



CAR launches #EMA

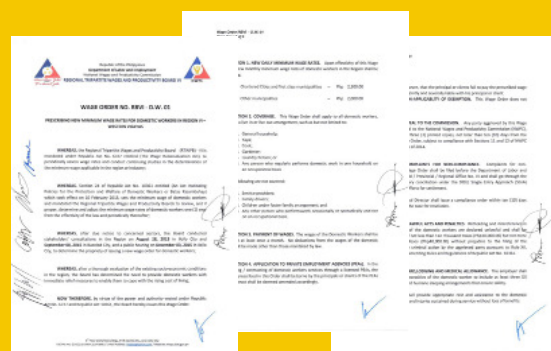


DOLE and RTWPB-CAR conducted their first advocacy activity for project #EngageMotiveAchieve during DOLE-CAR's Year-End Planning Activity last December 17, 2015 to orient DOLE-CAR officers and staff on the new guidekit of DOLE's productivity and workplace relations training programs and technical assistance.

In the end, this will benefit both workers and enterprises through higher real incomes and higher revenues.

Leading the launch was Board Secretary Augusto Aquillo who said that DOLE is prepared to engage and motivate enterprises using this package of interventions in order to help them achieve and realize positive business outcomes.

Western Visayas has new minimum wage rates for kasambahays



RTWPB VI has issued Wage Order for domestic workers in the region. Wage Order No. RBVI-D.W.01 raised to P2,500 the monthly minimum wage of domestic workers or kasambahays in cities and 1st class municipalities. Elsewhere, the minimum wage was set at P2,000.

Prior to its issuance, the Board conducted two consultations meetings in Iloilo City and Bacolod City on August 18, 2015 and September 8, 2015, respectively, and a public hearing on December 3, 2015 in Iloilo City.

The new Wage Order takes effect on February 8, 2016.

Summary of Minimum Wage Rates as of February 5, 2016		
Region's Wage Order	Highest Minimum wage	Effectivity date
Wage Order No. RB NCR-19	P481.00	April 4, 2015
Wage Order No. RB CAR-17	P285.00	June 29, 2015
Wage Order No. RB I-17	P253.00	July 19, 2015
Wage Order No. RB II-16	P255.00	January 5, 2014
Wage Order No. RB III-18	P357.00	January 1, 2016
Wage Order No. RB IVA-16	P362.50	May 1, 2014
Wage Order No. RB IVB-07	P280.00	July 3, 2015
Wage Order No. RB V-16	P265.00	December 25, 2015
Wage Order No. RB VI-22	P298.50	May 2, 2015
Wage Order No. RB VII-18A	P353.00	October 10, 2015
Wage Order No. RB VIII-18	P262.00	March 30, 2015
Wage Order No. RB IX-18	P280.00	June 10, 2013
Wage Order No. RB X-18	P318.00	July 3, 2015
Wage Order No. RB XI-18	P317.00	June 1, 2014
Wage Order No. RB XII-18	P275.00	August 1, 2014
Wage Order No. RXIII-13	P268.00	February 14, 2015
Wage Order No. ARMM-15	P250.00	February 1, 2014

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NWPC, RTWPBs set priorities and targets for 2016



The NWPC held the annual NWPC-RTWPB corporate planning exercise in La Carmela de Boracay, Malay, Aklan last January 14-15, with DOLE Secretary and NWPC Chairperson Rosalinda Dimapilis-Baldoz and Undersecretary/NWPC Chairperson-Designate Nicon F. Fameronag in attendance.

In her message, Secretary Baldoz cited the positive results of the two-tiered wage system (TTWS) in terms of closing the minimum wage-poverty threshold gap and reducing the arbitrariness and political dynamics of wage setting. She added that the Commission and Boards, however, should also come up with regional living wage estimates that enterprises can refer to for purposes of reviewing their compensation packages. She said the TTWS also sought to tighten the link between pay and productivity

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ED Sy turns over NWPC headship to RD Avila

Last January 8, DOLE NCR Regional Director Alex V. Avila officially assumed office as OIC-Executive Director IV of the NWPC. In a simple turn over ceremony during the CO-RB corporate planning exercise in Boracay last January 15, Executive Director Maria Criselda R. Sy handed the NWPC logo to Director Alex V. Avila.

Executive Director Sy will serve as Labor Attache-designate in the Philippine Overseas Labor Office in Geneva, Switzerland, succeeding Labor Attache Maya Valderrama. Labatt Sy thanked the NWPC officers and staff for their hard work and support. She wished the Commission success in its ISO 9001:2015 certification.



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Wage hike for minimum wage earners in Central Luzon

Wage Order RB III – 19 has raised the minimum wage for workers in private establishments in all sectors by P15.00 in Bataan, Bulacan, Nueva Ecija, Tarlac, Zambales, and in Aurora (non-agriculture and agriculture sectors). The increase will be given in two tranches, P8.00 last January 1, 2016 and P7.00 effective May 2016. Meanwhile, the minimum wage in retail and service establishments with less than 16 workers in Aurora will increase by P20.00

and will be given in two equal tranches, last January 1 and on May 1, 2016.

