



The LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

Volume VIII, Issue 38, April to June 2024



"Kasama sa Hirap at Ginawa"

49 PWDs experience work immersion in SBMA offices, other establishments

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Labor Day in Subic Bay

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The Subic Bay Metropolitan Authority (SBMA) Labor Department kicks-off the Labor Day celebration with a 3-kilometer fun run for locator workers and their family members during the Labor Day celebration in the Subic Bay Freeport zone on Labor Day. (source: www.mysubicbay.com.ph)

ADVISER'S
CORNER

ATTY. MELVIN L. VARIAS

History and Procedure of Wage and Salary Increases in the Philippines

The system of wage regulation in the Philippines has evolved significantly over the years. Before the 1980s, wage-setting was mostly unregulated, and wages were often negotiated between employers and employees. However, concerns about inflation, rising costs of living, and the need to protect workers' welfare led to the institutionalization of a more formal wage adjustment system.

The pivotal moment came with the establishment of the **Wage Rationalization Act (Republic Act No. 6727)** in 1989. This law created the **Regional Tripartite Wages and Productivity Boards (RTWPBs)** across the country, decentralizing the wage-setting process. Instead of a uniform national wage rate, wage increases were made region-specific, considering the unique economic conditions in each area. The RTWPBs were designed to balance the needs of workers for a livable wage with employers' ability to sustain their businesses.

This regionalized system is in place today and ensures that wage adjustments are contextually relevant to economic conditions and cost-of-living variations across different regions in the Philippines.

Wage increases in the Philippines follow a structured and systematic process, governed by the RTWPBs under the supervision of the National Wages and Productivity Commission (NWPC). Here is the step-by-step procedure:

Filing of Wage Increase Petitions

A wage increase can be initiated through the filing of petitions by labor groups, workers' unions, or individual workers. Employers and employer organizations can also file petitions if they believe that wage adjustments are necessary or that current wages are unsustainable for business.

Review and Analysis by the RTWPB

Once a petition is received, the RTWPB conducts an in-depth review and analysis of economic conditions in the region. Several factors are considered in the evaluation, including:

- **Inflation rates:** The rising costs of goods and services that affect workers' purchasing power.
- **Cost of living:** A critical metric to assess whether wages can support basic needs like food, housing, education, and healthcare.
- **Business conditions:** The ability of businesses, particularly small and medium-sized enterprises (SMEs), to absorb wage increases without jeopardizing their operations.
- **Productivity levels:** To ensure that wage hikes are aligned with productivity growth, so as not to hamper business competitiveness.

► turn to page 3

Adviser's Corner . . . From page 2

Employment rates: To gauge the possible impact of wage adjustments on employment levels, as excessive wage hikes could lead to job losses.

Public Consultations and Hearings

To ensure transparency and participation, public consultations are held where workers, employers, government representatives, and the general public can voice their opinions. The hearings allow the board to gather diverse perspectives on the proposed wage increase, helping them arrive at a balanced decision.

Deliberation and Decision-Making

After conducting the hearings and analyzing economic data, the RTWPB deliberates on the wage adjustment. If a wage increase is deemed necessary, the board issues a Wage Order. The Wage Order outlines the new minimum wage rate, the industries or sectors it applies to, and the effective date of implementation.

Issuance of Wage Orders

Once finalized, the Wage Order is officially issued and published. Wage Orders apply to all covered workers within a specific region and must be enforced by all employers within the designated industries. It specifies the percentage or amount of the wage increase and the timeline for compliance.

Exemptions from Wage Orders

Some businesses, particularly those facing financial difficulties, may apply for an exemption from the new wage order. The exemption process is strictly regulated and businesses must provide evidence that they cannot afford the mandated wage hike. Small businesses, those in distressed industries, and companies that are recovering from financial losses may be granted temporary exemptions after board approval.

Monitoring and Enforcement

Once a Wage Order is implemented, the Department of Labor and Employment (DOLE) is responsible for monitoring compliance. Labor inspectors conduct audits and investigate complaints regarding wage violations. Employers found violating wage laws may face fines, penalties, or legal action.

