

Global wages post first real decline in 21st century

THE International Labor Organization (ILO) said global wages fell in real terms in the first half of the year, the first such decline in the 21st century.

In its Global Wage Report 2022/23, the ILO said monthly pay declined 0.9% year on year in the first half.

During the pandemic in 2020 and 2021, global real wages rose 1.5% and 1.8% respectively.

The ILO said many low-paid workers lost their jobs at the height of the pandemic, which skewed the wage data into reflecting the pay of higher-paid earners.

“The coronavirus crisis, the current cost of living crisis, and the war in Ukraine are all creating enormous uncertainty,” Manuela Tomei, assistant-director-general for gov-

ernance, rights and dialogue at the ILO, said in a livestreamed briefing late Wednesday.

“Countries should continue to strive for a more equal world without extreme poverty and we need more social justice.”

She noted that lower-income households are hit harder by inflation since they spend more on essential goods, whose price tend to grow more rapidly.

Advanced economies from the Group of 20 (G20) showed a decline in real wages of -2.2%, while real wages in emerging G20 economies grew 0.8%.

In Asia and the Pacific, real wage growth slowed in the first half of 2022 to 1.3% from 3.5% a year earlier.

Real wage growth in North America slid to -3.2% from 0% last year, while Latin

America and the Caribbean saw growth decline to -1.7% from -1.4% in 2021.

The labor organization noted that inflation continues to reduce the purchasing power of minimum-wage workers.

Bienvenido S. Oplas, Jr., founder of free market think-tank Minimal Government Thinkers, said the Philippine government should attract more investment and try to grow existing domestic businesses.

“Wage levels will naturally increase if businesses are expanding and they know that workers can leave anytime if they are not properly compensated,” he said in a Viber message.

In a separate report published on Monday, the ILO said the Philippines has

the potential to boost jobs in the manufacturing sector during the recovery from the pandemic.

However, it said competing for foreign direct investment will be difficult against countries with lower costs and more advanced infrastructure.

The Asia-Pacific region still lacks 22 million jobs this year, “a jobs gap of 1.1% compared to if the pandemic had not occurred,” the ILO said.

The manufacturing sector recorded the highest monthly increase in jobs in September, adding 780,000 to 4.45 million workers.

The Philippine jobless rate dropped to 5% in September, the lowest since the start of the pandemic.

However, job quality worsened that month as the underemployed, defined as those looking for more work, increased to a six-month high of 15.4%.

Last month, Labor Secretary Bienvenido E. Laguesma said the National Wages and Productivity Commission and regional tripartite wage boards were monitoring inflation as labor groups call for higher pay.

“Governments around the world should craft adequate policy responses to alleviate the difficulties of those most in need,” Ms. Tomei said.

“Country-specific data on labor productivity growth could be used in negotiations regarding possible wage adjustments in certain countries,” she added. — **John Victor D. Ordoñez**

OPINION

Maverick boss gives everyone identical performance ratings

Tony, the human resource (HR) manager, has discovered that Johnny, the operations manager, is playing office politics by making employees shoulder the extra load created by the incompetents and those with poor attendance records. When it comes to performance reviews, everyone gets average ratings and receives nearly identical merit increases. Tony has secretly brought up the issue with the chief executive officer (CEO). When confronted by the CEO, Johnny defended his actions by calling the bell curve an obsolete theory and the current system a waste of time. Instead, he called for an overhaul of the system to make it more objective. What's your take on this? — *Lemon Tree.*

This is a serious indictment of Tony and not Johnny. For one, Tony is making serious allegations against Johnny for playing office politics. What's the basis for that? Second, what's the basis for Tony to say that everyone gets the average rating and receives almost the same amount of merit increase?

Sure, we can always check the records. But then, how can Tony, not being the workers' direct workers, claim something like that? Isn't Johnny the only one privy to the workers' performance?

Third, why can't Tony discuss the matter with Johnny rather than elevate the matter to the CEO? If HR has done that, it could have averted a possible conflict between their two departments.

Fourth, Tony lost the chance to proactively study the matter. There is, in fact, a backlash against the use of the bell curve or normal distribution in performance evaluation.

In other words, Tony, being the supposed expert on people management, must be the first to know of the obsolescence of the bell curve, and not make wrongful accusations against Johnny and his department.

