



## NWPC SPEARHEADS DISCUSSION ON DESIGN OF MINDANAO PRODUCTIVITY PROJECT PORTFOLIO



NWPC Executive Director Maria Criselda R. Sy (right) presides over a workshop on the proposed design of the Mindanao Productivity Project Portfolio at the Occupational Safety and Health Center in Quezon City.

**NWPC presented the proposed concept and design of the Mindanao Productivity Project Portfolio during the DOLE Regional Operations Cluster (ROC) Planning Exercise on January 29-31, 2024 at the Occupational Safety and Health Center in Quezon City.**

The Mindanao Productivity Project seeks to identify strategic approaches to address issues on low productivity, high informality and high poverty incidence in Mindanao.

Based on 2023 data from the Philippine Statistics Authority, the poverty incidence rate in Mindanao stands at 25.6%, the highest among the three island groups.

In 2022, the labor productivity at constant 2018 prices in the region (including BARMM) ranged from P170,148 (BARMM) to P427,559 (Davao Region), with growth rate ranging from -19.3% (BARMM) to 6.7% (Zamboanga Peninsula).

To help address these socio-economic challenges, the Mindanao Productivity Project Portfolio will be implemented to improve the productivity of workers and enterprises and to promote inclusive growth in Mindanao. The project portfolio offers a three-track approach. Track 1 involves interventions on social protection, employment and productivity

improvement of workers. Track 2 involves interventions on social protection and productivity improvement of enterprises. Track 3 involves implementation of convergence programs that complement Tracks 1 and 2 in collaboration with other government agencies, labor and employer organizations.

Interventions shall be based on the conduct of assessment on labor productivity, gross regional domestic product, commitments under the Regional Development Plans and other development priorities of the five regions in Mindanao.

DOLE Regional Offices in Mindanao will identify key industries for productivity interventions based on assessments.

They will work with government agencies, LGUs, labor groups, and employers to deliver programs such as livelihood support, employment facilitation, skills development, productivity training, and technical assistance.

DOLE Regional Offices in Luzon and Visayas are also expected to develop their respective productivity project portfolios that will help influence productivity growth and poverty reduction in the regions.

## RTWPB-VII receives PMAP Presidential Award



PMAP Cebu President Denise Davide-Blanco (right) gives the PMAP Presidential Award plaque to RTWPB-VII Board Secretary Evita Mendoza-Balane (left).

RTWPB-VII was awarded the People Management Association of the Philippines (PMAP) Presidential Award in recognition of its outstanding contribution to the fulfilment of the goals of PMAP Cebu for the year 2023.

RTWPB-VII Board Secretary Evita Mendoza-Balane received the award on January 26, 2024 in Mandaue City, Cebu.

“RTWPB-VII was recognized for its exceptional performance, steadfast dedication, and unselfish commitment to the realization of PMAP’s goals and objectives in 2023,” Board Secretary Balane said.

The event recognized the people and companies that have made significant contributions to the success of PMAP Cebu in 2023.

The PMAP Awards Program was established in 1977 to acknowledge outstanding organizations and individuals and to advance the people management profession in the country.

PMAP is a professional, non-stock, non-profit organization with over 1,800 member companies and individual management executives engaged or interested in human resource management and industrial relations work.

## RTWPB-IVA holds wage consultation, public hearing on minimum wage adjustment for domestic workers



RTWPB-IVA holds a wage consultation on possible wage adjustment to the minimum wage of domestic workers.

RTWPB-IVA conducted a wage consultation in San Pedro, Laguna on January 9, 2024 and a public hearing in Trece Martires City, Cavite on January 11, 2024 on the possible adjustments to the minimum wage of *kasambahays* (domestic workers).

A total of 60 domestic workers attended the wage consultation in San Pedro, Laguna while 40 attended the public hearing in Trece Martires City, Cavite.

RTWPB-IVA is expected to decide within 30 days after the last public hearing whether or not to increase the monthly minimum wage of *kasambahays*.

A public hearing is mandatory in the minimum wage setting process pursuant to Republic Act No. 6727, otherwise known as the “Wage Rationalization Act” and the Omnibus Rules on Minimum Wage Distortion.

*From page 3 (RTWPB-II, XIII kick off...)*

He also stressed the importance of the activity to the MSMEs, noting that establishments will be informed of the different programs and services that will help them to be productive.

Usapang 2Ps is an advocacy activity on programs and services, especially on wage-related matters and productivity training programs of NWPC-RTWPBs.

## NWPC joins *Araw ng Kasambahay* celebration



Kasambahays (domestic workers) avail of the NWPC wage cliquing services during the DOLE's *Araw ng mga Kasambahay* celebration at the Occupational Safety and Health Center in Quezon City.

**NWPC joined the Department of Labor and Employment in celebrating *Araw ng mga Kasambahay* on January 18, 2024 at the Occupational Safety and Health Center in Diliman, Quezon City.**

The DOLE organized the *serbisyo caravan* to bring various government services closer to the kasambahays and educate them on their rights and responsibilities under the *Batas Kasambahay*.

Ran Robert V. Itutud and John Rowen S. Rubite of NWPC provided cliquing services on minimum wage rates for kasambahays.

