

2022 NATIONAL PRODUCTIVITY CONFERENCE

LABOR RELATIONS

Localizing worker engagement in MSMEs

OUTLINE

LABOR RELATIONS

- Definition
- Common associations & misconceptions
- Labor relations and MSMEs

WORKER ENGAGEMENT

- Definition
- Worker engagement in labor relations
- Best practices
- Role of workers and employers

TESTIMONIALS & INTERVENTIONS

- Effects of worker engagement
- DOLE and NWPC programs and policies moving forward

LABOR RELATIONS

Right to Self-Organization:

Employees have the right to form, join, or assist labor organizations for the purpose of collective bargaining or for their mutual aid and protection.

Source: DOLE Bureau of Labor Relations





EVOLUTION OF LABOR RELATIONS: **THEN**

- unions
- associations
- societies



***LABOR RELATIONS IS
COMMONLY ASSOCIATED WITH:***

**COLLECTIVE
BARGAINING**

**LABOR-MANAGEMENT
COUNCILS/COMMITTEES**

**INDUSTRIAL
ACTIONS**

**SOCIAL
DIALOGUE**

COMMON MISCONCEPTION:

Collective
Bargaining



Collective
Bargaining
Agreement

**IS LABOR RELATIONS
STILL RELEVANT FOR
MSMES?**



EVOLUTION OF LABOR RELATIONS: **NOW**

- ✓ training opportunities
- ✓ management & leadership
- ✓ work-life balance
- ✓ pay & rewards
- ✓ communication
- ✓ equal opportunities

Source: Institute for Employment Studies

WORKER ENGAGEMENT

involvement and enthusiasm
of workers towards their
organizations that contribute
to successful business
outcomes.



WORKER ENGAGEMENT IN LABOR RELATIONS

**TRUST + VOICE = COLLABORATIVE
PARTNERSHIP**

BEST PRACTICES IN MSMEs

- **PERFORMANCE CHECK-INS**
- **WELLNESS AND RECREATION PROGRAMS**
- **SOCIAL CELEBRATIONS**
- **TRAINING AND DEVELOPMENT**
- **ONLINE WORKPLACE COLLABORATION**
- **CASH AND NONCASH REWARDS AND INCENTIVES**

**WHO DRIVES
WORKER
ENGAGEMENT?**

ROLE OF EMPLOYERS

- Creates a respectful and trusting relationship with their workers and communicates company values and sets expectations for workers
- 80% of productivity improvement programs were developed by the management (PSA, 2022)



ROLE OF HR

- Designs, measures, and evaluates proactive workplace policies
- Attracts and retains talent for the growth and sustainability of the company



ROLE OF WORKERS

- Provide feedback and help brainstorm solutions that address their concerns
- Own their performance and development and engage in meaningful working relationships





"WORKER ENGAGEMENT IMPROVED THE MORALE & INCREASED THE MOTIVATION OF OUR WORKERS. WE ALSO RECEIVED GOOD CLIENT FEEDBACK. MOST IMPORTANTLY, IT INCREASED OUR PRODUCTIVITY THAT LEAD TO SEVERAL WORKER PROMOTIONS."

-Micro enterprise owner (NCR)



"WORKER ENGAGEMENT LESSENERD WORK-RELATED ISSUES AMONG WORKERS AND IMPROVED WORKING RELATIONSHIPS. IT ALSO PROVIDED AN AVENUE FOR EASIER CONFLICT RESOLUTIONS."

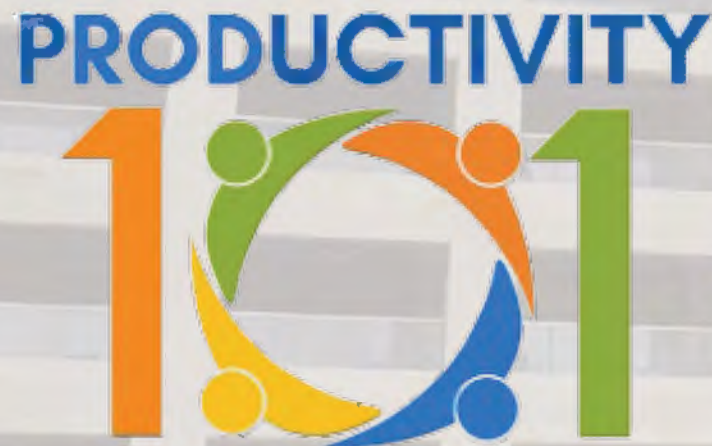
-Small enterprise owner (NCR)



"WORKER ENGAGEMENT IMPROVED JOB SATISFACTION AND ESTABLISHED HARMONIOUS WORKING RELATIONSHIPS. WORKER ENGAGEMENT ACTIVITIES WERE ALSO INCORPORATED IN THEIR JOB DESCRIPTIONS AND WORKERS' MANUAL."

