



## Sec. Laguesma to RTWPBs: 'Be fair in making wage adjustments'



DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma graces the first leg of the “Basic Course on Labor Economics” training organized by NWPC on March 21-23, 2023 in General Santos City.

**DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma urged Regional Tripartite Wages and Productivity Boards (RTWPBs) to be “reasonable” and “fair” in determining minimum wage adjustments.**

Secretary Laguesma made this call in a speech during the first leg of the “Basic Course on Labor Economics” training event organized by NWPC in General Santos City from March 21-23, 2023.

“Although you are representatives of your sectors, your appointment comes with a responsibility to every citizen of our country. All of you are expected to be open to hearing from everyone's side and be reasonable and fair in your decisions, especially in matters of wages and productivity,” Sec. Laguesma said in the vernacular.

Mindanao RTWPB members representing the labor and employer sectors and NEDA and DTI regional directors who serve as RTWPB chairpersons participated in the training. All DOLE regional directors who act as RTWPB chairpersons were also present during the activity.

Sec. Laguesma expressed confidence that decisions made by the wage boards will be “efficient, appropriate and beneficial to all” as long as those are based on a deep understanding of theories and existing policies, especially on a thorough analysis of the data related to economy, labor, wages, and productivity. **| PAGE 2**



Clockwise: Former NEDA Director-General, Dr. Emmanuel F. Esguerra, NEDA Undersecretary Rosemarie G. Edillon, NWPC Executive Director Ma. Criselda R. Sy and DOLE Undersecretary Benedicto Ernesto R. Bitonio Jr.

# Productivity Olympics winner CEO shares tips on employee engagement

For the Chief Executive Officer (CEO) of HR Spectacles, employee engagement is not just a concept used to improve service and productivity, but also an “emotional connection.”

Employee engagement is the mental and emotional connection that employees feel towards the work that they do, their dreams, and their organization,” HR Spectacles CEO Christopher A. Matsumoto said during a productivity training event organized by RTWPB-NCR on March 24, 2023, in Pasay City.

During the training event entitled "Improving Productivity through Employee Engagement", Matsumoto shared his thoughts and insights on effective employee engagement techniques that boost enterprise productivity, leadership, and creativity.

He also emphasized the importance of human resources management as a crucial aspect of every organization.

“Human resource is probably one of the most, if not the most important department in every organization. Why? Because every decision affects our people. We need an empathetic leader that can lead the initiatives that are best for our employees,” he said.



HR Spectacles CEO Christopher A. Matsumoto holds productivity training event titled "Improving Productivity through Employee Engagement" on March 24, 2023 in Pasay City.

***"We need an empathetic leader that can lead the initiatives that are best for our employees."***

HR Spectacles, a full-service human resource consultancy firm, was among the national winners of the 2021 Productivity Olympics.

The Productivity Olympics is an advocacy strategy that aims to heighten national consciousness and commitment to quality and productivity and showcase best-designed and successfully implemented productivity improvement programs and practices. Launched in 2008, the Productivity Olympics is a national competition of the productivity programs and practices of micro, small, and medium enterprises (MSMEs) in the agribusiness, service, and industry sectors.

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NEDA and DTI regional directors, regional board members, and board secretaries of Mindanao RTWPBs and all DOLE regional directors participated in the first leg of the Basic Course on Labor Economics held in General Santos City on March 21-23, 2023.

Meanwhile, NWPC Executive Director Ma. Criselda R. Sy in a statement said the course was designed and tailored for the wage board members to “enhance appreciation and understanding of basic labor economics concepts in relation to DOLE’s mandate in the areas of wages, productivity, social protection, and other labor market outcomes.”

Former NEDA Secretary. Emmanuel F. Esguerra, an economics professor at the University of the Philippines, discussed the principles of labor economics, wage and employment theories, and wage and labor productivity

trends.

NEDA Undersecretary Rosemarie G. Edillon presented the determinants of female labor force participation, rural labor migration, and the Philippine Development Plan (PDP) 2023-2028. She also discussed special topics on apprenticeship program reforms and minimum wage criteria.

NEDA OIC Director Desiree Joy O. Narvaez provided an overview of basic economics and key economic Indicators.

DOLE Undersecretary and NWPC Chairperson Designate Benedicto Ernesto R. Bitonio Jr., in his closing remarks, expressed optimism that topics under the course would help all participants come up with well-founded wage decisions.

During the third and last day of the training event, all participants underwent a nearly three-hour workshop to discuss ways to further improve current labor market gains and enhance the productivity of the labor sector. The program ended with representatives from each group presenting their recommendations.

# Gender advocate to enterprises: 'Be open to hiring more women'

**“The first step to fostering a more gender-inclusive workplace is to be open to hiring more women.”**

Connected Women program manager Ms. Liezl Dunuan made this remark during a free Learning Session on Gender Equality and Social Inclusion (GESI) conducted by the NWPC on March 22, 2023, via Zoom video conferencing.

“If you’re in a male-dominated industry, be on the lookout for women who stand out and may have the same skill requirements and a better attitude than those who apply. We have to be more open to the recruitment process. That’s the only way to improve,” Dunuan said.

She also emphasized the importance of asking crucial questions such as: “Is there something our male employees get that our female employees don’t get? Are we all treating them equally? When it comes to female employees, do we have policies that help them adjust so they can continue doing these reproductive roles which sometimes can be very demanding? Do we have policies that are able to help them and are our policies flexible enough so they can worry less?”