The process of wage and salary increases in the Philippines is carefully structured to ensure fairness, protect workers' rights, and consider the economic realities of businesses. The decentralized approach allows for a nuanced consideration of regional conditions, while the RTWPBs ensure that the process is transparent and participatory. Through regular wage adjustments, the country strives to balance economic growth with the welfare of its workforce, ensuring that wages are responsive to both the needs of workers and the capacity of employers to maintain viable operations.

Thank you for reading.



**PUBLIC
CONSULTATION**

on Minimum Wage Determination
SMX Convention Center, SM City Olongapo Central
Olongapo City, Zambales
August 30, 2024

Photo background by Loniell M. Aninzo

The

LABOR Monitor

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Labor Day in Subic Bay, a different approach to celebrate May 1.

Yearly, the Subic Bay Metropolitan Authority (SBMA) through its Labor Department celebrate Labor Day in a very festive way. Among of the many activities lined up for the event were: a 3K Fun Run, which aims to promote health awareness and camaraderie among employers and employees; a TikTok Labor Dance Challenge, an online dance contest among locators and the very first of its kind dance contest during Labor Day; a Job fair which hosted more than 3,000 job vacancies; a Zumbathon and Human Cross Formation, that celebrated World Day for Safety and Health at Work; and the Symposium on Department Order No. 174 of the Department of Labor and Employment, to guide Freeport companies on their operations. Related articles can be read at pages 6 to 10.



SUBIC BAY METROPOLITAN AUTHORITY

LABOR DAY @ SUBIC BAY

3K FUN RUN
5:00 A.M.-9:00 A.M.,
Central Business District Area,
Subic Bay Freeport Zone
(Also scan QR Code for details)

LABOR TikTok
On-Line Dance Challenge
A 1-3 minute dance video featuring
2-5 members is invited.
Open to all SBMA employees.
Entries must be submitted to laborday@sbma.com or
ajlacasad@sbma.com
by April 25, 2024.
Please note that
only the first 10 entries
will be eligible for judging.
(Also scan QR Code for details)

Job fair
10:00 A.M.-4:00 P.M.
Activity Center
Ayala Malls Harbor Point
(Also scan QR Code for details)

HUMAN CROSS FORMATION
4:00 P.M. onwards
Remy Field
All participants are requested to wear green for
the formation of human cross in commemoration of the
"World Day for Safety and Health at Work 2024"
Zumbathon follows immediately
(Also scan QR Code for details)

SYMPOSIUM
on DEPARTMENT ORDER (D.O.) 174-17
8:00 A.M.-12:00 NN
Labor Training Rm., Bldg. 662, Tat'l St., Subic Bay Freeport Zone
(Also scan QR Code for details)

in partnership with

SBMA GROUP **TOURISM DEPARTMENT** **AYALA MALLS** **AYALA LAND** **OSHC** **POCARI SWEAT** **DOLE**

Cover photo: Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño personally greets PWDs in the work immersion program jointly organized by the SBMA Labor Department and the Person with Disability Affairs Office (PDAO) Olongapo City. (from the Media Production Department.)

49 PWDs experience work immersion in SBMA offices, other establishments

Subic Bay Freeport – Some 50 persons with disabilities (PWDs) experience work immersion in various offices of the Subic Bay Metropolitan Authority (SBMA), other business establishments here and in Olongapo City.

This came after the SBMA recently forged a partnership with the local government of Olongapo City to facilitate the work immersion of PWDs inside this premier Freeport.

The SBMA's Labor Department, as well as the Persons with Disability Affairs Office (PDAO) Olongapo City, the Work Immersion Program for PWDs in Government and Private Business Establishments are aimed at providing PWDs a ten-day actual work experience in companies here and in Olongapo City.

According to Labor Department Manager Atty. Melvin Varias, there are a total of 49 PWDs who were given the chance to work—22 of them are deployed to companies inside the Subic Bay Freeport Zone.

