

WAGE BOARDS COMMENCE CONSULTATIONS, PUBLIC HEARINGS ON MINIMUM WAGE ADJUSTMENTS



Workers and employers manifest their respective positions on the adjustment of minimum wage in regions II, III, IV-A, V and VII during the wage consultations and public hearings.

The RTWPBs II, III, IV-A, V and VII successfully conducted their respective wage consultations and public hearings this August 2024.

Employers and workers representatives attended the wage consultations and public hearings. The activities were organized with support from the DOLE Regional, Provincial and Field Offices. Following are the highlights of the regional public hearings and consultations:

RTWPB-II (CAGAYAN VALLEY)

The RTWPB-II completed a series of wage consultations for minimum wage review and adjustments for private workers and Kasambahays in the region on 07-08, and 13-15 August 2024 in Solano, Nueva Vizcaya; Cabarroguis, Quirino; Santiago City, Isabela; Tuguegarao City, Cagayan; and Basco, Batanes, respectively.

An overview of the regional socioeconomic indicators were presented during the consultations. DOLE Regional Director Jesus Elpidio B. Atal Jr., RTWPB-II Chairperson, expressed his gratitude to the participants for providing valuable insights crucial for decision-making in adjusting the minimum wage in the region.

RTWPB-III (CENTRAL LUZON)

The RTWPB-III conducted consultations for minimum wage

determination on 20 and 30 August 2024 in Clark Freeport Zone, Pampanga and Olongapo City, Zambales, respectively.

The first wage consultation was organized for the provinces of Bulacan, Pampanga, and Tarlac, while the second consultation was for the provinces of Bataan and Zambales.

According to the Regional Board, the inputs will be thoroughly reviewed and considered and the socioeconomic conditions in the region, the needs of employees and their families, and the employers' capacity to pay will be closely monitored.

RTWPB-IVA (CALABARZON)

The RTWPB IV-A held wage consultation on 08 August in Dasmariñas City, Cavite, and public hearings on 14 and 20 August 2024 in Calamba City and San Pablo City, Laguna, respectively.

Around 300 participants attended the consultation wherein labor groups clamored for a P750-daily wage increase to alleviate the impact of inflation. During the public hearing, participants appealed to the government to address the rising prices of basic commodities, and demanded for a living wage. Approximately 350 stakeholders attended

RTWPB-XII joins DOLE XII's OSSA for the fishing industry



The fishing industry in General Santos City attend productivity training facilitated by RTWPB-XII.

The RTWPB-XII joined the **One-Stop Shop Service Activity (OSSSA) for the fishing industry, dubbed "One-Stop-Shop: Programa ug Serbisyo Para sa Mananagat! V2,"** organized by the Department of Labor and Employment Region XII on 7 August 2024.

The OSSSA gathered a total of 27 government agencies that provided services and assistance to fisherfolks, fishing companies, industry workers, and local business owners.

OSSSA is part of the DOLE Region XII's Productivity Project Portfolio that seeks to address issues on low productivity, high informality and high poverty incidence through different strategic approaches.

A training on "7S of Good Housekeeping" to boost the productivity of the companies in the fishing industry was conducted by RTWPB-XII in collaboration with PhilEXPORT Region XII Chapter.

The "7S of Good Housekeeping" is a systematic approach to workplace organization and efficiency, focusing on the principles of Sort, Set in Order, Shine, Standardize, Self-Discipline, Sustain and Safety. These principles aim to optimize the physical workspace through proper materials storage, maintaining orderliness and cleanliness in the area, and sustaining the new order to ensure safety of the workers.

RTWPB-XI receives 2024 Presidential Recognition for Outstanding Development Partners



RTWPB-XI receives recognition during the DTI and RMSMEDC Davao Region's 2024 MSME Week celebration.

The RTWPB-XI was awarded at the **2024 Presidential Recognition for Outstanding Development Partners of the Department of Trade and Industry-XI (DTI-XI) and Regional MSME Development Council (RMSMEDC) on 24 July 2024 in Davao City.**

The Regional Board was recognized for its outstanding implementation of the Service Quality Program and its contribution in enhancing the management and labor capacities of micro, small and medium enterprises. Ms. Ruby A. Badiilles, RTWPB-XI Board Secretary VI, together with Arlene L. Tuboro and Ethel Sigrid A. Burgos represented RTWPB-XI in receiving the award.

