

NWPC to Hold 2022 National Productivity Conference



NATIONAL PRODUCTIVITY CONFERENCE

DOLE Secretary Bienvenido E. Laguesma, NWPC Chairperson, approved the holding of the 2022 National Productivity Conference during the Commission Meeting on September 23, 2022.

The activity, with the theme "Inclusive Rebound: Leveraging Worker Engagement Towards Productivity Growth and Rewards", will be held in Manila on November 10, 2022.

The conference will feature presentations and discussions on the following topics: Boosting Productivity and Worker Engagement in the Thriving Gig Economy; Steering Worker Engagement in Accelerating Digital Transformation; Optimizing Worker Engagement Practices Using Productivity Rewards System; and Transforming Labor Relations by Encouraging Higher Worker Engagement.



All members of the Regional Boards nationwide are invited to attend the biennial activity which serves as a platform for exchange of information and ideas on new and emerging events and issues to strengthen the link between wages and productivity.

NWPC Executive Director Maria Criselda R. Sy says that the conference is an advocacy strategy to expand the network of productivity champions and advocates in government and in the private sector and a venue to keep members of the Regional Boards updated on emerging labor market trends that impact wages, income and productivity.

2nd Tranche of Minimum Wage Hike in Regions XII, XIII Takes Effect

The 2nd tranche of minimum wage increases for workers in the private sector in Region XII & Region XIII took effect on September 1, 2022.

In Region XII, minimum wage earners in the private sector received a P16 increase, completing the P32 wage increase prescribed under Wage Order No. RBXII-22. The minimum wage rate for private sector workers in non-agriculture establishments is now P368 and P347 for workers in agriculture, service and retail establishments.

In Region XIII, minimum wage earners in the private sector in the provinces of Dinagat Islands and Surigao del Norte (including Siargao Islands) received a P10 increase.

NEW MINIMUM WAGE RATE IN SOCCSKSARGEN (2nd tranche) effective September 1, 2022			NEW MINIMUM WAGE RATE IN CARAGA REGION (2nd tranche) effective September 1, 2022		
SECTOR/INDUSTRY	Increase	NEW MINIMUM WAGE RATES	AREA	Increase	NEW MINIMUM WAGE RATES
Non-agriculture	P16	P368	Private establishments in the Provinces of Dinagat Islands and Surigao del Norte including Siargao Islands	P10	P350.00
Agriculture / service / retail establishments	P16	P347	Private establishments in Butuan City and Provinces of Agusan del Norte, Agusan del Sur and Surigao del Sur	---	P350.00

This completes the P30 wage increase prescribed under Wage Order No. RXIII-17. The daily minimum wage rate for all private sector workers in the entire region is now P350.

NWPC DED Speaks at 2022 Luzon Cluster Convention on Labor-Management Cooperation

NWPC Deputy Executive Director Jeanette T. Damo delivered a presentation on “Building Blocks to a Productive Workplace” during the Luzon Cluster Convention on Labor Management Cooperation in Baguio City on September 9, 2022.

Deputy Executive Director Damo talked about the fundamentals of productivity and the various schemes to achieve productivity. She provided practical tips on how companies can start their productivity journey through integration of productivity improvement programs in Labor Management Committees. She also discussed the various ways of reaping and sharing the gains of productivity.



There were other speakers, like Engr. Jaime C. Reyes, a certified safety consultant, who discussed “Productivity and Safety Culture in the Workplace” and Dr. Ian Kenneth C. Bermeo, Vice President for Operations of Adventist Medical Center Manila, who spoke about “Gender-Fair Language”.

More than 300 participants attended the activity, composed of labor and management representatives from different companies in NCR, CAR, Regions I, II, III, IV-A, IV-B, V, VIII and XII, representatives from Baguio City local government unit, directors and staff from Luzon Cluster Regional Conciliation and Mediation Branches (RCMBs), and officials and staff from National Conciliation and Mediation Board (NCMB).

The convention, with the theme “Sustaining Productivity through LMC”, was co-organized by NCMB through its Luzon Cluster RCMBs and the Philippine League of Labor Management Cooperation Practitioners, Inc. (PHILAMCOP).