According to Dunuan, gender inclusivity would lead to positive effects for businesses because it would also mean a wider talent pool and different points of view and approaches.

“When a business is gender inclusive, there are a lot of ideas coming in, there’s a lot everyone can bring to the table. When you innovate things you can be more productive and when you’re more productive, your



Ms. Liezl Dunuan (right) of Connected Women serves as the resource speaker during the free Learning Session on Gender Equality and Social Inclusion (GESI) on March 22, 2023, via Zoom video conferencing. Ms. Jullianne Blair L. Coco (left) served as moderator.

business can grow more,” she said.

She said a more gender-inclusive workplace starts within an organization.

“When you want to change, it has to come from within. An external factor may be a catalyst but it has to start from within,” she added.

Connected Women is a leading community in the Philippines for women’s empowerment in the digital economy.

Over 500 participants from across the country joined the virtual activity organized to help promote gender equality and empower all women and girls.

The NWPC Learning Sessions are advocacy initiatives to apprise workers, business enterprises, and HR practitioners of recent labor and employment issuances, labor standards, and trends in business practices affecting wages and productivity.

## Last tranche of pay hike for Ilocos minimum wage earners takes effect

NEW MINIMUM WAGE RATE IN ILOCOS REGION (3rd tranche) effective March 1, 2023		
SECTOR/ INDUSTRY	Increase	NEW MINIMUM WAGE RATES
I. Non-Agriculture employing 10 or more employees a. 10-29 employees	P30.00	P400.00
II. Non-Agriculture employing less than 10 employees; Agriculture a. non-Agriculture employing less than 10 employees b. non-Plantation	P30.00 P30.00	P372.00 P372.00

The third and last tranche of minimum wage increases for workers in the private sector in the Ilocos Region took effect on March 1, 2023.

Workers in non-agriculture establishments with 10 to 29 employees received a PHP30 increase, raising their daily minimum wage to PHP400.

On the other hand, workers in non-agriculture establishments with 1 to 9 employees and workers of agricultural non-plantation establishments also received a PHP30 increase, raising their daily minimum wage to PHP372.

The wage increases were implemented pursuant to Wage Order No. RB1-21.

## Benguet-based MSMEs join Usapang 2Ps



RTWPB-CAR Labor and Employment Officer Israel P. Boleyley (right) lectures participants at the "Usapang 2Ps" orientation in Baguio City on March 15, 2023.

Micro, small, and medium enterprises (MSMEs) based in Benguet attended an orientation on wages and productivity called “Usapang 2Ps: Pasahod at Productivity.”

RTWPB-CAR, in partnership with the Employees Compensation Commission-CAR (ECC-CAR), conducted the activity on March 15, 2023, in Baguio City.

During the activity, OIC Board Secretary Jo-ann M. Borja discussed the various RTWPB programs and services while Atty. Myrene A. Bosleng gave a discussion on correcting wage distortion and the Productivity Based Incentive Scheme (PBIS).

Dennis Lee, ECC-CAR Information Officer, briefed participants on the commission’s mandate and programs and discussed the benefits an employee can receive due to work-related accidents.

Fifty-four participants representing 41 establishments from the Benguet area attended the activity.

Usapang 2Ps is an orientation on the agency’s wage and productivity programs, such as the productivity training and technical assistance under the Productivity Toolbox.

## NWPC keeps ISO Certification



NWPC Executive Director Ma. Criselda R. Sy (center) and NWPC staff members pose for photos after undergoing face-to-face audit by certifying body TÜV Rheinland on March 29 and 31, 2023.

The NWPC maintained its ISO 9001:2015 certification after completing the face-to-face audit by certifying body TÜV Rheinland on March 29 and 31, 2023.

The audit involved selected processes from the NWPC Central Office and RTWPBs in NCR), 4-A (Calabarzon), 6 (Western Visayas), 10 (Northern Mindanao), and 12 (Soccsksargen).

In its audit report, TÜV Rheinland indicated commendations such as the initiative to improve the services through the development of five new modules and upgrading of seven existing modules for the Productivity Improvement Program; development of four new e-Learning modules; increase in social media follows to 1.192 million; creation of NWPC’s Facebook chat box Produkti-Bot for immediate response to inquiries; and online capability for the Annual Establishment Report on Wages among others.

The audit was conducted to determine the effectiveness of the management system to ensure that the organization can reasonably expect to achieve its specified objectives.

### Minimum Wage Rates

as of March 31, 2023

Region’s Wage Order	Highest Rate	Effectivity
Wage Order No. NCR-23	P570.00	June 4, 2022
Wage Order No. CAR-21	P400.00	January 1, 2023
Wage Order No. RB1-21	P400.00	December 1, 2022
Wage Order No. RB2-21	P420.00	January 1, 2023
Wage Order No. RB3-23	P460.00	January 1, 2023
Wage Order No. RB4A-19	P470.00	December 30, 2022
Wage Order No. RB4B-10	P355.00	June 10, 2022
Wage Order No. RB5-20	P365.00	December 1, 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	P375.00	January 2, 2023
Wage Order No. RB9-21	P351.00	June 25, 2022
Wage Order No. RB10-21	P405.00	December 16, 2022
Wage Order No. RB11-21	P443.00	January 1, 2023
Wage Order No. RB12-22	P368.00	September 1, 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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