The DTI and RMSMEDC Davao Region's 2024 Presidential Awards for Outstanding SMEs and Recognition of Development Partners honor the outstanding Small and Medium Enterprises and Development Partners of Davao Region. The latter award specifically recognizes the programs and services that best serve the MSME sector and promote MSME programs and services.

The awarding is part of the DTI and RMSMEDC Davao Region's 2024 MSME Week Celebration themed "Innovate to Elevate: Empowering MSMEs for Sustainable Growth."

NWPC partners with DICT for a webinar series on Cybersecurity



Department of Information and Communications Technology (DICT) conducts webinars on cybersecurity among NWPC and RTWPB officers and staff.

The NWPC, in collaboration with the Department of Information and Communications Technology (DICT), conducted a series of webinars on cybersecurity for the NWPC and RTWPB officers and staff on 9, 16 and 22 August 2024.

Resource persons from the DICT discussed topics related to NWPC's effort toward comprehensive digitalization and improved systems security.

In relation to DICT's National Cybersecurity Plan (NCSP) 2023-2028, Engr. Maria Sinag Abello discussed the basic concepts of cybersecurity. She highlighted the importance of people in maintaining and controlling devices and systems, and the shared responsibility among all employees and users.

Engr. Reuben Jose Renato Landayan discussed the detailed process of vulnerability assessment, pointing out that comprehensive risk assessment on information technology application and infrastructure is the starting point of cybersecurity.

Mr. Glen Mark Arnobit, a certified Cybersecurity Expert, discussed the requirements and processes of proper incident handling. He shared tips in the event of a ransomware attack. He said that "turning off the machine is never the correct solution, disconnecting from the internet is the appropriate response to perform the subsequent triage for issue resolution."

Insights gained from the webinars will be utilized for the drafting of the NWPC-RTWPB Cybersecurity Plan and the Information Systems Strategic Plan (ISSP) 2027-2029.

NWPC attends conference on Open Innovation in the public sector



Government officials, policymakers, and local government leaders and representatives attend Open Innovation Conference.

The NWPC, through the Planning and Information Division, attended the Open Innovation in the Public Sector Conference of the Asian Productivity Organization (APO) and the Development Academy of the Philippines (DAP) on 28 and 29 August 2024.

The conference served as a medium of knowledge sharing among ASEAN member states on the challenges in adaptation of open innovation in public service sector. Mr. Andrew De Guia and Mr. Edward Lyndon Madali represented NWPC during the conference.

According to a 2024 Harvard University report, open innovation is a strategy that involves creating mechanisms for engagement, such as innovation labs, hackathons,

crowdsourcing platforms, and public-private partnerships, as well as policies that support data sharing, intellectual property management, and service co-creation.

Among the topics discussed were the origins of Open Innovation, innovation as solution to developmental hurdles, and the current setting up of policy framework for Philippine innovation ecosystem. During the parallel session, NWPC staff were grouped under the discussion on the benefits of co-creation labs in the public sector.

DAP CEO Dr. Majah-Leah Ravago said the conference collected insights among ASEAN member states targeted towards innovative governance.

RTWPB-MIMAROPA, RCMB-MIMAROPA conduct seminar to enhance workplace harmony



Representatives from various establishments in Palawan attend the two-day seminar on workplace harmony.

The RTWPB-MIMAROPA, Regional Conciliation and Mediation Board-MIMAROPA, and Palawan Industrial Peace Advocates jointly organized a two-day area-wide seminar aimed at fostering industrial peace and workplace harmony.

The activity was held on 6 and 8 August 2024, in Puerto Princesa City and El Nido, Palawan respectively, bringing together 134 participants from various industries in the region.

The seminar, themed "Nurturing Harmony and Strengthening Partnership in the Workplace," covered essential topics such as HR trends, labor-management

cooperation, employee engagement, and service quality. It provided a platform for participants to exchange ideas, learn from best practices, and develop tailored strategies on enhancing workplace harmony.

Atty. Grace Lyn Pantaleon, RTWPB-MIMAROPA Board Secretary, highlighted the significance of employee engagement and service quality in boosting workplace productivity.

She emphasized how these tools can foster a motivated workforce, leading to improved service delivery and increased organizational efficiency.

RTWPB-VIII conducts bus compensation scheme orientation



Bus drivers and conductors were provided technical assistance on the implementation of the bus transport compensation scheme.