“Of the 49 PWDs, nine worked at the Grand United Property and Service Management, Inc.; eight were sent to the Subic Bay Travelers Hotel and Event Center; five worked at Mondriaan Aura College; six worked at the SBMA's Financial Planning and Budget Department; six went to the SBMA's Accounting Department; one was assigned at Planning and Development Office; one worked at the PWTSG's Office of the Deputy Administrator; two were deployed at HRMD; nine worked here at the SBMA Labor Department; and two were sent to the SBMA Office Services Department,” Varias said.

Meanwhile, PDAO Head Rizalino Jose bared that the proposal for the Work Immersion Program was conceptualized in March of this year. He said that during



Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño (middle, front) with Civil Service Commission Provincial Director of Zambales, Dir. Randy C. Tababa (2nd, left) pose for a photo opportunity with the PWD Immersion beneficiaries held at the SBMA Corporate Boardroom. Joining them are SBMA Senior Deputy Administrator for Support Services Atty. Ramon O. Agregado (2nd, right, back) and OIC-Deputy Administrator-Legal Affairs and Labor Manager, Atty. Melvin L. Varias (1st. Left) (Photo from SBMA Media Production Dept.)

this program, PWDs will be given opportunities to value, experience and prove their worth as equals with the typical workforce. “Our target PWD beneficiaries range from mild to manageable disabilities,” he added.

Jose said that their daily minimum wage salary rate of P580 will be funded by the Office of City Mayor Rolen Paulino Jr., adding that the first batch of internship was held last May 27 to June 7, while the second batch is from June 10-21, 2024.

SBMA Chairman and Administrator Eduardo Jose L. Aliño lauded the work immersion program for PWDs, citing that the Subic Bay Freeport is the perfect venue for PWDs to experience that there is equality in the workplace.

“Our Labor Department is working hard to provide a harmonious working environment

inside the Subic Bay Freeport Zone. By providing PWDs with the opportunity to work at companies here, it only proves that the SBMA does not tolerate discrimination in the workplace,” he said.

Currently, the Subic Bay Freeport zone has a workforce of 159,762 as of April 2024. This will eventually increase as new investors continue to establish their businesses here.

“These new companies investing in Subic Freeport would mean a possible expansion of the workplace immersion program for PWDs, giving more opportunities for them to prove that they can be productive citizens of the country,” Aliño said.

Article source: mysubicbay.com.ph

Labor Day celebration in Subic Bay Freeport Zone

JOB FAIR

26 HOTS at Subic Freeport's annual Labor Day jobs fair

Subic Bay Freeport—A total of 26 jobseekers were hired on the spot during the jobs fair held at the Harbor Point Ayala Mall on Labor Day, as part of the Labor Day celebration of the Subic Bay Metropolitan Authority (SBMA).

21 applicants were hired by Da Tian Subic Shoes Inc., manufacturer of popular shoe brands here; while two of them were hired by YZ Consultancy Services Incorporated, and the other three were hired by Coffee & Tea Connection.

SBMA Chairman and Administrator Eduardo L. Aliño said that the agency is aggressively attracting more businesses to locate in the Subic Bay Freeport zone and generate not

only revenues for the national coffers, the agency and neighboring local government units, but also job opportunities for residents of nearby communities.

Around 71 Freeport locators participated to offer a total of 4,463 job opportunities for the job seekers.

Out of the 4,463 total manpower needs of participating Freeport locators, 2,146 applications were received from 500 applicants. 1,157 were interviewed before the job fair ended.

Earlier that day, a three-kilometer fun run was held to kick-off the Labor Day events prepared by the SBMA Labor Department, where Freeport workers from various locators participated together with their family members.

The Labor department also launched the online Labor Tiktok Dance Challenge, where worker participants filmed themselves at their workplaces.

