

Hong Kong allows domestic helper wages to rise for first time since 2019

HONG KONG has raised the minimum wage for domestic helpers for the first time since before the pandemic, with Filipinos in domestic service there estimated to receive extra pay equivalent to P750 per month, the Department of Migrant Workers (DMW) said.

In a statement late on Wednesday, Migrant Workers Secretary Susan V. Ople said: "The increase in pay comes after a wage freeze in HK due to the coronavirus pandemic... At a time of rising prices due to a stronger US dollar, this new minimum wage hike is a boon to our domestic workers in HK."

There were 181,171 overseas Filipino workers in Hong Kong as of August, 333,000 of which are domestic workers, according to the Philippine Overseas Labor Office in Hong Kong.

Last week, the Hong Kong government announced a new minimum wage for foreign domestic workers of 4,730 Hong Kong dollars, up 100 Hong Kong dollars from the last minimum wage set in September 2019.

With the new minimum wage taking effect on Oct. 1, monthly pay for Filipino domestic workers will be equivalent to P35,475.

Taiwan remains the highest-paying destination for domestic workers in the region with monthly salaries equivalent to about P37,200, the DMW noted.

Globally, only about 6% of domestic workers have access to comprehensive protections including medical care, sickness, and unemployment benefits, the International Labor Organization said in June, citing a study it conducted this year.

The Philippines is the only country in Asia and the Pacific that ratified the Domestic Workers Convention in 2011, it noted.

In 2013, the Philippines passed the Domestic Worker's Act, which set a minimum wage, benefits, and improved terms of employment for domestic workers.

A survey conducted in 2019 by the Department of Labor and Employment and the Philippine Statistics Authority indicated that 83% of the 1.4 million domestic workers in the Philippines are not covered by social security benefits. — John Victor D. Ordoñez

OPINION

Long-time worker leaves difficult tasks to colleagues

ark, a long-time employee who has been a hard worker, has taken to refusing to do the difficult part of his job, which he passes on to younger colleagues, who are revolting at this treatment. He has become bossy even though he and his colleagues are assigned the same tasks. How do we resolve this issue? - Yellow Ribbon.

If you were the boss of that department, you would have no choice but to act immediately. But what exactly are the issues? Listen to the

IN THE WORKPLACE **REY ELBO**

ELBONOMICS: First, improve the work process to get the best possible result.

complaints of Mark's younger colleagues and find out how to make things easy for everyone. You don't have to ask for the complaints in writing. What's important is your understanding of what's going on. Do try to act in a way that gives off the impression that you're taking their complaints seriously.

It takes a lot of active listening to determine the context and nature of the issue. It happened not too long ago, and Mark was not known for being "bossy"

and adopting the attitude that he must be spared from the hard part of the job. What made him change? Because we can't speculate, we need to understand the situation from his point of view.

If you don't listen to Mark and favor the younger colleagues, then you're not being objective. Therefore, set a meeting right away with Mark and try to understand everything. Then, take it from there.

OPTIONS

If you're a regular follower of this column, you may have already figured out that I'm always in favor of a win-win solution. These are not easy to find, but make finding one a priority to avoid disaster. Explore the following options and weigh all possibilities and anticipate possible con-

One, identify all issues raised by the complainants. You must zero in on the main issue or issues and judge for yourself whether they're worth taking up with Mark. If you understand the issues well, you can decide whether those issues are minor or not. At the same time never belittle any issues, because you may have no idea how important even little things can be to some workers.

Two, analyze and review the "difficult part" of the job. Find out how you can make it easy for everyone. Ask Mark and colleagues to study the workflow and propose a less burdensome way of doing things. You may need an internal kaizen facilitator or external problem-solving expert to succeed in this.

Arrange for all key department workers and their managers to attend a kaizen workshop so that finding solutions becomes a company-wide approach, rather than a limited exercise in resolving the issues Mark has with his colleagues.