IN THE WORKPLACE REY ELBO

ELBONOMICS: At times, conflict is a necessary evil in the workplace.

Adrian Gore, writing for *Harvard Business Review* (2022) says: “We need to let go of the bell curve.” This allows us to free ourselves from the bias of “average thinking” or “focusing on the mean,” which in most cases, is misleading, it's like that joke about Bill Gates walking into a bar, making everyone in that bar a millionaire on average.

FOUR STEPS

So, how do we resolve the issues between Tony and Johnny? This can't be solved solely with the help of the two managers. In the same manner, you can't delay in resolving this apparent impasse. And you want to prevent or minimize all potential problems that may come in, no matter what their possible reasons are.

In that case, consider the following solutions to address the problem:

One, create an ad hoc committee with the CEO's full mandate. Assign all department managers to evaluate the company's current performance appraisal system and recommend appropriate revisions, if necessary. Also, require the finance manager to be the committee chairman and give it a non-extendible timeline of three months to come up with a recommendation.

Two, respect the status quo in Johnny's department. This includes his team's performance evaluation and merit pay. Treat it as a non-issue in order not to complicate things and downplay the workers' complaints. The committee must be tasked to investigate complaints by the workers forced to take up the slack of their absentee colleagues.

Three, benchmark against other companies' policies. It's better to compare yourself with the practices of other organizations within the industry or locators within the same export processing zones or similar geographical areas. This is an important consideration as your current workers are liable to be pirated by such organizations.

Last, require the committee to come up with an objective decision. At the same time, allow Tony and Johnny to come up with their respective positions (either concurring or dissenting) so the CEO can gain a complete picture of the recommendation. In the committee's decision, don't give the impression that either Tony or Johnny is wrong. Your goal is to treat the two managers fairly.

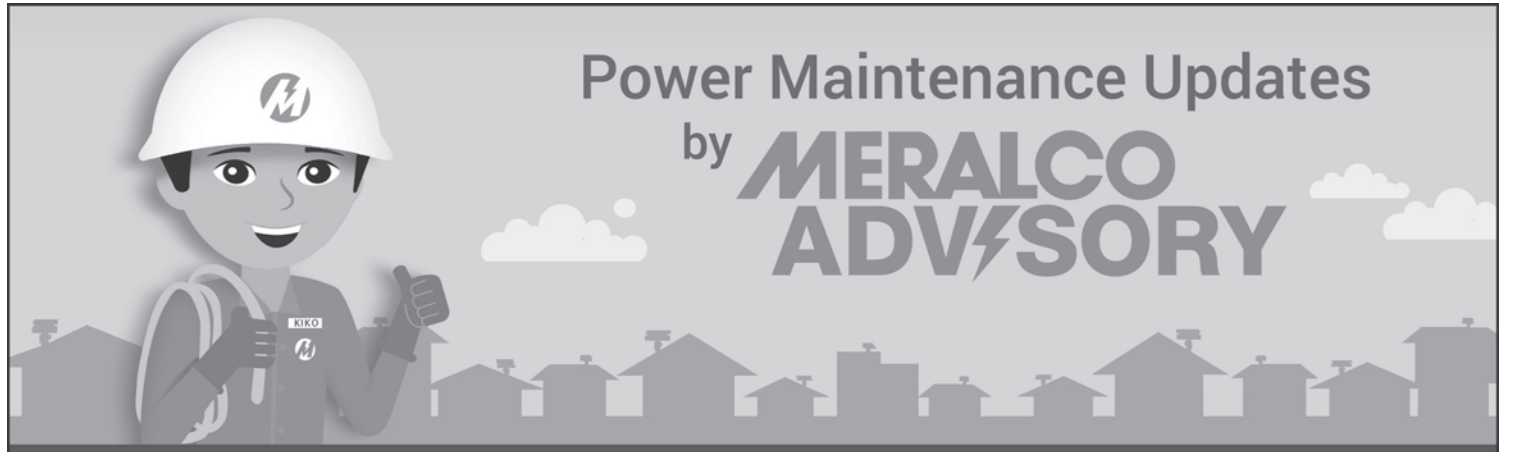
EXTERNAL CONSULTANT

Hiring a management expert is also a good option as that person could give your company a professionally-made and emotionally-detached report. That is, if your organization can afford it. If not, you can always resort to the ad hoc committee that I've recommended.