The Wage Order allows exemption for distressed establishments, retail and service establishments employing not more than ten (10) workers and establishments adversely affected by natural calamities and/or human induced disasters.

NWPC, RTWPBs set priorities... from page 1

through the issuance of industry/sector specific advisories on productivity/performance based incentive schemes. She, however, urged the Boards to strengthen their advocacy programs to encourage more workers and enterprises to adopt such schemes.

In the implementation of the productivity toolbox, Secretary Baldoz took note of the new training modules developed and the increase in the number of workers and MSMEs trained and have implemented productivity improvement programs.

Taking off from the Secretary's instruction to strengthen advocacy initiatives, Undersecretary Nicon F. Fameronag anchored his message on the need to develop an effective communication strategy to convey our policies and programs to the social partners and the general public. He proposed organizing a training program on conducting effective advocacy.

Deputy Executive Director Jeanette T. Damo presented the 2015 NWPC/RTWPB accomplishments, including the establishment of the NWPC-QMS under ISO 9001:2015. Meanwhile, DOLE-Planning Service Director Adeline T. de Castro discussed the DOLE Policy and Program Thrusts for 2016-2017, emphasizing NWPC/RTWPB's commitment to the DOLE convergence programs for livelihood assistance and strengthening labor management cooperation.

To set the directions for 2016, Deputy Executive Director Patricia P. Hornilla presented NWPC's 2016 policy and program thrusts in the implementation of its minimum wage policy and promotion of productivity. Given these directions, Director Elivra P. Jota presented the 2016 indicative action plan. This was followed by a workshop where the Chairpersons and Board Secretaries were asked to identify strategies to meet the 2016 targets for each program.



OIC Executive Director Alex V. Avila: A Profile

Alex Villarosa Avila is a Career Executive Service Officer (CESO) IV. He was born in Macalelon, Quezon to Flora Parcarey Villarosa and Jose Tañada Avila. He finished his elementary and secondary education at the Macalelon Elementary and High School, respectively. He finished his Bachelor's degree in Accountancy at the Polytechnic University of the Philippines in 1989. He obtained his Master of Arts Degree in Development Studies at the Institute of Social Studies under the Netherlands Fellowship Programme, 2001-2002.

Before joining the Department of Labor and Employment, Dir. Avila worked as an accounting staff in various private corporations. He started his career in the Department with the Bureau of Labor Relations where, in a period of eight years, he rose from Labor and Employment Officer (LEO) I in 1996 to Supervising LEO in 2004. He, then transferred to the Institute for Labor Studies as Chief LEO until 2008 when he was promoted as Assistant Regional Director (ARD) and assigned at the Office of the Secretary. His first regional assignment was in DOLE-Region IVA as Assistant Regional Director from April 2010 to April 2012 and as Regional Director and RTWPB Chairperson until July 2013. He then transferred to DOLE-NCR as Regional Director and RTWPB Chairperson before assuming his post at the NWPC.

Director Avila has authored several papers on labor relations such as (i) Strikes, Social Accord and Industrial Peace: The Case of the Philippines nominated as one of the most outstanding research papers; and (ii) The Assumption and Certification Power in the Philippines: Context, Issues, and Options.



Director Avila also participated in various international conferences and fora such as (i) ASEAN Human Resource Summit in 2008, (ii) ILO Dialogue Forum on the Impact of the Financial Crisis on Financial Sector Workers in 2009, (iii) ASEAN Seminar on Work-Life Harmony and flexible Labor Practices in 2011, (iv) Productivity and Standards Management Program, (v) Japan Study Tour on Wages and Productivity in 2012, (vi) ASEAN Labour Inspection Conference, (vi) Eliminating the Worst Forms of Child Labor in 2013, and (vii) International Labour Conference in 2014.

RTWPB NCR welcomes

OIC Regional Director Nelson C. Hornilla as new Chairperson

Officer-in-charge Regional Director Nelson C. Hornilla assumed as Chairperson of RTWPB NCR, following the assumption of Director Alex V. Avila as the new head of NWPC.

The chairmanship of the Board was turned over by OIC-Executive Director Avila to OIC-Regional Director Hornilla last January 21, 2016, the first Board's first meeting for the year. Director Avila thanked the secretariat for their support and hoped that the same is extended to the incoming Chairperson especially since minimum wage adjustments in NCR are often benchmarked by the rest. He also con-

veyed the Secretary's instructions to continuously implement the two-tiered wage system and strengthen advocacy for the promotion of productivity.

As incoming Chairperson, Director Hornilla accepted the challenges of his new assignment and quickly pointed out that teamwork would help them achieve their targets for 2016.