NWPC also promoted its productivity training module entitled "*Produktibong Kasambahay: Kaagapay sa Pamumuhay*" that aims to explain the rights and responsibilities of kasambahays and provide tips on how to become productive.

Simultaneous activities were held such as #*SerbisyoParaKayK* where government agencies provided services and other assistance for the kasambahays; #*ParaSaAnakNiK* where children and dependents of kasambahays participated in recreational activities; and #*ParaSaFutureNiK* where kasambahays were given training on hairdressing and massage to equip them with skills towards alternative employment opportunities.

*Araw ng mga Kasambahay* is held annually every January 18, the date of the signing of Republic Act No. 10361 or the Domestic Workers Act, popularly referred to as *Batas Kasambahay*.

The landmark legislation acknowledged domestic work as similar to that in the formal sector and recognized the invaluable economic contribution of kasambahays. The law likewise strengthened safety nets and protocols to protect the kasambahays in their place of employment.

## RTWPB-II, XIII kick off *Usapang 2Ps*

RTWPB-II and RTWPB-XIII kicked off their respective *Usapang 2Ps: Pasahod at Productivity* activity in Cabarroguis, Quirino on January 23, 2024 and Cabadbaran City, Agusan del Norte on January 12, 2024.

Over a hundred representatives from different MSMEs participated in the activity in Cabarroguis while less than a hundred participated in the activity in Cabadbaran City.

In Cabarroguis, RTWPB-II Board Secretary Heidelwina M. Tarrosa discussed the new minimum wage orders and conducted a learning session on wage distortion. Productivity-Based Incentive Scheme (PBIS), productivity toolbox, and General Labor Standards were also discussed.

In Cabadbaran City, RTWPB-XIII Board Secretary Earl D. Dela Victoria discussed PBIS, emphasizing that adopting the scheme will help workers be more productive and augment their income.

Other topics discussed were the wage order on the new minimum wage, wage distortion, facility evaluation and productivity toolbox.

Board Secretary Dela Victoria encouraged the participants to adopt or implement PBIS in their respective organizations.

"Companies with happy workers are productive companies," he said.

# NCR Kasambahays to receive P6,500 monthly minimum wage



RTWPB-NCR, with DOLE Regional Director Sarah Buena S. Mirasol (left) as Chairperson, approves Wage Order No. NCR-DW-04, providing for a new monthly minimum wage rate for kasambahays (domestic workers) in NCR

More than 200,000 live-in and live-out kasambahays (domestic workers) in NCR will directly benefit from a P500 monthly minimum wage increase after the NWPC affirmed a wage order issued by RTWPB-NCR.

Service providers, family drivers, children under foster family arrangement who are given access to education, and individuals who perform work occasionally or sporadically and not on an occupational basis are excluded from the coverage of the wage order.

Wage Order No. NCR-DW-04 provides for additional P500 monthly increase in the minimum wage of kasambahays in NCR, raising the new monthly minimum wage to P6,500.

“Employers are mandated to pay domestic workers salaries’ in cash at least once a month and do not allow any deductions except those mandated by law,” RTWPB-NCR Board Secretary Kim S. Lagcao said.

Issued on December 12, 2023 and published on December 18, 2023, the wage order took effect on January 3, 2024.

He encouraged employers to adopt a competency-based pay scheme in setting and adjusting the pay of domestic workers over and above the applicable minimum wage in NCR.

Wage Order No. NCR-DW-04 covers general househelp, yaya, cook, gardener, laundry person, and any person who regularly performs domestic work in one household on an occupational basis.

## MINIMUM WAGE RATES as of January 31, 2024

| Region's Wage Order | Highest Rate  | Effectivity of rates |
|---------------------|---|----------------------|
| NCR-24              | P610  | July 16, 2023        |
| CAR-22              | P450  | December 5, 2023     |
| RBI-22              | P455  | November 6, 2023     |
| RTWPB II-22         | P455 (1st tranche)  | October 16, 2023     |
|                     | P450 (2nd tranche)  | April 1, 2024        |
| RBIII-24            | P500  | October 16, 2023     |
| IVA-20              | P520  | September 24, 2023   |
| RB-MIMAROPA-II      | P395  | December 7, 2023     |
| RBV-21              | P395  | December 1, 2023     |
| RBVI-27             | P480  | November 16, 2023    |
| ROVII-24            | P468  | October 1, 2023      |
| RB VIII-25          | P405  | November 30, 2023    |
| RIX-22              | P581 (1st tranche) for non-agricultural establishments, and retail/service employing 51 workers or more | November 12, 2023    |
|                     | P581 (2nd tranche) for retail/service employing 10-50 workers   | February 1, 2024     |
| RX-22               | P428 (1st tranche)  | January 11, 2024     |
|                     | P438 (2nd tranche)  | July 1, 2024         |
| RB XXI-21           | P445  | June 19, 2022        |
| RB XII-25           | P590 (1st tranche)  | October 16, 2023     |
|                     | P403 (2nd tranche)  | January 1, 2024      |
| RXIII-18            | P370 (1st tranche)  | January 1, 2024      |
|                     | P385 (2nd tranche)  | May 1, 2024          |



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