Whatever you do, do whatever it takes to reconcile the interests of both Tony and Johnny. If it's not possible, if someone loses as a result of the committee's recommendation, let the result start a healing process for all. In other words, make the CEO and everyone in the committee look good. Do this and you'll gain everyone's confidence.

Recognize that there probably isn't a lot you can do to get Tony and Johnny back to their original relationship. But that doesn't mean that their situation is hopeless. Still, try to maintain peace and morale in spite of all this.

Have a chat with Rey Elbo on Facebook, LinkedIn or Twitter or send e-mail to elbonomics@gmail.com or via <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, DECEMBER 4, 2022

LAGUNA (LILIW, NAGCARLAN, RIZAL, MAGDALENA, MAJAJAY, STA. CRUZ AND SAN PABLO CITY)

BETWEEN 5:00AM AND 5:59AM AND THEN BETWEEN 4:01PM AND 5:00PM – THE WHOLE OF CIRCUITS BOTOCAN 41D AND STA. CRUZ 34WF AND 35WF

Portion of Majajay – Liliw Municipal Road from Meralco – Botocan substation and including the whole towns of Liliw, Nagcarlan, Rizal and Magdalena; Bgys. Bukal, Coralao, Ibabang Banga, Ilayang Banga, Malinao, May-it, Munting Kawayan, Olla, Oobi, Pangil, Panglan, San Isidro, San Roque, Sta. Catalina, Suba, Talorot and Town Proper in Majajay; Bgys. San Antonio I, Sta. Maria Magdalena and Sto. Angel in San Pablo City.

Portion of Pedro Guevarra Ave. from Meralco – Sta. Cruz substation and including Pedro Guevarra National High School and Sta. Cruz Public Market, Carmenuhu Residences, Villa Silangan Subd. and San Francisco Subd. in Bgys. Pagsawitan, San Pablo Sur, Santo Angel Sur, Calios, Santo Angel Central, Santo Angel Norte, Umboy, Santissima Cruz and Town Proper in Sta. Cruz.

Portion of Quezon Ave. and Calumpang – Sta. Cruz Road from Pedro Guevarra Ave. to Jehovah's Witness including Monserrat Subd., Jamaica Subd., Aydramm Subd., Bayside Subd., Leonora Subd., Villa Josefina Subd., Villa Rosa Subd., Lynville Homes 9 Subd. Phases 1 & II, Minorca Ville Subd., Remedios Country Homes, Laguna Heights, Lynville Subd., Residencia de Sta. Cruz Subd., Remedios Country Homes II, Sitios 1 – 5 and Sitio Acacia in Bgys. Santo Angel Sur, Patimbao, Santo Angel Central, Calios, Bagong Bayan (Bagumbayan), Bubukal, Labuin, San Juan, Malinao, San Jose, Oogong and Town Proper in Sta. Cruz.

REASON: NGCP maintenance work inside NGCP – Lumban substation.

TUESDAY, DECEMBER 6, 2022

RIZAL PROVINCE (CAINTA)

BETWEEN 1:00AM AND 7:00AM – THE WHOLE OF CIRCUIT DOLORES 65XM – ST. ANTHONY 61ZN – MANGGAHAN 61ZM – MARIKINA 64VG

Midland Steel in St. Anthony Subd., Bgy. San Juan.

REASON: Replacement of rotten pole in Bgy. San Isidro, Taytay, Rizal Province.

BULACAN (CALUMPIIT)

BETWEEN 2:00AM AND 5:00AM – PORTION OF CIRCUIT CALUMPIIT 325YQ

Portion of Calumpit – Hagonoy Provincial Road from MacArthur Highway (Manila North Road) to and including Light of the World United Methodist Church and Calumpit Municipal Hall in Bgys. Sta. Lucia, Bulusan, Calizon, Balungao, Guago, San Jose and Poblacion.

Along J. P. Rizal and Washington Sts. from MacArthur Highway (Manila North Road) to and including Catiogan Road, Arce, G. Del Pilar, P. Zamora, Corazon De Jesus, G. Velazquez and M. Serrano Sts.; Diosan Shrine and Parish of St. John the Baptist, St. John The Baptist Catholic School and Sta. Cruz Multi-Specialty Hospital in Bgys. Catiogan, Sucol, Sapang Bayan and Poblacion.

