



SECRETARY LAGUESMA TO RTWPBs: 'Ensure wage and productivity programs, services are felt on the ground'



(Left) DOLE Secretary and NWPC Chairperson Bienvenido E. Laguesma presides over the 2024 NWPC-RTWPBs Planning Exercise in Iloilo City.

DOLE Secretary Bienvenido E. Laguesma, Chairperson of the National Wages and Productivity Commission, led the NWPC-RTWPB Planning Exercise on 05-07 March 2024 in Iloilo City. The activity brought together DOLE senior officials, regional directors, and RTWPB board secretaries to discuss and address issues on wages, incomes, and productivity improvement.

On the aspect of setting the minimum wage, Secretary Laguesma instructed NWPC to continue providing technical expertise to Congress, drawing on the Commission's mandate and experience, and continuously monitor the proposed legislated minimum wage hike.

He also instructed RTWPBs to continuously monitor regional socio-economic conditions for the purpose of reviewing the minimum wages in their respective regions.

On productivity, Secretary Laguesma urged DOLE and RTWPBs to collaborate with other government agencies to provide micro, small, and medium enterprises (MSMEs) with tools and resources that can improve their productivity and overall operations.

Advocating for the adoption of productivity tools and technologies, including the Productivity-Based Incentive Scheme (PBIS), he emphasized the importance of multi-platform advocacy and communication approach to benefit more workers and enterprises from NWPC-RTWPB productivity interventions.

Secretary Laguesma expressed his hope for NWPC-RTWPBs to develop innovative approaches to ensure that wage and productivity programs and services are "relevant and felt on the ground."

"While we are primarily known to the public for our role in adjusting regional minimum wage rates, we should always be reminded that we have an equally important function of promoting enterprise and labor productivity. The NWPC and the Regional Boards must strengthen their advocacy campaigns on the adoption of productivity tools and technologies, including the productivity-based incentive scheme, so that more workers and enterprise will benefit from our menu of productivity interventions," Secretary Laguesma said.

RTWPB-IVB conducts Usapang 2Ps among cooperatives



RTWPB-IVB Board Secretary Grace Lyn Pantaleo leads the conduct of Usapang 2Ps in San Jose, Occidental Mindoro.

RTWPB-IVB conducted Usapang 2Ps: Pasahod at Productivity on 19 February 2024 in San Jose, Occidental Mindoro.

Forty-nine participants, representing 40 cooperatives from Occidental Mindoro, attended the activity and shared their best practices in addressing the needs of cooperative enterprises.

The discussion focused on the positive impact of incentivizing employee productivity, which can lead to both improved operational efficiency and organizational success. Special topics on general labor standards and alternative dispute resolution were also discussed.

Atty. Grace Lyn Pantaleon, RTWPB-IVB Board Secretary, highlighted the collaborative efforts of RTWPB-IVB and the regional offices of DOLE, CDA, and NCMB in demonstrating a “shared commitment” to empowering cooperatives and fostering sustainable growth within the region.”

“By equipping participants with the necessary tools and knowledge, this convergence catalyzes driving positive change and promoting a culture of productivity and innovation within cooperative communities,” Board Secretary Pantaleon said.

The activity was conducted in collaboration with the DOLE Regional Office IV-B, Regional Conciliation and Mediation Board IV-B, DOLE IV-B, and Cooperative Development Authority IV-B.

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He urged DOLE Regional Offices and RTWPBs to align their productivity projects with the Philippine Development Plan 2023-2028, Labor and Employment Plan 2023-2028, and Regional Development Plans.

Meanwhile, Undersecretary Benedicto Ernesto R. Bitonio Jr., NWPC Chairperson Designate, echoed Secretary Laguesma. He stressed the need to integrate tripartism and social dialogue, identify sector-specific training programs,

RTWPB-VIII tackles wages, productivity in employers’ forum



RTWPB-VIII leads the discussion of the salient features of the latest wage order in an employer’s forum.

RTWPB-VIII discussed the salient features of Wage Order No. RBVIII-23 in an employers’ forum in Tacloban City on 20 March 2024.

Atty. Marie Ronette Barrerda-Campo of RTWPB-VIII discussed the wage order and provided an overview of how employers can encourage workers to pursue higher levels of productivity by setting up productivity-based incentive scheme (PBIS).

She explained that while the mandatory minimum wage protects vulnerable workers from undue low wages, voluntary productivity-based pay ensures a fair and reasonable setting of profit-sharing schemes that results in higher income for workers and higher revenue and profit for enterprises.

Meanwhile, representatives from DOLE North Leyte Field Office discussed general labor standards and occupational safety and health standards.

The employers’ forum was organized by the Public Employment Service Office (PESO) in Tacloban City in preparation for the Tacloban Mega Job Fair.

Ms. Maureen E. Paciencia-Severino, Assistant PESO Manager, explained that employers were required to attend the employers’ forum before they could participate in the Mega Job Fair.

collaborate with other agencies, explore inter-regional industry collaboration, and prioritize booming and export industries in developing and implementing productivity improvement programs.

NWPC Executive Director Maria Criselda R. Sy, likewise, expressed confidence that agreements and instructions made at the planning event would be beneficial to addressing both wage and productivity concerns.

NWPC expresses support for ILO's program to improve worker, enterprise productivity



DED Pia Charmane O. De Jesus delivers a message during the ILO Meeting with Stakeholders and Presentation of Final Results of Sustaining Competitive and Responsible Enterprises (SCORE) Participants.