Article source: mysubicbay.com.ph

Story continues on pages 7-10 ►



SBMA Chairman and Administrator Engr. Eduardo Jose L. Aliño (center) leads the opening of the Labor Day Job Fair together with the SBMA Deputy Administrator for Legal Affairs, Atty. Michael M. Quintos (1st, left) Mr. Arvin C. Fabian (2nd, left) of DOLE Zambales, Labor Manager Atty. Melvin L. Varias (2nd, right) with DJ Thommy G of 89.5 Bay FM.

Labor Day celebration ... from page 6

By: Augusto J. Lacasad, Jr.



FUN RUN

The Subic Bay Metropolitan Authority (SBMA) Labor Department kicks-off the Labor Day celebration with a 3-kilometer fun run for locator workers and their family members during the Labor Day celebration in the Subic Bay Freeport zone on Labor Day.

Organized by the SBMA Labor Department in collaboration with the Subic Bay Workforce Development Foundation, Inc. and Subic Bay Town Center, Inc., the Fun Run has an approximately 400 participants who registered at about 5:30 in the morning at the Ayala Malls Harbor Point on May 01, 2024.

The main objective of the program is to develop health awareness in the Subic Bay Freeport Zone through sports competition and entertainment, and to create camaraderie among the Freeport employers, workers and their families. Winners of the Fun Run will receive cash prizes and here are the winners:

DIVISION	1 st Place	COMPANY	2 nd Place	COMPANY	3 rd Place	COMPANY
ADULT DIVISION 41 YEARS OLD ABOVE (FEMALE)	Maria Cecilia Cardo	Powerlane Resources, Inc.	Melicent Quintana	Powerlane Resources, Inc.	Maricen Llames	Browave
ADULT DIVISION 41 YEARS OLD ABOVE (MALE)	Joel Galang	FBM Systems and Electronics, Inc.	Percival Auge Calualhatian	Brent International School	Jorge Ulanday	Allied Care Expert (Baypoint)
ADULT DIVISION 18 40 YEARS OLD (FEMALE)	Ednalyn Ramos	Buwelo (Exact Star)	Catherine Torres	Cresc, Inc.	Ranna Diche	Mikuni Terminals
ADULT DIVISION 18-40 YEARS OLD (MALE)	Yeshua Dataylo	Omniworx	Avian Toquero	Play Asia Support	John Benedict Maarat	Broadwater Marine
KIDS DIVISION 17 YEARS OLD BELOW (FEMALE)	Jhaycee Galang	Fabric 8	Raniesha Quintana	Powerlane Resources, Inc.	Jhayden Galang	Fabric 8
ADULT DIVISION 17 YEARS OLD BELOW (MALE)	Aaron James Bilden	SBMA, Taxi	Lance Luis Felarca	SBMA, Telecoms	Gian Salvador	Brent International School



Labor day celebration . . . From page 6

500 SBF, Olongapo City workers unite in human cross to support the World Day for Safety & Health at Work

ZUMBATHON and FORMATION OF HUMAN CROSS



Subic Bay Freeport—Around 500 participants of the Subic Bay Metropolitan Authority (SBMA) Labor Department's Zumbathon event gathered at the Remy Field here as an affirmation of their support to the World Day for Safety and Health at Work.

Participants of the human cross came from various Subic Bay Freeport (SBF) locators, local government unit (LGU) of Olongapo City, Lions Clubs, Rotary Clubs, James L. Gordon Memorial Hospital, Allied Care Experts Medical Center-Baypointe, Lab1, Zumba group of Olongapo City, Batang Gapo Riders Club, Central Luzon Occupational Safety and Health Network (CLOSHNET) officers, and the SBMA.

The World Day for Safety and Health at Work, which was slated on April 28, was celebrated on May 3 to coincide with the Labor Day activities prepared by the SBMA Labor Department.

Now in its second year, the formation of the human cross event was organized by Dr. Evelyn Lozano-Natividad, President of the Philippine College of Occupational Medicine in partnership with the SBMA Labor Department.