Portion of Macabebe – Calumpit – Apalit Road from Bgy. Meysulao to and including Bgy. San Miguel.

BETWEEN 5:00AM AND 7:00AM – PORTION OF CIRCUIT CALUMPIIT 313YQ

Jolibee – Calumpit along MacArthur Highway in Bgy. Poblacion.

REASON: Line reconstruction work along MacArthur Highway in Bgy. Poblacion, Calumpit, Bulacan.

TUESDAY TO WEDNESDAY, DECEMBER 6-7, 2022

SAN JUAN CITY; AND QUEZON CITY

BETWEEN 11:00PM AND 11:30PM (TUE., 12/06/22) AND THEN BETWEEN 3:30AM AND 4:00AM (WED., 12/07/22) – PORTION OF CIRCUIT STA. MESA 44F

Portion of F. Manalo St. from International Oil Factory to Valenzuela St. in Bgy. Batis, San Juan City.

Portion of M. Salvador St. from Valenzuela St. to and including E. Fernandez St. in Bgy. Batis, San Juan City.

Portion of F. Blumentritt St. from E. Fernandez St. to N. Domingo St. including San Gabriel, San Perfecto, Sto. Toribio, M. Salvador, Tayug and Victory Sts.; and Chinabank in Bgys. San Perfecto, Pedro Cruz and Batis in San Juan City.

Portion of Benitez St. from F. Sevilla St. to N. Domingo St. including Santos and Mons Alvarez Sts. in Bgy. Pedro Cruz.

Portion of J. Basa St. from F. Sevilla St. to D. Santiago Road in Bgy. Pedro Cruz, San Juan City.

Portion of Atty. A. Mendoza St. from D. Santiago Road to Pinaglabanan St. including Capt. Manzano St. in Bgy. Pedro Cruz, San Juan City.

Portion of F. Sevilla and J. Arellano Sts. from Blumentritt St. to Dr. E. Ejercito St. in Bgy. Pedro Cruz, San Juan City.

Portion of Regidor St. from J. Arellano St. to and including Villamor St. in Bgy. Pedro Cruz, San Juan City.

Portion of H. Lozada St. from N. Domingo St. to and including S. Guzman St. in Bgy. Balong Bato, San Juan City.

Portion of R. Lagmay St. from H. Lozada St. to J. Ruiz St. in Bgy. Balong Bato, San Juan City.

BETWEEN 11:00PM (TUE., 12/06/22) AND 4:00AM (WED., 12/07/22) – PORTION OF CIRCUIT STA. MESA 44F

Portion of F. Atanacio St. from N. Domingo St. to and including Dr. B. Sto. Domingo St. in Bgy. Progreso, San Juan City.

Portion of Katubusan St. from N. Domingo St. to and including G. B. Santos, Rivera, San Manuel and Colazo Sts. in Bgy. Rivera, San Juan City.

Portion of San Perfecto St. from N. Domingo St. to San Gabriel St. including San Perfecto St. in Bgy. San Perfecto, San Juan City.

Portion of A. Luna, F. Roman and A. Lake Sts. from N. Domingo St. to Aurora Blvd. including C. Leyva, S. Guzman and R. Lagmay Sts.; Arcel2 Building & Residences and San Juan Gym in Bgy. Balong Bato, San Juan City.

Portion of D. Santiago Road from N. Domingo St. to J. Basa St. in Bgy. Pedro Cruz, San Juan City.

Portion of Atty. A. Mendoza St. from D. Santiago Road to Pardo de Tavera St. in Bgy. Pedro Cruz, San Juan City.

Portion of N. Domingo St. from Dr. B. Sto. Domingo St. to H. Lozada St.; BPI San Juan N. Domingo Branch, San Juan Medical Center, Mercury Drug and Puregold Agora in Bgys. Balong Bato, Pedro Cruz, Rivera, San Perfecto and Progreso in San Juan City.

Portion of Aurora Blvd. from J. Ruiz St. to A. Luna St. including GAKKEN (Philippines) Inc. in Bgy. Balong Bato, San Juan City.