The NWPC expressed its support to the International Labour Organization (ILO) in providing trainings and technical assistance that address the needs of stakeholders, particularly on fostering good workplace relations and improving productivity of workers and enterprises.

NWPC Deputy Executive Director (DED) Pia Charmane O. De Jesus delivered this message of support during the ILO Meeting with Stakeholders and Presentation of Final Results of Sustaining Competitive and Responsible Enterprises (SCORE) Participants held on 15 March 2024 in Ortigas Center, Pasig City.

ILO's SCORE Programme enhances productivity and working conditions in micro, small, and medium enterprises (MSMEs). The key intervention is SCORE Training, which combines practical classroom training with in-factory consulting.

"As the key agency mandated to promote productivity improvement among MSMEs, NWPC is warmed to celebrate with you the progress, growth, and development of enterprises under the ILO-SCORE Program. We express our support to the ILO's SCORE Program in its endeavor to provide accessible process enhancement programs that improve productivity and working conditions of MSMEs," DED De Jesus said.

DED De Jesus explained that providing training and technical assistance and increasing awareness on wages, incomes and productivity lie at the heart of the NWPC's mandate so initiatives which complement the Commission's productivity programs and services are greatly appreciated.

"We share with the ILO's goal of highlighting best practices in various industries and cascading these strategies to MSMEs in order to upskill and enable them to partake in global supply chain," DED DE Jesus said.

Besides the positive outcomes, DED De Jesus explained that these programs transform enterprises towards a culture that views high productivity as both an added benefit and a quality standard.

RTWPB-IX joins DOLE Technical and Advisory Visits in Zamboanga City

RTWPB-IX participated in the conduct of Technical and Advisory Visits (TAV) of the DOLE Zamboanga City Field Office held in Zamboanga City on 07-08 March 2024.

Erra Jelle L. Gracia of RTWPB-IX discussed the new wage orders in the region and the different productivity programs and services of the agency including facility evaluation and time and motion study.

More than 50 representatives from different micro establishments attended the two-day activity. DOLE representatives discussed the General Labor Standards, Occupational Safety and Health Standards, and Workers' Statutory Monetary Benefits.

The TAV aims to provide technical assistance and services to micro establishments to ensure and maintain higher levels of compliance with respect to general labor standards, occupational safety and health standards, and other social legislations. Under the TAV, micro-establishments are those that employ 1-9 employees.

RTWPB-X tackles wages in Kapehan sa Valencia City Chamber

Regional Director Erwin N. Aquino, RTWPB-X Chairperson and Atty. Ma. Vergel B. Walag, RTWPB-X Board Secretary, attended the Kapehan sa Valencia City Chamber in Valencia City, Bukidnon on 20 March 2024 for the discussion of the new minimum wage rates for private sector and domestic workers in the region.

RTWPB-X motu proprio issued Wage Order No. RX-22 on 12 December 2023, granting a P23 daily minimum wage increase across all categories upon effectivity, and an additional P10 as second tranche effective 01 July 2024.

Upon full implementation of the two tranches, the daily minimum wage rates in the region shall be P423-P438 for the non-agriculture sector; and P411-P426 for the agriculture sector.

The Kapehan sa Valencia City Chamber is a quarterly event organized by the Valencia City Chamber of Commerce and Industry Association, Inc., a group of businessmen and professionals in the City of Valencia, to discuss business matters.

RTWPB-III approves minimum wage hike for domestic workers



DOLE Regional Director and RTWPB-III Chairperson Geraldine M. Panllilio (top left) presides over the public hearing on wage adjustments for *kasambahays* (domestic workers) in Region III. Public hearings are required before RTWPBs can issue a wage order.

A total of 126,762 domestic workers in Central Luzon, approximately nine percent (11,595) of whom are on live-in arrangement, directly benefit from wage increases after the NWPC affirmed a new wage order issued by RTWPB-III.

RTWPB-III motu proprio issued Wage Order No. RBIII-DW-04 on 04 March 2024 increasing the monthly minimum wage rate of *kasambahays* by P1,000 in Chartered Cities and First-class Municipalities and P1,500 in Other Municipalities. The increase would bring the monthly minimum wage in the region to P6,000.

In accordance with existing laws and procedures, the wage order was submitted to the National Wages and Productivity Commission (NWPC) for review and was affirmed on

12 March 2024. It was published on 16 March 2024 and took effect on 01 April 2024 or after 15 days from its publication.

The results of the survey and public hearing, needs of domestic workers and their families, the employer's capacity to pay, and existing socio-economic conditions in the region were considered in the wage increase. RTWPB-III conducted the regional public hearing on 25 February 2024 in San Fernando City, Pampanga.

RTWPB-III shall undertake information campaigns to ensure compliance with the new wage order.

For further clarifications on the matter, RTWPB-III may be reached through its email address rb3@produktiboatsahod.onmicrosoft.com.

MINIMUM WAGE RATES as of March 31, 2024

Region	Wage Order	Highest Rate
NCR	NCR-24	P610
CAR	CAR-22	P450
Region I	RI-22	P435
Region II	RTWPB 2-22	P435
Region III	RBIII-24	P500
Region IVA	IVA-20	P520
Region IVB	RB-IVB-22	P595
Region V	RBV-21	P595
Region VI	RBVI-27	P480
Region VII	ROVII-24	P468
Region VIII	RB VIII-25	P405
Region IX	RIX-22	P581
Region X	RX-22	P436
Region XI	RB XI-22	P462
Region XII	RB XII-25	P405
Region XIII	RXIII-18	P570



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