Natividad expressed her heartfelt gratitude not only to the participants but also to the generous sponsors who provided light snacks, freebies, medical samplers, as well as premium items for the Zumbathon winners.

Wearing green shirts, participants of the human cross also enjoyed the Zumbathon, which followed right after the assembly.

Among the sponsors were Adva Shield, Anlene, Bonamine, Flanax, Kalbe, Multicare, OCPLCI, Olongapo City Medical Society, Philippine Academy of Family Physicians, Inc., Polarmarine, Rotary Club of Metro Olongapo, UAP, Westmont, Inova Pharma, and Pocari Sweat.

Also joining the event were Department of Labor and Employment-Occupational Safety and Health center (DoLE-OSHC) region 3 manager Elisa Faye Balvarona, Olongapo City Vice Mayor Jong Cortez, SBMA officials including Chief of Staff Atty. Rodriguez, Senior Deputy Administrator for Support Services Atty. Ramon Agregado, Deputy Administrator for Legal Affairs Atty. Mike Quintos, Labor Department Division Chief Rommel Aquino, Dr. Arlene Cesa, Dr. Asean Briones, Dr. Cesar Julius Farin, and Management Information Systems Office manager Vergil Joseph Lansangan.



VIDEO DANCE CONTEST



🏆 First Place and Most Loved Video Dance Challenge Winner: **Subic Bay Marine Exploratorium Inc.**
(Ocean Adventure)



🏆 Third Place:
Perfectlydone, Inc.

🏆 Second Place:
Zoobic Safari Corporation

Other SBFZ companies that participated includes:
Puregold Subic, Koryo Subic, Tokiwa, Forest View, Exact Start, Jinboway, and Lucky 2 Automotive



Elevating Labor Standards in the Subic Bay Freeport Zone

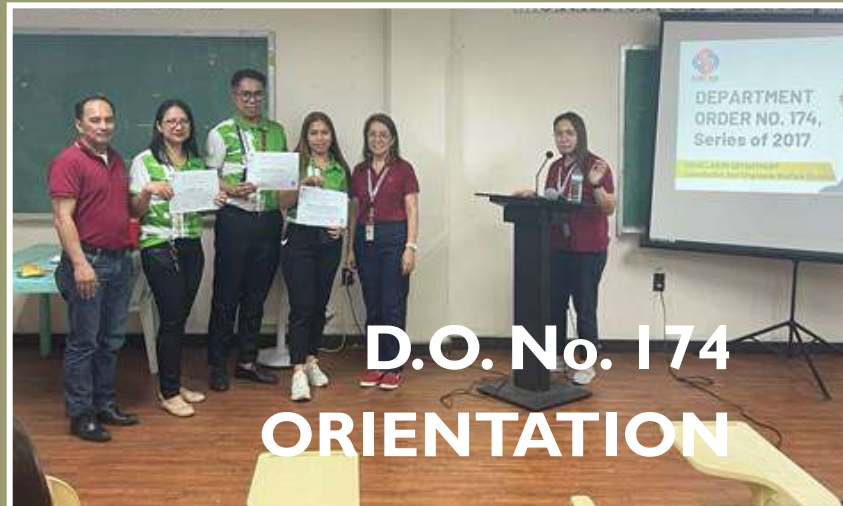
: *Symposium on Department Order no. 174 series of 2017*

By: Jordan Romeo Valdez, CEWD

On May 8, 2024, the Subic Bay Metropolitan Authority (SBMA) Labor Department organized an enlightening symposium on Department Order (D.O) 174 Series of 2017 spearheaded by the Conciliation and Employee Welfare Division (CEWD). The event, held at the SBMA Labor Training Room, drew active participation from SBFZ Locators associated with manpower, contractors, sub-contractors and security service providers.

The symposium, a response to the rising tide of complaints received by the CEWD office regarding D.O 174, aimed to shed light on the directive's intricacies. Through in-depth presentations and discussions, attendees delve into the specifics of labor-only contracting, permissible contractual arrangements and the stringent compliance requirements mandated by the directive.

