

## Sec. Laguesma: Continue Contributing Toward the Improvement of Both Labor and Enterprise Productivity



**D**OLE Secretary Bienvenido Laguesma served as keynote speaker during the 2022 National Productivity Conference, with the theme “Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards”, on November 10, 2022 in Malate, Manila.

Noting that the economy had re-opened and is on the path to recovery and rebound, Secretary Laguesma in his keynote speech said that the conference theme focuses on “a human-centered recovery and growth, which should give workers their just rewards by uplifting their social and economic well-being.”

“We seek to ensure that the worker is capable of continuously remaining at work, to find meaning, reward, and fulfillment and thereby continue contributing toward improving both labor and enterprise productivity,” Secretary Laguesma said.

Meanwhile, NWPC Executive Director Maria Criselda R. Sy in her opening remarks said that “worker engagement is an important core strategy that would benefit both workers and employers to ensure that no one is left in the (economic) rebound.”

The conference featured the following topics: 1) Boosting Productivity and Worker Engagement in the Thriving Gig Economy; 2) Steering Worker Engagement in Accelerating Digital Transformation; 3) Optimizing Worker Engagement Practices Using a Productivity Rewards System, and 4) Transforming Labor Relations by Encouraging Higher Worker Engagement.

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### Boosting Productivity and Worker Engagement in the Thriving Gig Economy

Mr. George Royeca, CEO and Co-Founder of Angkas, and Dr. Virgel Bingham, Professor from the University of the Philippines-School of Labor and Industrial Relations, discussed worker engagement as a strategy to sustain employment for full-time employees and freelancers and its role in encouraging long-term productivity. The session highlighted the effect of the pandemic on the gig economy and how it paved the way for the availability of flexible work arrangements in different industries.

Mr. Royeca said that the economy can change its course by choosing to recognize, support and empower what is often thought as informal work (e.g. the case of Angkas). Meanwhile, Dr. Bingham pointed out the importance of having policies in place at the national, regional, and provincial level to ensure that workers are protected and to ensure a win-win relation between worker and management.



### Steering Worker Engagement in Accelerating Digital Transformation

Ms. Liezl Dunuan, Workforce Development Manager of Connected Women AI, and Mr. Robert Conrad Gonzales, Chief People Officer of G-Cash, discussed how to look for viable solutions and leverage strategies that ensure productivity regardless of adversities and the rise of digital transformation. Ms. Dunuan said that fostering a good worker engagement is crucial for productivity, which can be achieved by constant communication, use of social learning groups, upskilling/reskilling and regular team-building activities. In G-Cash, Mr. Gonzales said that employees are engaged by involving them in identifying solutions to improve services and training them on technology and digital skills.



### Optimizing Worker Engagement Practices Using a Productivity Rewards System

Mr. Alvanson So, People Lead of Canva Philippines, and Atty. Riza E. Mendoza, Senior HRM Manager and Corporate Secretary of AMPLEON Philippines, Inc., discussed how workplace productivity is sustained through establishment of rewards and recognition systems. In AMPLEON Philippines, employees are encouraged to continuously support the company's commitments to customers through productivity incentive challenge. Employees who meet or exceed certain criteria are granted incentives. In Canva Philippines, employee engagement is sustained by listening to employees in determining employee incentives, which can either be monetary or non-monetary.

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## NWPC Employees Participate in VAW-Free Philippines Solidarity Walk



NWPC employees participated in the VAW-Free Philippines Solidarity Walk from the Kartilya ng Katipunan Park to Arroceros Park via the Mehan Garden in Manila on November 26, 2022.

DOLE-National Capital Region, in partnership with the Local Government Unit of Manila, organized the activity in line with the observance of the 18-Day Campaign to End Violence Against Women (VAW), with the theme "United for a VAW-Free Philippines" from November 25 to December 12, 2022.

Likewise, NWPC Gender and Development (GAD) focal persons Jullianne Blair Coco and Dalisay Moog attended the Capacity Building on Gender and Development (GAD), Safe Spaces Act (SSA), and DOLE Safe Spaces System (DSSS) organized by DOLE-Bureau of Workers with Special Concerns (BWSC) on November 14-18, 2022 in Sta. Cruz, Manila.

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## RTWPB-XIII Receives Recognition from BCCCFI



RTWPB-XIII received a certificate of recognition from the Bislig City Chamber of Commerce and Industry Foundation, Inc. (BCCCFI) during the 9th Bislig Business Week held on November 30, 2022, in Bislig City, Surigao del Sur.

The certificate was given in recognition of the strategic contribution of RTWPB-XIII as partner of BCCCFI in developing and enhancing the business community in Bislig City. Board Secretary Earl Dela Victoria promoted RTWPB's productivity programs and services during the event.

## RTWPB-CAR Joins DOLE-CAR in Capacity Building for DOLE Livelihood Beneficiaries

Representatives from RTWPB-CAR served as resources persons during the three-day training on Project Monitoring and Capacity Development for Beneficiaries of DOLE Sustainable Livelihood Framework (SLF) organized by DOLE-Cordillera Administrative Region on November 14-16, 2022, in Baguio City.

Atty. Myrene Bosleng and Jo-ann Borja delivered training sessions on ISTIV-SIB (Succeeding in Business) and 7S of Good Housekeeping. Fifteen (15) associations from the different provinces in CAR participated in the training.