The RTWPB-VIII extended technical assistance to Roberginia Transport in Eastern Visayas through the conduct of orientation on Productivity 101 and Part-fixed, Part-Performance-Based Compensation Scheme on 28 July 2024.

The orientation, attended by the bus drivers, conductors, and staff of Roberginia Transport, aimed to support the implementation of the part-fixed, part-performance-based compensation scheme by the transport company.

Mr. Reynaldo Soliveres, RTWPB VIII Board Secretary, served as the resource speaker for the event.

The part-fixed, part-performance-based compensation

scheme offers a system where the fixed portion does not fall below the minimum wage. Its performance-based component is determined by safety performance and key business metrics, such as ridership, revenue, and profitability, among other relevant factors.

Said compensation scheme seeks to enhance the welfare of bus drivers and conductors by providing stable incomes and promoting the safety of the riding public. It also seeks to address driver safety concerns by reducing the risk-taking behaviors commonly linked to commission-based pay. An approved compensation scheme is a pre-requisite for bus companies seeking a Certificate of No Pending Case (CNPC) from any DOLE Regional Office.

Iloilo City market vendors undergo 7S of Good Housekeeping training



Market vendors in Iloilo City attend series of trainings on 7S of Good Housekeeping facilitated by the RTWPB-VI.

The RTWPB-VI, in partnership with the Iloilo City Government, conducted a series of 7S of Good Housekeeping training sessions for market vendors in Iloilo City from 8 to 16 August 2024.

The training, organized as part of the USWAG Negosyo Academy (UNA) Program, aimed to promote best practices in workplace organization and customer service among local business enterprises.

The UNA Program, a flagship initiative of the Iloilo City Local Government Unit (LGU) through the Local Economic Development and Investment Promotion (LEDIP) Office, focuses on supporting the growth of local micro, small, and medium enterprises (MSMEs). It offers training and capacity-building measures designed to enhance the entrepreneurial skills of market vendors and other small business owners.

According to the Iloilo City Government, the UNA Program has been expanded as a preparatory step for market vendors to adopt safe, sustainable, and customer-friendly business practices.

RTWPB-VI led the 7S of Good Housekeeping training to equip vendors with essential skills for maintaining clean, organized, and safe workspaces. The 7S methodology—Sort, Systemize, Sweep, Standardize, Self-Discipline, Sustain, and Safety—is widely recognized for fostering productivity, safety, and efficiency.

Through this initiative, the Iloilo City Government and its inter-agency partners continue to strengthen the competitiveness of local MSMEs, contributing to the region's overall economic growth and development.

FROM FRONT PAGE (Wage Board commence...) each public hearing.

DOLE Regional Director Roy Buenafe, RTWPB-IV Chairperson, assured that the sentiments of the labor and employer sectors are recognized.

RTWPB-V (BICOL)

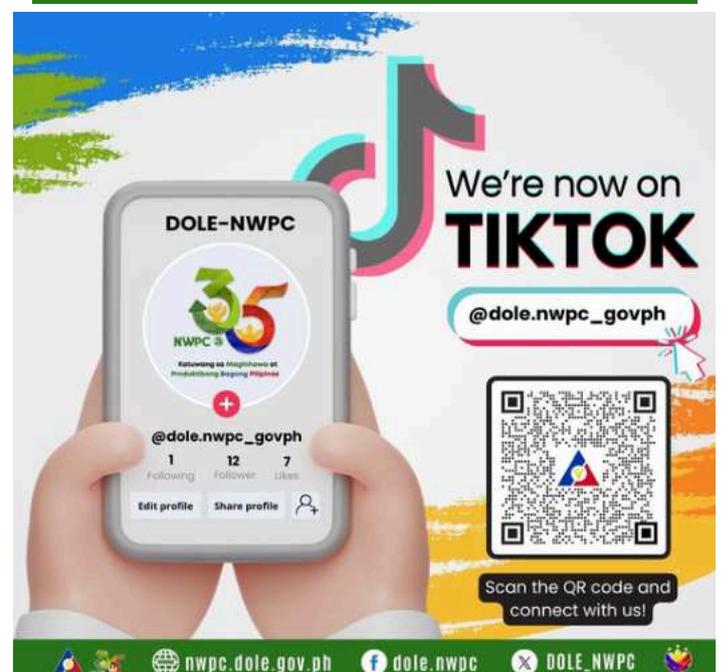
The RTWPB-V conducted wage consultations on 23 and 30 August 2024 in Virac, Catanduanes and Sorsogon City, respectively. OIC-Regional Director Imelda E. Romanillos, RTWPB-V Chairperson, said they will continue the dialogue to gather inputs from the workers, employers and other stakeholders. She encouraged all interested parties to participate in the consultations and contribute to the ongoing dialogue.

