



RTWPBs CAR, IVB, V, VIII, IX GRANT MINIMUM WAGE INCREASES



RTWPBs CAR, IVB, V, VIII, IX hold wage consultations and public hearings with employers and workers from various industries in their respective regions.

Over 250,000 minimum wage earners and more than 210,000 domestic workers across five regions directly benefit from wage increases after the NWPC affirmed the wage orders issued by RTWPBs in Cordillera Administrative Region, IV-B (MIMAROPA), V (Bicol Region), VIII (Eastern Visayas), and IX (Zamboanga Peninsula).

From October to November this year, the five regions released wage orders providing minimum wage increases for both workers in the private sector and domestic workers.

These minimum wage increases also indirectly benefit full-time wage and salary workers earning above the minimum wage as a result of upward adjustments at the enterprise level arising from wage distortion corrections.

RTWPB-CAR motu proprio issued Wage Order No. CAR-22 on November 6, 2023, granting a Php30 increase in the daily minimum wage in the region.

The new daily minimum wage rate in the region is now Php430 and shall apply to all minimum wage earners in the private sector within the region, regardless of their position, designation, or status and irrespective of the method by which their wages are paid.

RTWPB-CAR has also motu proprio issued Wage Order No. RB-CAR-DW-05 increasing the monthly minimum wage of

domestic workers by Php400. Domestic workers in the region will now receive a monthly rate of Php4,900.

RTWPB-IVB (MIMAROPA) motu proprio issued Wage Order No. RB-MIMAROPA-11 on October 24, 2023, granting a P40 daily minimum wage increase across all sectors.

This brings the daily minimum wage rates to P395 for establishments with 10 or more workers; and P369.00 for establishments with less than 10 workers in all sectors.

RTWPB-IVB also motu proprio issued Wage Order No. RB-MIMAROPA-DW-04, increasing the monthly minimum wage of domestic workers by P1,000. The monthly wage rate for all areas in the region is now P5,500.

RTWPB-V (Bicol), by virtue of a petition, issued Wage Order No. RBV-21 on October 23, 2023, providing a Php30 increase for all minimum wage workers in private establishments in the region. This brings the daily minimum wage in the region to Php395.

RTWPB-V also issued, motu proprio, Wage Order No. RBV-DW-03 granting a monthly increase of Php1,000 for domestic workers, increasing the monthly minimum wage rate of domestic workers in the region to Php5,000.

RTWPB-VIII (Eastern Visayas) motu proprio issued **PAGE 3**

RTWPB-IX facilitates financial management training for WODP beneficiaries



RTWPB-IX trains union officers on productivity improvement and productivity-based incentive scheme through the DOLE WODP.

RTWPB-IX trained union officers on productivity improvement and productivity-based incentive scheme through the Workers Organization Development Program (WODP) Plus Level 2 training organized by DOLE Regional Office X in Cawit, Zamboanga City.

The WODP Plus Level 2 training aims to foster proficiency in managing the funds of the recently registered unions of the Mega Fishing Corporation namely, One Malasakit sa Manggagawang Pilipino-Rank and File Workers' Union and One Malasakit sa Manggagawang Pilipino-Supervisors' Union.

Ms. Rowena Z. Gecaraya and Ms. Nur Iyam T. Paches of RTWPB-IX facilitated the training on financial management, particularly budgeting, bookkeeping, and financial reporting.

The trainers encouraged more workers, firms, and associations to engage with RTWPB-IX and take advantage of free productivity trainings.

They said that RTWPB-IX is committed to empowering the workforce through knowledge and skills development by promoting productivity improvement programs in the region.

The WODP is a DOLE program that seeks to strengthen trade unions and other workers' organizations by providing an opportunity for systemic learning and growth.

It focuses on developing the capabilities of the workers and their organization to be able to perform their roles effectively and efficiently toward the promotion of trade unionism, workers' empowerment and sound labor-management relations.

RTWPB-NCR conducts public hearing on minimum wage adjustment for domestic workers



DOLE Regional Director Sarah Buena Mirasol (top left) presides over a public hearing on minimum wage adjustment for domestic workers.