D.O 174 Series of 2017, enacted by the Department of Labor and Employment (DOLE), is a vital directive aimed at ensuring the protection of workers' rights and welfare. It also promotes the direct hiring of workers and mandates workplace standards that protect the legal and equitable treatment of employees.



Keynote speakers highlighted important aspects of D.O. 174, emphasizing the importance of protecting workers' rights while ensuring the sustainability and competitiveness of businesses. Experts led discussions on how adherence to these guidelines can lead to a more stable and ethical employment environment within the Freeport Zone. Attendees actively engaged in dialogues, sharing their experiences and challenges in complying with the orders. Topics included the prohibition of labor-only contracting, the rights of workers in subcontracting arrangements, and the responsibilities of principal employers and contractors.

In continuation of this initiative, a subsequent symposium was held on May 14, 2024, focusing on SBFZ-accredited manpower and security services. This gathering aimed to delve deeper into the operational and strategic adjustments these companies must undertake to fully comply with D.O 174. The emphasis was on fostering transparency, accountability, and a high level of service quality, ensuring that manpower and security firms align their practices with the legal requirements and ethical standards stipulated by DOLE.

Both events underscored the SBMA Labor Department's commitment to

fostering a collaborative environment where employers and service providers can work together to elevate labor standards and ensure the well-being of employees. The discussions also included best practices for compliance, dispute resolution mechanisms, part of D.O 150 in guidelines in governing the employment and working condition of security guards in private security industry and the benefits of fostering a positive working relationship between all parties involved.

Participants expressed their appreciation for the symposiums, citing the valuable insights and practical guidance provided. The SBMA Labor Department reaffirmed its dedication to supporting both employers and workers, ensuring that the principles of D.O. 174 are effectively implemented across the Subic Bay Freeport Zone.

As a follow-up, the Conciliation and Employee Welfare Division plans to conduct more workshops and training sessions to further assist stakeholders in navigating the complexities of labor laws. These initiatives aim to create a more harmonious and productive labor environment, benefiting both the workforce and the business community in the Freeport Zone.



SBMA Labor Department awarded as an Industry Partner of Columban College

By: Soc Esteban



The SBMA Labor Department was recognized as an Industry Partner by Columban College, Inc. during its 8th Industry Partners' Recognition dubbed as "Partners in Progress: Celebrating Collaboration and Excellence" held at the Convery Hall, Columban College, Olongapo City on May 24, 2024. Representing the department were Ms. Amy Dimacali, OIC of the Workforce Development Division (2nd, left) and Ms. Socorro Cresencia Esteban of the Admin Office (3rd, left).



SBMA LABOR CENTER ATTENDS OJT AND CAREER COACHING FAIR AT SAINT LOUIS UNIVERSITY, BAGUIO CITY

By: The Manpower Services Division



The Subic Bay Metropolitan Authority (SBMA) Labor Department joins the OJT and Career Coaching Fair (Bridging Gaps, Connecting Careers) at Saint Louis University, Baguio City on April 26, 2024.

The Labor Center also had a meeting with SLU's Office of Global Relations and Alumni Affairs on April 25, 2024 that focused on the On-the-Job Training (OJT) and Employment Opportunities at the Subic Bay Freeport Zone for their graduating students and graduates / alumni.

The Labor Center met and presented the OJT and Employment Requirements inside the Subic Bay Freeport Zone with Ms. Stephenie O. Busbus - Chairperson of the Institutional Reputation and Effectiveness Committee of SLU on April 25, 2024.

RADIO INTERVIEW



June 26, 2024 | DTI Zambales Consumer Protection Division Radio Interview with 89.5 Subic Bay Radio with SBMA Labor Department “Paggawa at Iba Pa: Sales Promotion Application and promotion of Balik-Eskwela Diskwento Caravan.