Three, adopt a "sandwich" strategy with Mark. Start off by bringing up some neutral issues, followed by statements about what you like about him and his accomplishments. As soon as you have Mark's attention, slowly explain what you've heard about his relationship with other workers.

Don't accuse him of anything but explain what you understood of the issue from other workers.

Four, encourage Mark to resolve the issue with his colleagues. This is to emphasize the point that you don't want the issue to be resolved by you making a decision, because you don't want to be accused of favoring one over the other. In the same vein, go back to Mark's colleagues and advise them to reconcile with him, at all costs.

Five, monitor any improvement in the relationship. Give all parties the chance to resolve their differences among themselves. If nothing happens, arrange a meeting. Challenge all parties to come up with a mutually acceptable solution.

Last, make a decision if necessary. The options may include transferring Mark to another work unit or geographical area. If this is your only option, allow Mark to choose his new work assignment and make it easy for him to transition to his new job.

BAD SYSTEM

More often than not, organizations are always confronted with poor policies and procedures that have created undue conflict. American management guru W. Edwards Deming (1900-1993) said it best: "A bad system will beat a good person every time."

This happens when people act in conflict with one another without looking at the root cause of the conflict. If you, Mark and his colleagues can't turn a bad system into something good, or make a difficult system easy, then everyone will always be focusing on how they stand relative to others instead of the disadvantages of

Workers and managers are happiest and most productive when they enjoy performing tasks because things have been made easy for them. It's not an issue of laziness but common sense, borne out of a desire to make everyone productive. Why require people to work in difficult circumstances when you can simplify their jobs?

Chat your workplace questions with Rey Elbo on Facebook, LinkedIn or Twitter, e-mail elbonomics@gmail.com

or go to https://reyelbo.com





The following are scheduled power interruptions necessary for the regular maintenance and upgrade

of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas.

Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

SUNDAY, OCTOBER 9, 2022

LAGUNA (STA. CRUZ)

BETWEEN 4:30AM AND 5:00AM AND THEN BETWEEN 6:00AM AND 6:30AM - THE WHOLE OF CIRCUITS STA. CRUZ 34WF AND 35WF

Portion of P. Guevarra Ave. from Meralco - Sta. Cruz substation in Bgy. Pagsawitan to and including Bgys. Santisima Cruz, Calios, Sto. Angel Central, Sto. Angel Norte, San Pablo Sur, Sto

Angel Sur and Town Proper.

Portion of Quezon Blvd. and Sta. Cruz – Calumpang Road from Sta. Cruz Town Proper to Sta. Cruz – Pila National Highway including Bgys. Bagumbayan, Bubukal, Calios, Labuin, Malinao, Oogong, Patimbao, San Jose, San Juan, Sto. Angel Central and Sto. Angel Sur. REASON: Maintenance work inside Meralco - Sta. Cruz substation

MANILA (TONDO)

BETWEEN 11:30PM (SUN., 1 CIRCUIT NORTH PORT 44H – 47H

Portion of New Antipolo St. from Meralco - North Port substation along Ma. Guijon St. to

REASON: Relocation of facilities affected by North – South Commuter Railway (NSCR)

TUESDAY, OCTOBER 11, 2022

BETWEEN 9:00AM AND 2:00PM - PORTION OF CIRCUIT PARAÑAQUE 47ZJ Portion of Baltao Road and Urma Drive from Chapel Road in Sun Valley Subd., Pasay

City to and including Airport Village, Jet Lane Village, Airlane Village and Vitalez Compound in Bgy

Along Mendoza St. from Vitalez Compound Road to and including Gat Mendoza Subd. in Bgy. Vitalez, Parañaque City.