RTWPB-NCR conducted a public hearing on minimum wage adjustments for domestic workers (*kasambahay*) in Pasay City on November 22, 2023.

Various stakeholders such as domestic workers including groups and organizations, village/subdivision homeowners/associations, employers, private employment agencies, barangay officials, among others attended the public hearing.

Some attendees expressed their support for the Board's possible wage interventions that will help improve the lives of the NCR-based domestic workers.

Others recommended strengthening database/profile of domestic workers through a system, requiring domestic workers and employers to register.

The registration was made possible in coordination with DILG, DOLE, barangays, homeowners associations, employers, private employment providers and other concerned stakeholders.

RTWPB-NCR Board Secretary Atty. Kim Lagcao assured that all concerns and interests of domestic workers and employers will be taken into consideration as the Board will have its upcoming wage deliberation and will come up with a decision on whether an adjustment is necessary.

"The Board will exhaust all means by considering all pertinent and feasible economic criteria to safeguard the interests of both employers and domestic workers in the region," he said.

from page 1 (RTWPBs CAR, IVB, V...)

Wage Order No. RB VIII-23 on November 6, 2023 granting a Php30 wage increase in the daily minimum wage.

The new minimum wage rate in the region is now Php405 for the non-agriculture sector and retail or service establishments employing 11 workers and above.

Meanwhile, workers in the cottage and handicraft industry, agriculture sector, and retail or service establishments employing 10 workers and below shall receive Php375.

RTWPB-VIII also issued Wage Order No. RB VIII-DW-04, granting a monthly increase of Php500, bringing the monthly wage rate of domestic workers in the region to Php5,500 in chartered cities and first-class municipalities, and Php5,000 in other municipalities in the region.

RTWPB-IX (Zamboanga Peninsula) motu proprio issued Wage Order No. RIX-22 on October 16, 2023, granting a Php30 daily minimum wage increase across all sectors upon effectivity. A second tranche of Php13 was also granted to retail/service establishments employing 10-30 workers to take effect on February 1, 2024.

This brings the daily minimum wages to Php381 for the non-agriculture sector and retail/ service establishment with 31 or more workers; Php368.00 for retail/ service establishments which will further increase to Php381 upon effectivity of the second tranche; and Php368 for the agriculture sector.

RTWPB-IX also motu proprio issued Wage Order No. RIX-DW-04, increasing the monthly minimum wage of domestic workers by Php600.

The monthly wage rate for chartered cities and first-class municipalities in the region is now Php4,600, and Php4,100 for other municipalities.

As provided for in the NWPC Omnibus Rules on Minimum Wage Determination, retail/service establishments regularly employing not more than 10 workers, and enterprises affected by natural calamities and/or human-induced disasters may apply to the RTWPB for exemption from the

wage increase. Barangay Micro Business Enterprises (BMBEs) are not covered by the minimum wage law pursuant to Republic Act No. 9178. RTWPBs shall undertake information campaigns to ensure compliance and to provide assistance to enterprises in correcting possible wage distortions.

RTWPB-IVB facilitates work ethics training for GIP beneficiaries



Mr. Marjun Moreno of DOLE MIMAROPA delivers the welcome remarks on behalf of Regional Director Naomi Lyn Abellana during the four-day webinar on work ethics.

RTWPB-IVB, in partnership with DOLE-MIMAROPA, conducted a four-day webinar on the Work Ethics of a Productive Worker.

Nearly 800 interns from the DOLE's Government Internship Program (GIP) participated in the webinar.

Mr. Marjun Moreno of DOLE MIMAROPA delivered the opening remarks on behalf of Regional Director Naomi Lyn Abellana. In his speech, he emphasized the importance of ethics and values in securing employment. Atty. Grace Lyn C. Pantaleon, RTWPB-IVB Board Secretary, and selected staff served as resource persons and facilitators.

The capacity-building program seeks to underscore the fundamental principles crucial for a successful and ethical career and values essential for a productive workforce.

The webinar covered several topics including values formation, "ISTIV" mindset, and company culture. It also empowered participants to make a positive impact in their workplaces and contribute to the success of their organizations.

