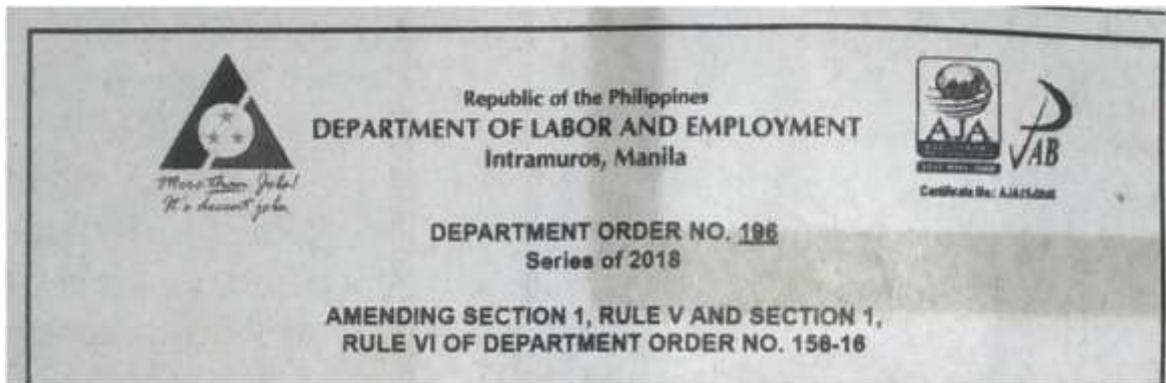




On the issuance of DO 196-18



Based on consultations and meetings held relative to DO 156-16<sup>1</sup>, it has been agreed that a DO should be released by DOLE to further clarify its policy requiring payment of minimum wage to fishers and specific definition of field personnel for fishers engaged in commercial fishing operation.

In response to the above agreement, DO 196-18 was issued and in effect amended two (2) sections of DO 156-16, *to wit*:

#### Section 1 of Rule V

Section 1. Policy. – Payment of minimum wage for all fishers under employment status shall be mandatory. Productivity-improvement measures shall be introduced to ensure decent working standard for fishers and decent living standard for their families. In addition, the grant of productivity-improvement measures and/or performance based-pay shall be voluntary in nature regardless of the type of fishing operations.

#### Section 1 of Rule VI

Section 1. Field Personnel. – Fishers who regularly perform their duties away from the principal place of business or branch of office of the fishing vessel owners and whose actual hours of work in the sea cannot be determined with reasonable certainty shall be considered as field personnel.

With the issuance of the above Department Orders, BWC is assured that issues on wage deduction and on DO 156-16 will be settled and cleared. Both of which will take effect on 31 August 2018, fifteen (15) days after its complete publication in The Manila Times on 16 August 2018.

**-PAGDO-**

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<sup>1</sup> Department Order No. 156, Series of 2016 (Rules and Regulations Governing the Working and Living Conditions of Fishers On Board Fishing Vessels Engaged in Commercial Fishing Operation)