Along Sun Valley Drive from Baltao Road to and including Sun Valley Subd. and Aeroville

REASON: Upgrading of facilities along Urma Drive in Airport Village, Bgy. Vitalez,

PARAÑAQUE CITY (VITALEZ) AND PASAY CITY

LAGUNA (MAJAYJAY AND LUISIANA) BETWEEN 9:30AM AND 10:00AM AND THEN BETWEEN 3:00PM AND 3:30PM - PORTION OF CIRCUIT TAYABAS 48ZY

Portion of Majayjay - Luisiana Road from Majayjay - Lucban Road in Bgy. Bakia, Majayjay to and including portion of Bgys. Dela Paz, Luisiana Town Proper, San Antonio, San Buenaventura, San Diego, San Isidro, San Jose, San Juan, San Luis, San Pablo, San Pedro, San Rafael, San Roque, San Salvador, Sto. Domingo and Sto. Tomas in Luisiana; Bgys. Bakia and Botocan in Majayjay.

Portion of Majaviay - Lucban Road from near Bitaoy Multi-Purpose Hall to San Isidro Labrador Chapel including portion of Bgys. Bakia, Bitaoy, Burgos, Gagalot, Piit, Rizal and Taytay

BETWEEN 10:00AM AND 3:00PM - PORTION OF CIRCUIT TAYABAS 48ZY

REASON: Replacement of poles affected by DPWH road widening project along Majayjay

Lucban Road in Bgys. Bakia and Piit in Majayjay, Laguna

CAVITE (CAVITE CITY)

BETWEEN 10:00AM AND 3:00PM - PORTION OF CIRCUIT ROSARIO 43RS

Portion of P. Gomez St. from Plaza Soledad St. to near Gen. Trias St. in Bgy. Kangkong A. REASON: Installation of facilities and line reconductoring work along P. Gomez St. in Bgy. Kangkong A, Cavite City, Cavite.

TUESDAY TO WEDNESDAY, OCTOBER 11-12, 2022 **BULACAN (ANGAT; DOÑA REMEDIOS TRINIDAD;**

SAN ILDEFONSO; AND SAN RAFAEL) BETWEEN 10:00PM AND 11:00PM (TUE., 10/11/22) AND THEN BETWEEN 6:00AM AND

7:00AM (WED., 10/12/22) - THE WHOLE OF CIRCUIT ANGAT 33YT Portion of Matias A. Fernando Ave. from Meralco - Angat substation to M. Valte Road

including Banaban, Baybay, Binagbag, Laog, Marungko, San Roque, Sta. Cruz, Sta. Lucia, Sto. Cristo and Sulucan in Angat.

Portion of M. Valte Road from Bgy. Bayabas to and including Bgys. Camachile and Pulong Sampalok in Doña Remedios Trinidad.

Portion of M. Valte Road from Bgys. Casalat and Sta. Catalina Bata in San Ildefonso to and including Bgys. Pulo, Sapang Pahalang and Tukod in San Rafael

REASON: Maintenance and testing work inside Meralco - Angat substation

WEDNESDAY, OCTOBER 12, 2022

QUEZON CITY (TANDANG SORA) BETWEEN 9:00AM AND 9:20AM - PORTION OF CIRCUIT BALINTAWAK 57E

Portion of Gen. M. Hizon St. from Banlat Road to and including Gen. Fullon and Gen. Torres Sts.; and EJAP Townhomes in Galler Heights Subd.

BETWEEN 9:30AM AND 9:50AM - PORTION OF CIRCUIT BALINTAWAK 57E The whole of Torres Subd

BETWEEN 10:10AM AND 10:30AM - PORTION OF CIRCUIT BALINTAWAK 57E

Portion of Sunshine St. from Banlat Road to and including Rema Village BETWEEN 10:40AM AND 11:00AM - PORTION OF CIRCUIT BALINTAWAK 57E The whole of San Pedro Compound Phases 2 & 3.

BETWEEN 11:10AM AND 11:30AM - PORTION OF CIRCUIT BALINTAWAK 57E Portion of M. Aquino St. from Banlat Road to and including Bantay Ng Kalayaan Compound

REASON: Line reconstruction work along Banlat Road in Bgy. Tandang Sora, Quezon City.