ISTIV is a values-driven human resource strategy for quality and productivity (Q&P) improvement rooted in the five ideal attributes of a productive worker—Industrious, Systematic, Time-conscious, Innovative, and strong Value for work.

RTWPB-VII conducts SQIP training for buskers, choir singers, mural artists

RTWPB-VII, in cooperation with DOLE Region VII, successfully conducted a Service Quality Improvement Program (SQIP) training for buskers, choir singers, and mural artists held at DepEd Ecotech Center, Cebu City.

Seven choir singers, five buskers, and 15 street painters and artists from Mactan Artist Guild participated in the training.

RTWPB-VII Board Secretary Evita Mendoza-Balane said that the training program is part of the Memorandum of Understanding signed by Department of Labor and Employment (DOLE) and Department Tourism (DOT) during the Philippine Tourism Job Fair, also known as "Trabaho, Turismo, Asenso!" in August last year.

RTWPB-XII receives PRIME-HRM Bronze Award



Regional Director Grace Belgado-Saqueton and Director Angelica C. Capao-an of Civil Service Commission Region-XII present certificates of recognition to RTWPB-XII officials.

RTWPB-XII has received the Bronze Award in the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) from the Civil Service Commission (CSC).

CSC Regional Office XII Regional Director Grace Saqueton lauded RTWPB-XII for being the first among the Regional Boards to have been conferred the PRIME-HRM (Maturity Level II) Bronze Award on November 8, 2023.

She commended RTWPB-XII for having gone through with the rigid process of transforming the board's human resource management (HRM) systems, competencies, and practices to Prime HRM-Maturity Level II.

The PRIME-HRM Bronze Award shows that the agency has met the PRIME-HRM Level II maturity indicators in systems, practices, and competencies of the following HRM areas: recruitment, selection, and placement; learning and

development; performance management; and rewards and recognition.

Having been conferred the PRIME-HRM Bronze Award, RTWPB-XII will be granted a 20% discount for the HRM Officer or one agency representative in trainings/conferences conducted by the Civil Service Institute; exclusive membership to community of learners who shall have access to digital learning resources and other developmental opportunities subject to the guidelines to be issued by the CSC; announcement of the agency's programs/projects bureaucracy-wide through CSC website; and such other benefits that the CSC may approve in the future.

from page 3 (RTWPB-VII conducts SQIP training for buskers, choir singers, mural artists)

Under the MOU, assistance is extended to community-based tourism organizations by uplifting the quality of service and livelihood interventions.

The common goal of DOLE and DOT is to provide livelihood assistance and training for a long-term financial independence, and enhance the image of the said beneficiaries because they also serve as one of the symbols and faces of tourism in the country," Board Secretary Balane said.

DOLE implements productivity and livelihood programs which could raise the level of tourism and entrepreneurial services of tourism-oriented small-scale enterprises.

MINIMUM WAGE RATES as of November 30, 2023

Region's Wage Order	Highest Rate	Effectivity of rates
Wage Order No. NCR-24	P610.00	July 16, 2023
Wage Order No. CAR-22	P430.00	December 5, 2023
Wage Order No. RBI-22	P435.00	November 6, 2023
Wage Order No. RB2-22	P435.00 (1st tranche)	October 16, 2023
	P450.00 (2nd tranche)	April 1, 2024
Wage Order No. RB5-24	P500.00	October 16, 2023
Wage Order No. RB4A-20	P520.00	September 24, 2023
Wage Order No. RB4B-11	P395.00	December 7, 2023
Wage Order No. RB5-21	P395.00	December 1, 2023
Wage Order No. RB6-27	P480.00	November 16, 2023
Wage Order No. RB7-24	P468.00	October 1, 2023
Wage Order No. RB8-23	P405.00	November 30, 2023
Wage Order No. RB9-22	P381.00	November 12, 2023
Wage Order No. RB10-21	P405.00	June 18, 2022
Wage Order No. RB11-21	P443.00	June 19, 2022
Wage Order No. RB12-23	P390.00 (1st tranche)	October 16, 2023
	P403.00 (2nd tranche)	January 1, 2024
Wage Order No. RB15-17	P350.00	June 6, 2022
Wage Order No. BARMM-02	P341.00	July 21, 2022



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