

Forum : Citizen's forum of Labour

2026

Theme : Empowering the youth to drive/ thrive/ embrace and match the requirements of the future labour market

Name of the citizen : John Gamil

Family situation ☐ Married / dating ☒ Single ☐ With kids, if so how many _____	Education level ☐ Primary ☐ Secondary ☒ University
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1. How are you concerned by the subject?

As a nurse in the Philippines, the topic of labour directly affects both my working conditions and my well-being. Long working hours, often exceeding 12-hour shifts, are common in hospitals facing staff shortages. This highlights the importance of protecting workers' rights to reasonable working hours, adequate rest, and safe working conditions. For nurses, excessive workloads can lead to physical exhaustion and mental fatigue, making it difficult to provide high-quality care.

Wages are another important labour issue. In 2026, a government Nurse I earns ₱42,178 per month under Salary Grade 15, while private hospital nurses may earn significantly less, depending on their location and experience. This difference in pay and working conditions can encourage nurses to seek employment abroad, contributing to the loss of skilled workers from the Philippines. At the same time, staff shortages increase the workload of the nurses who remain, creating a cycle of overwork and understaffing.

The subject also concerns occupational health and safety. Nurses can face physical risks from lifting patients, standing for long periods, and working under high levels of stress. These challenges show why labour policies must protect workers not only through fair wages, but also through safe workplaces, appropriate staffing levels, and protection from excessive workloads. As a nurse, I therefore see the Citizens' Forum on Labour as an opportunity to address the working conditions and rights of healthcare

workers while also considering how these conditions affect the wider quality of healthcare in the Philippines.

2. What do you suggest on your scale ?

At my level as a mid-20s nurse in the Philippines, I propose practical steps to improve nurses' welfare and healthcare quality.

Nurses should receive fair pay that reflects the demands of their work, with private hospitals aligning salaries to government standards and ensuring hazard pay, night-shift differentials, and overtime compensation as required by the Magna Carta of Public Health Workers. Hospitals must also provide safe working conditions through proper staffing, ergonomic equipment, mental health support, and adequate rest between shifts. To retain nurses locally, the government should offer incentives like scholarships, housing assistance, and career development programs, while strengthening ties between hospitals and nursing schools. Lastly, nurses should be empowered to participate in decision-making and have access to continuing education and specialization programs to promote professional growth and better patient outcomes.