RTWPB-I and DTI-La Union Conduct BCRP Training

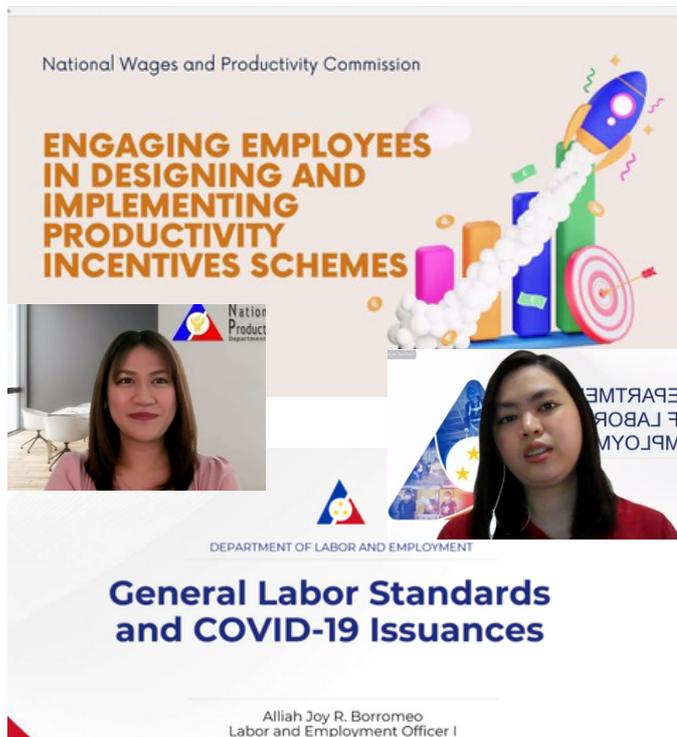


Twenty participants from different establishments and industries in La Union participated in a training workshop on Business Continuity and Resiliency Planning (BCRP) on September 23, 2022.

Atty. Faye Marie Sabate of RTWPB-I discussed the concept of BCRP and its benefits and the ways to formulate a plan to avoid disruptions to business operations in case of calamities and other potential risks.

For her part, DTI La Union Provincial Director Merlie Membrere explained that the activity is a continuation of RTWPB-I and DTI Ilocos Region’s collaboration to provide advocacy and training on productivity improvement and technical assistance on performance-based incentive schemes to clients of DTI Negosyo Centers.

NWPC Organizes Learning Sessions on Employee Engagement and Labor Standards



NWPC continues to offer public learning sessions that are designed to help workers and employers improve productivity in the workplace and comply with labor laws and regulations.

Ms. Romelyn M. Santos of NWPC conducted an online learning session on Engaging Employees in Designing and Implementing Productivity Incentive Schemes on September 21, 2022. She discussed the concepts of productivity improvement and productivity incentives. She highlighted the benefits of employee engagement and strategies on how to engage employees to implement productivity incentive schemes.

Ms. Alliah Joy R. Borromeo of the Bureau of Working Conditions conducted an online lecture on General Labor Standards and DOLE COVID-19 Issuances on September 28, 2022. She discussed the DOLE Handbook on Workers' Statutory Benefits including computation of monetary benefits, procedure of compliance and DOLE issuances related to COVID-19.

RTWPB-IVA and DOLE Rizal Province Organize Wage Orientation and Wage Distortion Learning Session

More than 200 workers and employers attended the wage orientation and wage distortion session organized by RTWPB-IVA and DOLE Rizal Provincial Office in Antipolo City on August 31, 2022.

Atty. Dennis Manzanero of RTWPB-IVA discussed the correct method of paying wages to workers and other principles included in the Omnibus Rules on Minimum Wage Determination and Wage Order No. IVA-19.

Mr. Gener C. Rivera, also from the RTWPB-IV-A, discussed the different approaches in correcting wage distortion, which occurs when the implementation of the mandated wage increase results in the elimination or severe contraction of intentional quantitative differences in wage rates between and among employee groups in an establishment.



Rizal Provincial Vice Governor Reynaldo San Juan delivered a message during the activity. He emphasized to workers and employers the importance of understanding the rules on the implementation of the mandated wage increase in the province.

RTWPB-VI Conducts FGD on Wage Practices in Sugar Industry

RTWPB-VI conducted a three-day focus group discussion (FGD) to determine the pakyaw rates and other wage practices in the sugar industry in Western Visayas region on September 5-7, 2022.

Almost 100 sugar planters and workers participated in the FGD with Jalasig Sugarcane Planters Association in Passi City, Iloilo; Pilar Sugarcane Planters Association in President Roxas, Capiz; and sugar workers and planters in Bacolod City, Negros Occidental.



During the FGD, we found out that the current wage resulting from worker-planter negotiations in different sugarcane production area is much higher than that of the computed rates based on the duly issued Wage Order using the formula provided in the Omnibus Rules on Wage Adjustment,” RTWPB-VI Board Secretary Nesa S. Nolido said.

Results of the FGD may be used by the Regional Board as basis in issuing a resolution for the adjustment of pakyaw rates in the sugar industry and in reviewing the activities in the cultivation and harvesting of sugarcane relative to the conduct of time and motion study.

“There appears to be an imperative need to update the different sugarcane production activities and adjust the corresponding rates taking into account the improvements in the industry due to farm mechanization and modernization,” Board Secretary Nolido added.

The FGD was conducted in collaboration with the District Tripartite Councils (DTC) in Iloilo, Capiz and Negros Occidental.

Minimum Wage Rates as of September 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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