Source: FB page of DTI

2nd Floor 1055 Rizal Avenue West Tapinac, Olongapo City | DTI ZAMBALES | 09206036440 / 09771202175 | R03.zambales@dti.gov.ph | www.dti.gov.ph

“Paggawa at Iba Pa” is a weekly radio program by the SBMA Labor Department which was launched on January 30, 2013 aired every Wednesday at 89.5 My Subic Bay FM Radio maintained by the Subic Bay Metropolitan Authority. Touted to be the longest running radio program on air at 89.5 FM, the “Paggawa at Iba Pa” aims to broadcast labor-related awareness including but not limited to labor-standards, labor-relations concerns, work values and productivity campaigns, employment programs, and a-wide array of workforce development programs, and many more. Hosted by the Labor Department manager, Atty. Melvin L. Varias with the four (4) Division Chiefs/OICs of the Manpower Services Division (Mr. Rommel M. Aquino), Conciliation and Employee Welfare Division (Mr. Archie E. Quejada), Service Contracting Office (Mr. Paterno E. Oputento), and the Workforce Development Division (Ms. Amy L. Dimacali) with the Technical Team: DJ Thommy G. (Thompson Andrada Gatdula), Socorro Cresencia B. Esteban, and Mr. Ronald Q. Rondez.



Pag-Ibig Fund Subic Bay Branch



PhilHealth Olongapo City Branch



2 of the 10 Outstanding Freeport Worker awardees

**SBMA Labor Department****www.mysubicbay.com.ph**

To ease the job application process within the Subic Bay Freeport Zone (SBFZ), job seekers may scan the QR Code above that will direct them to the online submission of job application for the current job vacancies of locators within the SBFZ.

Republic Act 7227 or the Bases Conversion and Development Act of 1992 mandates that all persons seeking employment within the SBFZ must first register with the SBMA Labor Center.

ADVISORY

TO ALL JOB APPLICANTS:

ISANG PAALA-ALA NA ANG **PAG-SUSUMITE NG JOB APPLICATION AY LIBRE AT WALANG BAYAD.**

KUNG MAY LUMAPIT SA INYO AT NAGPAPAKILALANG TAGA "SBMA LABOR CENTER" O NAGSASABING MAY KAKILALA SA LABOR CENTER AT IPAPASOK KAYO SA TRABAHO AT MANININGIL NG KAUKULANG BAYAD, **MAAARI LAMANG PONG IPAGBIGAY ALAM SA RECEIVING SECTION, MANPOWER SERVICES DIVISION, (047) 252.4273 SA SUBIC GYM OR SA OFFICE OF THE DEPARTMENT MANAGER, (047) 252.4254, BLDG. 255.** MAAARI NYO RIN PO KAMING I-EMAIL SA: labor@sbma.com or msd@sbma.com

UPANG MALAMAN ANG MGA EMPLOYMENT OPPORTUNITIES SA SUBIC BAY FREEPORT ZONE, MAGTUNGO LAMANG PO SA AMING RECEIVING SECTION SA MAY SUBIC GYM O MAG-LOG-ON SA: www.mysubicbay.com.ph, mysubicjobs.blogspot.com or sa Facebook page ng SBMA Labor Department.

MARAMING SALAMAT PO!

- SBMA LABOR DEPARTMENT

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**Subic Bay Metropolitan
Authority-Treasury
Department)**

Accomplishment Reports

WDD 2nd Quarter Report 2024

By the Workforce Development Division

Type	2023 (2nd Quarter)	2024 (2nd Quarter)	Variance Inc/Dec	
			Actual Numerical Value	%
On the Job Training	128	100	28	(21.87)
	P8,150.00	P5,400.00	P2,750.00	(33.74)
SH Learners (K-12)	34	29	5	(14.70%)
(Work Immersion Program)	P1,700.00	P1,450.00	P250.00	(14.70%)
Employees Orientation Seminar (EOS)	254	-	-254	(100%)

2024 Targets vs 2024 Accomplishments

Type	2023 (Target)	2023 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	55:00	24:52	30.48	55.41%