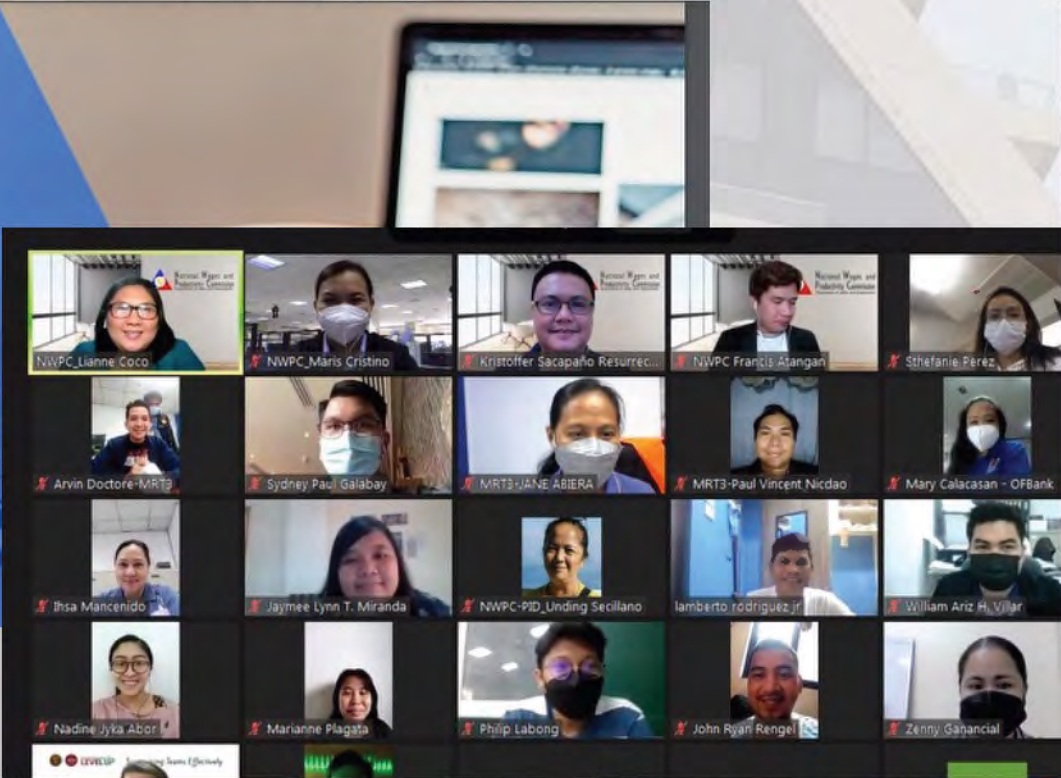
-Medium enterprise owner (IVA)

NWPC TRAINING PROGRAMS



NWPC TRAINING PROGRAMS

Work Life Balance: Productive Work from Home



LEARNING SESSION
Basic Lean Tools for SMEs

National Wages and Productivity Commission
Department of Labor and Employment



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DESCRIPTION
Guides enterprises to develop and implement business continuity and resiliency plan.

CONTENT

- BCRP Concept and Benefits
- BCRP at Work: Basic Steps
- Risk Assessment

zoom
PRODUCTIVITY toolbox

DOLE POLICIES MOVING FORWARD

REPUBLIC ACT NO. 11165 & DEPARTMENT ORDER NO. 237 S. 2022

Telecommuting Act & its Revised Implementing Rules and Regulations

LABOR ADVISORY NO. 14-21

Working Conditions of Delivery Riders in Food Delivery and Courier Activities

SENATE BILL NO. 1333 & HOUSE BILL NO. 637

Repeal of the Republic Act No. 6971 or the "Productivity Incentives Act of 1990"