RTWPB VII (CENTRAL VISAYAS)

The RTWPB-VII conducted public hearings on 20, 28, 30 August 2024 in Lahug, Balamban and Bogo City, respectively. In addition to the deliberation on minimum wage adjustment, the Regional Board also solicited stakeholders' position on the possible simplification of the wage structure in the region. To date, Region VII has six (6) different rates, ranking third among regions with the

most number of minimum wage rates nationwide.

Wage consultation and public hearing allow stakeholders to express their positions on minimum wage adjustment and help shape the decision of the Regional Boards.



BARMM grants P5,000 minimum wage for domestic workers



BTWPB Chairperson Muslimin “Bapa Mus” G. Sema holds up a copy of Wage Order No. BARMM-DW-01. (Photo Courtesy: Ministry of Labor and Employment)

The Bangsamoro Tripartite Wages and Productivity Board (BTWPB), chaired by Minister Muslimin “Bapa Mus” G. Sema of the Ministry of Labor and Employment, approved on 19 August 2024 the first Minimum Wage Order for Domestic Workers in the Bangsamoro Autonomous Region in Muslim Mindanao.

The signing of Wage Order No. BARMM-DW-01, which took place at the MOLE Regional Office inside Bangsamoro Government Center in Cotabato City, marked the first issuance of a wage order for domestic workers in the region since the BARMM was established in 2019.

As approved by the Regional Board, all domestic workers, whether live-in or live-out, across the Bangsamoro Autonomous Region shall receive a basic wage of five thousand pesos (P5,000.00) per month.

This wage order applies to all domestic workers residing or working in the region, such as general house help, cooks, cleaners, laundry persons, babysitters or caregivers, gardeners, and others of the same nature, except family drivers, children under foster family arrangements, and service providers.

This initiative by the Bangsamoro Government aims to establish a competitive minimum wage rate for domestic workers in the region, encouraging them to remain and work locally instead of seeking employment elsewhere.

BTWPB Chairperson and MOLE Minister Muslimin Sema highlighted that the signing signifies a historic milestone in advancing the welfare of Bangsamoro domestic workers.

“This is the first time this has ever happened in the BARMM, and finally our *kasambahay* (domestic workers) will now have a decent wage that they can use for their families,” Sema said, emphasizing the importance of providing just and competitive wages for the *kasambahay*.

“I would like to congratulate everybody for this wise decision that we have made in giving a just wage to our *kasambahay*,” he concluded.

Regional Board Members, Atty. Anwar Malang and Engr. Jonathan Acosta, representing management and workers respectively, also expressed their enthusiasm and support for the successful implementation of the wage order.

In determining the minimum wage, the BTWPB conducted a series of public consultations across key areas of the region to gather and address the needs, insights, and concerns of various stakeholders, ensuring a fair decision was reached. (Article from MOLE-BARMM)

MINIMUM WAGE RATES as of August 31, 2024		
Region	Wage Order	Highest Rate
NCR	NCR-25	P645
CAR	CAR-22	P430
Region I	RB I-22	P435
Region II	RTWPB 2-22	P450
Region III	RBIII-24	P500
Region IVA	IVA-20	P520
Region IVB	RB-MIMAROPA-II	P395
Region V	RBV-21	P395
Region VI	RBVI-27	P480
Region VII	ROVII-24	P468
Region VIII	RB VIII-23	P405
Region IX	RIX-22	P381
Region X	RX-22	P438
Region XI	RB XI-22	P481
Region XII	RB XII-23	P403
Region XIII	RXIII-18	P385



The NWPC Bulletin is published by the Planning and Information Division of the National Wages and Productivity Commission, 3rd Floor DY International Building, No. 1011 Gen. Malvar corner San Marcelino Streets, Malate, Manila. Tel. Nos. 8527-8011 to 17.

NWPC News Bulletin

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