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WEDNESDAY TO THURSDAY, OCTOBER 12-13, 2022 MUNTINLUPA CITY (SUCAT) AND PARAÑAQUE CITY

(SAN ANTONIO AND BF HOMES) BETWEEN 11:00PM AND 11:30PM (WED., 10/12/22) AND THEN BETWEEN 4:30AM AND

5:00AM (THU., 10/13/22) - PORTIONS OF CIRCUIT GARDNER 43GG

Portion of South Luzon Expressway (SLEX) East Service Road from East Bay Residences Subdivision Entrance to Meralco Road including Upper Sucat Neighborhood Association; MacroAsia SATS Food Industries Corp. (MSFI), Robinsons Warehouse, East Bay Residences, Tribeca Private Residences, Kao Chi Shiuteak Development Corp., Powercity Corp. and United Power Systems Philippines in Bgy. Sucat, Muntinlupa City.
Portion of South Luzon Expressway (SLEX) West Service Road from Parañaque

Road (Dr. A. Santos Ave.) in Bgy. San Antonio, Parañaque City to near President Villas Subdivision Entrance including Puroks 2 & 3 and Water Fun Compound in Bgy. Sucat, Muntinlupa City; and Joseph Estrada Compound in Bgy. BF Homes, Parañaque City.

REASON: Maintenance of facilities along South Luzon Expressway (SLEX) in Bgy. Sucat,

CALOOCAN CITY (GRACE PARK AND SANGANDAAN); AND MALABON CITY (POTRERO)

BETWEEN 11:00PM AND 11:30PM (WED., 10/12/22) AND THEN BETWEEN 4:30AM AND 5:00AM (THU., 10/13/22) – PORTION OF CIRCUIT MALABON 413YD

Portion of University Ave. and J. Bautista Ave. from Samson Road in University Hills Subd., Caloocan City to Maligaya St. including Guava and Kasoy Sts.; Aliam Golden Spring Textile Trading, Divine Mercy College Foundation Inc., Grand Majestic Manufacturing Corp., Technoplas Industrial Corp. and Vibelle Manufacturing Corp. in Bgy. Potrero, Malabon City; Brenton International Venture Manufacturing Corp. and Jetoni Enterprises in University Hills Subd., Caloocan City.
Portion of Araneta Ave. from Caimito Road in Caloocan City to near Tuazon

Potrero, Malabon City including Super Candy Corp. in Caloocan City.

Portion of Bonifacio and Nangka Sts. from Caimito Road in Caloocan City to Gov. Pascual Ave. including Buntex Philippines Inc., Candyman Inc., Carneligh Corp., David's Teahouse Food Corp., Ethan Matthew Elianna Corp. and Speedmaster Printing Inc. in Bgy. Potrero, Malabon City.

Portion of Tuazon Ave. from Pinagtipunan Circle in Bgy. Potrero, Malabon City to and including portion of U.E. Tech, Brixton, Chicago Tech and Dunwoody Sts. in University Hills Subd.

Caloocan City; Chicago Tech, Dunwoody and Edison Tech Sts.; and Jupsem Holdings in University Hills Subd.; Flexo Manufacturing Corp. and Ketsup Pinoy Inc. in Bgy. Potrero, Malabon City. Portion of Mango St. from Pinagtipunan Circle to University Ave., University Hills Subd. luding Chatex Trading Company Inc., Contract Packaging Corporation of the Philippines, Japco Builders and Wardrobe House of Fashion Inc. in Bgy. Potrero, Malabon City.

Portion of Caimito St. from near Dagohoy St. to and including Jotex Knitting & Manufacturing Corp. and Saint Gabriel Academy in Caloocan City.

BETWEEN 11:00PM (WED., 10/12/22) AND 5:00AM (THU., 10/13/22) - PORTION OF CIRCUITS MALABON 413YD; AND GRACE PARK 416RD

Portion of M. H. Del Pilar St. near Lakas Ng Marami St. in Sangandaan, Caloocan City. Portion of Gen. San Miguel St. from A. Mabini Ave. to and including Jollibee and G

in Sangandaan, Caloocan City. Portion of Heroes Del 96 St. from Bautista Dental Clinic to near Samson Road including PNR Compound and DM Compound; portion of Delas Alas, Gonzales, Malonzo, V. Gozon

Villanueva and Virata Sts. in Grace Park and Sangandaan in Caloocan City.

