Public Sector Productivity and Innovation Initiatives.

In a virtual interview conducted by Gerard Paul J. Calambro, Project Manager from DAP on May 24, 2022, Deputy Executive Director Jeanette T. Damo and Director Elvira P. Jota shared the innovations made in the conduct of learning sessions that resulted from the training on Designing Citizen-Centered Public Service Improvements last September 13 to 24, 2021.

The innovations included the successful transition of face-to-face conduct to online delivery of learning sessions and further improved the evaluation and registration processes. The NWPC also showcased the improved advocacy through social media where learning sessions are now regularly advertised, and its plan of online, interbank payment system payment scheme.

The Compendium of Public Sector Productivity and Innovation Initiatives is a collection of current and successful innovations that have re-shaped methods and manners of public service delivery, developed human capital, reinvented processes and redefined institutional structures.

Face-to-face trainings conducted by NWPC with RTWPBs

The RTWPB XII, in partnership with National Conciliation and Mediation Board XII conducted face-to-face trainings for MSMEs in Tupi and Polomolok, South Cotabato on May 11-12, 2022. Mr. Enrique Reyes Jr. and Mr. Francis Michael Atangan discussed Leaner Management, emphasizing that "by eliminating wasteful activities in the workplace is one of the most important prerequisites for building a successful company and this concept is an integral part of Lean thinking."

They also conducted Green ME (My Enterprise) for MSMEs and Business Continuity and Resiliency Planning (BCRP) training. BCRP places equal importance on human resource strategies that could drive productivity of the workforce, sustain business operations and ensure safety of the workers during disruption.

The NWPC also conducted the BCRP training in Valenzuela City's Workers' Affairs Office on May 19, 2022. Ms. Julie Llorente led the discussion on developing and implementing business continuity and resiliency plans that will help mitigate the risks and flourish despite economic or physical challenges. The session was followed by a walkthrough on Productivity-Based Incentive Scheme by Ms. Jackilyn Borja, which aims to incentivize and promote commitment to workplace productivity.



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...would take effect on June 10, 2022. For employees in establishments with 10 workers and above, the increase would be from P320 to P355, and P294 to P329 for those with less than 10 workers. Kasambahays in the region, through Wage Order No. RB-MIMAROPA-DW-03, would receive a monthly minimum wage of P4,500 effective on June 10.

In the Cordillera Administrative Region, workers in the formal sector in the cities of Baguio, La Trinidad and Tabuk would receive a P30 increase in their daily minimum wage upon the effectivity of Wage Order No. CAR-21. It was issued on May 23 and would take effect on June 14, 2022. Workers in the other areas in

the region would be granted P40 in their minimum wage, bringing the minimum wage rate to P380. They would then be granted an additional increase of P20 on January 1, 2023, bringing their minimum wage rate to P400. Kasambahays in CAR's chartered cities and municipalities would receive P500 increase in their monthly minimum wage and P1,500 in the other areas. This would bring the minimum wage of kasambahays to P4,500 by June 14.

Central Visayas Board also issued Wage Order No. ROVII-23 on May 24, which would take effect on June 14, 2022. Formal sector workers would receive a P31 wage increase.

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However, the resulting minimum wage rates vary because of its geographic-based wage classification. Workers in non-agricultural establishments in Class A areas would have P435 minimum wage upon effectivity while those in agriculture and non-agriculture with less than 10 workers would have P425. Workers in Class B areas would receive a minimum wage of P397 and P392, while workers in Class C areas would receive a minimum wage of P387 and P382.

The minimum wage of Kasambahays in the region, through Wage Order No. ROVII-DW-03, would be P5,500 in chartered cities and first-class municipalities and P4,500 in other areas.

The Bicol Board issued wage orders for private establishments and kasambahays. The wage order is, as of end of the month, awaiting publication. On the other hand, the Central Luzon Board concluded its series of public hearings in Cabanatuan City, Nueva Ecija on May 12.

NWPC's Teambuilding Exercise cum LACES: Gender and Development Seminar

As part of its employee engagement and capacity building program, the NWPC held its Team Building Exercise and Gender and Development Seminar in the Forest Crest Nature Hotel and Resort, Nasugbu, Batangas on May 4-6, 2022. This was the first time in almost three years since the Team Building was held outdoors, the last being in Bolinao, Pangasinan in May 30-31, 2019.

On the first day, Ms. Gichelle A. Cruz, an accredited GAD Trainer and Consultant affiliated with the Philippine Commission on Women, served as the facilitator of Gender and Development Seminar. Officers and staff were divided into groups where the members shared how they perceive themselves and their role in family, workplace and society. The groups then presented their common ideas in a fun, song and dance form. On the second and third days, NWPC employees participated in outdoor activities and games.