Portion of Aurora Blvd. from Lambingan Bridge to and including Marlim Building in Bgy. Doña Imelda, Quezon City.

REASON: Replacement of poles, line reconducting work and installation of facilities along N. Domingo St. in Bgys. Balong Bato and Pedro Cruz in San Juan City.

LAS PIÑAS CITY

BETWEEN 11:00PM (TUE., 12/06/22) AND 4:00AM (WED., 12/07/22) – PORTION OF

Register now to receive FREE texts about our Power Maintenance Schedules!

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CIRCUITS PAMPLONA UNO 412PAU AND 415PAU

Portion of C-5 Road Ext. from Munting Ilog Bridge to and including Shell Gas Station, Petron Gas Station, All Day Supermarket, All Home, Vista Mail Global South and Golden Haven Memorial Park – Las Piñas in Bgy. Pulang Lupa Uno.

Portion of Frutos Santos Ave. (Tramo) from Naga Road to Baile St. including Camella Townhomes and Manila Garden Employee Village in Bgys. Pulang Lupa Uno and Elias Aldana.

Portion of Diego Cera Ave. (Quirino Ave.) from Bernabe Compound to and including DECS – Division of City Schools (Las Piñas), Jolibee, 7-Eleven Store, Villar Bldg., Casa and Verde in Bgy. Pulang Lupa Uno.

REASON: Relocation of facilities affected by DPWH C-5 – Las Piñas Flyover construction along C-5 Road Ext. in Bgy. Pulang Lupa Uno, Las Piñas City.

WEDNESDAY, DECEMBER 7, 2022

RIZAL PROVINCE (CAINTA)

BETWEEN 1:00AM AND 7:00AM – THE WHOLE OF CIRCUIT DOLORES 65XM – ST. ANTHONY 61ZN – MANGGAHAN 61ZM – MARIKINA 64VG

Midland Steel in St. Anthony Subd., Bgy. San Juan.

REASON: Replacement of rotten pole in Bgy. San Isidro, Taytay, Rizal Province.

LAGUNA (LILIW; NAGCARLAN; PILA; AND STA. CRUZ)

BETWEEN 9:00AM AND 12:00NN – PORTION OF CIRCUIT STA. CRUZ 322WF

Portion of National Highway (Sta. Cruz – Pila Road) from Bgy. Patimbao, Sta. Cruz to Pila – Calumpang Road in Town Proper, Pila including portion of Bgys. Dagatan, Daniw and Dita in Liliw; Bgys. Banca-Banca and Sibulan in Nagcarlan; Bgys. Bukal, Bullian Sur, Concepcion, Masico, Mojon, Pansol, San Miguel and Sta. Clara Sur in Pila; Bgys. Bubukal, Duhat, Gatid, Labuin and Patimbao in Sta. Cruz.

REASON: Installation of poles, retirement of facilities and line reconducting work along Sta. Cruz – Pila Road in Bgy. Patimbao, Sta. Cruz, Laguna.

THURSDAY, DECEMBER 8, 2022

CAVITE (GEN. M. ALVAREZ)

BETWEEN 12:01AM AND 5:00AM – PORTION OF CIRCUIT GMA 46XF

Portion of Congressional Road from near Dreamcity Construction Supply to General Mariano Alvarez Technical High School (GMATHS) including Pulido Ext. Subd.; Maganda, Magliw, Masaya, Matapat, Spinel, Aluminum, Americium, Antimony, Argon, Bismuth, Copper, Felino Maquina, Gerónimo Laurente, Gold, Hydrogen, Manganese, Neon, Platinum, Potassium, Silicon, Silver, Socio Hope, Sodium, Sulfur, Terbitum, Uranium, Zinc, Carlos J. Dielmo, Gomez, Bayabas, Chico, Duhat, Kamagong, Macopa, Manga, Sampaloc, Alexander Graham Bell, Aristotle, Capt. Alberto Banocia, Charles Goodyear, Charles Robert Darwin, Gustav Hertz, Isaac Newton, Kag. Emiliano Ias, Karl Ferdinand Braun, Marie Curie, Phytogaras, Pierre Curie, Roger John, Thomas Alva Edison, Begonia, Cadena De Amor, Camia, Champaca, Daisy, Everlasting, Fortune, Ilang-Ilang, Jasmin, Mirasol, Orchid, Rosas, Sampaguita, Santan, Sunflower, Violeta, Waling-Waling, Yellow Bell, Amber, Amethyst, Citrine, Coral, Diamond, Emerald, Garnet, Ivory, Jade, Olivine, Opal, Pearl, Quarts, Ruby, Sapphire, Sardonix, Spinel, Topaz, Tourquoise, Dama De Noche and Emilio P. Virata Sts.; Eulogio “Amang” Rodriguez Institute of Science and Technology and G.M.A. Water District in Bgys. Bernardo Pulido (Area H), Epifanio Malia, Marcelino Memije, Pantaleon Granados (Area G) and Poblacion.