REASON: Line reconstruction work along Heroes Del 96 St. in Sangandaan, Caloocan City.

THURSDAY, OCTOBER 13, 2022 QUEZON CITY (BAHAY TORO; BAESA; AND TANDANG SORA)

BETWEEN 9:00AM AND 9:20AM - PORTION OF CIRCUIT BALINTAWAK 57E Portion of Sitio Incinerator St. from Seminary Road to Villa Socorro St. in Bgy. Bahay Toro.

BETWEEN 9:40AM AND 10:00AM - PORTION OF CIRCUIT BALINTAWAK 57E

BETWEEN 1:30PM AND 2:00PM - PORTION OF CIRCUIT BALINTAWAK 57E

Portion of Upper Banlat St. from near Denmark St. to Tanada St. including NGO compound in Bgy. Tandang Sora. REASON: Line reconstruction work in Bgys. Bahay Toro, Baesa and Tandang Sora in

SATURDAY, OCTOBER 15, 2022,

CAVITE

BETWEEN 8:30AM AND 9:00AM AND THEN BETWEEN 3:00PM AND 3:30PM - THE WHOLE OF CIRCUIT TERNATE 31ZO

Portion of Governor's Drive from E. Riego De Dios St. to Antrero Soriano Highway including Ciudad Silangan Subd., Villa Apolonia Subd. Phase I, Dorotea Homes Subd. Phase II, Mango Orchard Subd. Phase II, Coastal Homes, Belmont Homes Phase I, Harbour Homes Phase I, Junto Del Mar Village and Ericka Louise Ville; Sitios Gulod, Gugo, Pobres, Camachile and Maname; and INC Compound in Bgys. Calubcob, Garita 1 – A and B, Halang, Ibayong Silangan, Makina, Malainen Bago, Malainen Luma, Molino, Munting Mapino, Muzon, Palangue 1, 2 & 3, Pantihan 1, 2 & 3, Pinagsanhan 1 – B, Sabang, San Miguel A & B, San Roque and Sapang I in Maragondon,

Portion of E. Riego De Dios St. from Magallanes – Maragondon Road to Governor's Drive including Kataasan Homes Subd., Poblacions 1 – A, 2 – A & 2 - B in Bgys. Bucal 1, 2, 3 & 4, Layong

Mabilog, Mabato, Talipungso, Caingen, Garita 1 – A and Tulay Silangan in Maragondo The whole of Gen. Emilio Aguinaldo except Bgy. Narvaez. The whole of Magallanes

Bgys. Kaysuyo and Kaytitinga II in Alfonso. REASON: Preventive maintenance and testing work inside Meralco - Ternate substation

SATURDAY TO SUNDAY, OCTOBER 15 - 16, 2022

LAGUNA (STA. CRUZ)

BETWEEN 11:00PM AND 11:30PM (SAT., 10/15/22) AND THEN BETWEEN 10:00AM AND 10:30AM (SUN., 10/16/22) – THE WHOLE OF CIRCUITS STA. CRUZ 34WF AND 35WF

Portion of P. Guevarra Ave. from Meralco - Sta. Cruz substation in Bgy. Pagsawitan to and including Bgys. Santisima Cruz, Calios, Sto. Angel Central, Sto. Angel Norte, San Pablo Sur, Sto Angel Sur and Town Proper. Portion of Quezon Blvd. and Sta. Cruz - Calumpang Road from Sta. Cruz Town Proper to

Sta. Cruz - Pila National Highway including Bgys. Bagumbayan, Bubukal, Calios, Labuin, Ma Oogong, Patimbao, San Jose, San Juan, Sto. Angel Central and Sto. Angel Sur. REASON: Maintenance work inside Meralco - Sta. Cruz substation.



For emergencies, call: 16211