The activity aimed to equip beneficiaries of DOLE livelihood programs with knowledge and skills in business improvement and digitalization. Mechanism for monitoring the progress and performance of selected SLF projects was also discussed.



## RTWPB-I Collaborates with Provincial Government of La Union



Representatives from RTWPB-I served as resource persons in a training organized by the Local Economic Enterprise and Investment Promotions Unit of the Provincial Government of La Union on November 21-23, 2022, in Bauang, La Union.

RTWPB-I trainers delivered the Business Continuity and Resiliency Planning (BCRP) and 7S of Good Housekeeping training sessions.

BCRP is a training on developing and implementing business continuity strategies and resiliency plans, while 7S of Good Housekeeping is training on optimizing physical workspace for efficiency and effectiveness and ensuring safety at the workplace.

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The activity was organized to raise awareness on how to free workplaces from gender-based sexual harassment (GBSH) and equip DOLE employees with knowledge of laws, concepts, policies, and initiatives on GBSH.



From page 6, *Intramuros Padyak Drivers...*

"Maganda po ang tulong na binigay ng DOLE at nakatulong po sa akin dahil naaayos po ang side car ko. Malaki po ang naitulong sa akin lalo na sa mga anak ko dahil mayroon na po akong tuluy-tuloy na pagkakakitaan," Narra said of the livelihood package she had received from DOLE.

Aside from the livelihood assistance, Narra and other pedicab drivers also received emergency employment assistance for 10 days and were paid the daily minimum wage.

They were provided with service quality training, a productivity program offered by DOLE-NWPC to DOT-trained community tour guides represented by pedicab drivers, karitelas, other vendors, and tourism-oriented small-scale enterprises such as souvenir shops.

Padyak drivers were trained in an end-to-end cycle of service quality to prevent or correct service errors. They were provided with free pedicab makeovers and service quality training to raise the level of their tourism and entrepreneurial services.

DOLE Undersecretary Ciriaco Lagunzad and OIC-Undersecretary Dominique Rubia-Tutay spearheaded the provision of a package of assistance and conduct of service quality training to padyak drivers. They emphasized the practice of personal hygiene and good grooming habits as important components of service quality.



"Natutunan ko po sa training ay kung paano maserbisyuhan nang maayos ang mga sasakay sa padyak gaya ng mga turistang foreigners o maging ang mga nag-oopisina. Gagamitin ko po lahat ng natutunan ko sa magandang paraan para mas lumaki pa ang aking kikitain at makabili ng isa pang padyak o makapagtayo ng sari-sari store," Narra said after finishing the service quality training.

The training program was in addition to DOLE's partnership with the DOT for the 'Trabaho, Turismo, Asenso Job Fair program. Under the existing memorandum of understanding between DOLE and DOT, assistance is given to community-based tourism organizations in the form of quality service and livelihood interventions.

## Minimum Wage Rates as of November 30, 2022

Region's Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P380.00	June 14, 2022
Wage Order No. RB1-21	P370.00	June 6, 2022
Wage Order No. RB2-21	P400.00	June 8, 2022
Wage Order No. RB3-23	P450.00	June 20, 2022
Wage Order No. RB4A-19	P435.00	June 30, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P345.00	June 18, 2022
Wage Order No. RB6-26	P450.00	June 5, 2022
Wage Order No. RB7-23	P435.00	June 14, 2022
Wage Order No. RB8-22	P350.00	June 27, 2022
Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB10-21	P390.00	June 18, 2022
Wage Order No. RB11-21	P427.00	June 19, 2022
Wage Order No. RB12-22	P368.00	June 9, 2022
Wage Order No. RB13-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



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SPECIAL FEATURE

# Intramuros “Padyak” Drivers Get Free Pedicab Makeover and Service Quality Training



It was Analyñ Narra's first time to step into a hotel and be served lunch and merienda while listening to lectures in an airconditioned hall.

Narra, 38, is a lady pedicab driver who has been pedaling in Intramuros for about a decade. She was attending a service quality training facilitated by the Department of Tourism (DOT) and Department of Labor and Employment (DOLE), thru the National Wages and Productivity Commission (NWPC), in a hotel in Binondo, Manila, on 7-8 November 2022.

Narra was one of the 120 Intramuros pedicab drivers profiled as beneficiaries of the DOLE Integrated Livelihood Program. She and other pedicab drivers and ambulant vendors were awarded livelihood assistance by DOLE and DOT officials on October 27, 2022, in Plaza Roma in Intramuros.

Part of the livelihood assistance was the refurbishment of the pedicabs plying along the streets of the historic walled city.

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## Transforming Labor Relations by Encouraging Higher Worker Engagement

Atty. Benedicto Ernesto R. Bitonio, Jr., DOLE Undersecretary, and Mr. Darius Guerrero, Vice President of Philippine Trade and General Workers Organization, discussed the active roles that management and labor play in creating harmonious workplace and work culture that influence productivity and performance. Undersecretary Bitonio highlighted that worker engagement is a way to cultivate better working relationship between workers and employers. Mr. Guerrero highlighted the principle of co-determination which refers to the cooperation between management and workers in decision-making, and the principle of co-management which is a process in which government shares power with resource users, with each given specific rights and responsibilities relating to information and decision-making.



The National Productivity Conference, a biennial activity organized by the National Wages and Productivity Commission and Regional Tripartite Wages and Productivity Boards, serves as a platform for discussion among productivity experts and practitioners in the government, private sector, and academe on emerging trends in the labor market that impact productivity and wages.