REASON: Replacement of poles, line maintenance work and relocation of facilities along Congressional Road in Poblacion, Gen. M. Alvarez, Cavite.

BULACAN (SAN JOSE DEL MONTE CITY)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT SAN JOSE 415SJ

Portion of Masunurin and Lakas Diwa Sts. from Masikap St. to near Sta. Catalina St. including Malahimik and Masuwerte Sts. in Bgy. Bagong Buhay.

Portion of Kapiwa St. from Lakas Diwa St. to near San Miguel St. including Mapalad, Kadiwa, Malivanag, Sta. Misa, Malumanay, Chico and Narra Sts.; Puroks 1, 2, 8, 9 and 10 in Bgys. Bagong Buhay, Minuyan Proper and San Pedro.

REASON: Line reconducting work in Bgy. Bagong Buhay, San Jose Del Monte City, Bulacan.

FRIDAY, DECEMBER 9, 2022

LAGUNA (LOUISIANA)

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

Portion of Louisiana – Cavinti Road from Via Rosarii Chapel to and including San Salvador Road in Bgys. San Salvador and San Antonio.

REASON: Installation of poles and line maintenance work along Louisiana – Cavinti Road in Bgy. San Antonio, Louisiana, Laguna.

SATURDAY, DECEMBER 10, 2022

QUEZON CITY (PASONG TAMO)

BETWEEN 9:00AM AND 3:00PM – PORTION OF CIRCUIT DILIMAN 42VU

Portion of Himlayan Road from Almond St. to Pantranco St.

Portion of Pantranco St. from Jocson St. to near Road 2 St. including Sitio Pasong Cruz, Pantranco, Roque and San Pedro Phase 5 Compounds; and Himlayan Pilipino Inc.

REASON: Reconstruction of facilities and relocation of poles along Himlayan Road in Bgy. Pasong Tamo, Quezon City.

BULACAN (MALOLOS CITY)

BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT TABANG 33YH

Portion of San Juan Barangay Road from Estrella Road to and including F. Reyes St. in Bgy. San Juan.

Puroks 1 and 3 in Bgy. Calero.

REASON: Replacement of pole along Estrella Road in Bgy. San Juan, Malolos City, Bulacan.

BULACAN (SAN JOSE DEL MONTE CITY)

BETWEEN 10:30AM AND 3:30PM – PORTIONS OF CIRCUIT SAN JOSE 415SJ

Portion of Citrus Road from Matahimik St. to and including Sampaloc St. in Bgy. Citrus.

Portion of Mangga St. from Citrus Road to and including South Road, RC 3, RC 4, RC 5, RC 2, TC 6 and UC 3 Sts. in Bgy. Citrus.

Portion of Citrus Road from Sampaloc St. to and including Calamansi and Romblon Sts. in Bgy. Citrus.

Portion of Matahimik St. from Citrus Road to and including RC-11, UC 2 and UC 4 Sts. in Bgy. Citrus.

REASON: Line reconducting work along Citrus Road in Bgy. Citrus, San Jose Del Monte City, Bulacan.

SUNDAY, DECEMBER 11, 2022

BULACAN (BALAGTAS)

BETWEEN 9:00AM AND 2:00PM – PORTION OF CIRCUIT STA. MARIA 436YU

Portion of Florente St. from Bantayan St. to and including San Miguel Subd. in Bgy. Panginay.

REASON: Line reconducting work along Florente St. in Bgy. Panginay, Balagtas, Bulacan.