2023 Accomplishments vs 2024 Accomplishments

Type	2022 (Accomplishment)	2023 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	22:18	24:52	2.34	(10.55%)

Factors or Constraints Affecting Performance

The following factors affected the performance of this Office:

Lack of manpower due to retirement of two senior personnel ; Low internet connection

Other Accomplishments

Conducted the #K Fun Run on May1, 2023 at Ayala Malls, Harbor Point in celebration of Labor Day

Facilitated the Special Program of Employment of Students (SPES) in coordination with the Department of Labor and Employment (DOLE)

Co-facilitated the conduct of Zumbathon and formation of Human Cross on May 3, 2024 at Remy Field in partnership with Philippine College of Occupational Medicine headed by its President, Dra. Evelyn Natividad

Conducted Work Immersion Program (WIP) of Person with Disabilities (PWDs) in partnership with Person with Disabilities Affairs Office (PDAO)

Deliverables / Plans / Projections for the 3rd Quarter of 2024

Work Immersion Program of Young Adult with Special Needs in partnership with Vanguard Academy

Conduct of Bridging Cultural Gaps in the Workplace by September 2024

SCO UPDATES, 2nd Quarter 2024

by the Service Contracting Office (SCO)



The Service Contracting Office (SCO) grew its revenue by 12 percent to Php 2,236,360 in the first half of 2024, from Php 1,998,250 in the same period last year. The graph shows the revenue sources of the SCO where the Accreditation Fee shared the biggest revenue source in the amount of \$36,800 or roughly 2.1 Million Pesos from the 105 processed application for Certificate of Accreditation. The Evaluation Clearance Fee recorded a total amount of Php 45,700.00 from 457 Contractors under Regulatory Group who requested for Labor Evaluation Clearance, which is one of the requirements in the renewal of Certificate of Accreditation while the remaining portions of the graph are revenues from the Fines and Penalties on late renewal of Accreditation and SBMA Gatepass/ID which posted a combined amount of \$970 or Php 56,260.00.



The chart represents the 105 processed applications for Certificate of Accreditation, forty-two percent (42%) of this applications are under Port-related Service providers, while thirty-two percent (33%) belongs to Manpower Service Providers and the remaining twenty-five percent (25%) is for Security Service providers. There are no recorded applicants for Janitorial Services this year.

It can be noted that more companies have now opted to avail the regular \$200 accreditation fee with a one (1) year validity in the Certificate of Accreditation, followed by the \$600 accreditation fee with a validity of three (3) years while the \$400 has a validity of two (2) years accreditation.

	Manpower	Janitorial	Security	Port-related	TOTAL
2024	35	0	26	44	105
2023	45	0	23	35	103



The Service Contracting Office (SCO) conducts Labor Standards Inspection (LSI) to Contractors and Subcontractors to ascertain compliance on general labor standards during their renewal of Certificate of Accreditation. For the first half of 2024, a total of 518 companies were inspected. Out of this figure, 67.4% were inspected to be compliant with the general labor standards, while 32.6% were found with labor standards violations to include discrepancies on minimum wage, premium pay, holiday pay and Service Incentive Leave (SIL), non-payment of overtime pay and non-coverage to Social Security System (SSS), Home Development Mutual Fund (HDMF) and Philippine Health Insurance System (PHIC).

Of the 32.6% or 169 companies with violations, 157 companies have already complied with the noted LSI findings with a total restitution amounting to about 3.2 Million Pesos extended to 440 affected employees as of June 30, 2024.

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

Total Active Workforce
161,199
as of 30 June 2024

Services

Banking/Insurance/Financing, Hotel/Restaurant, Retailing/Trading, Schools, Transportation, Communications, Utilities, InfoTech Services, BPO/Data Encoding, Recreational/Leisure/Health/Entertainment, Kiosks/Canteens, Forwarding/Warehousing/Transshipment/Brokerage, Realty, Manpower/Security Agencies, Service/Support Providers, SBMA Employees, Other Government Agencies, etc.

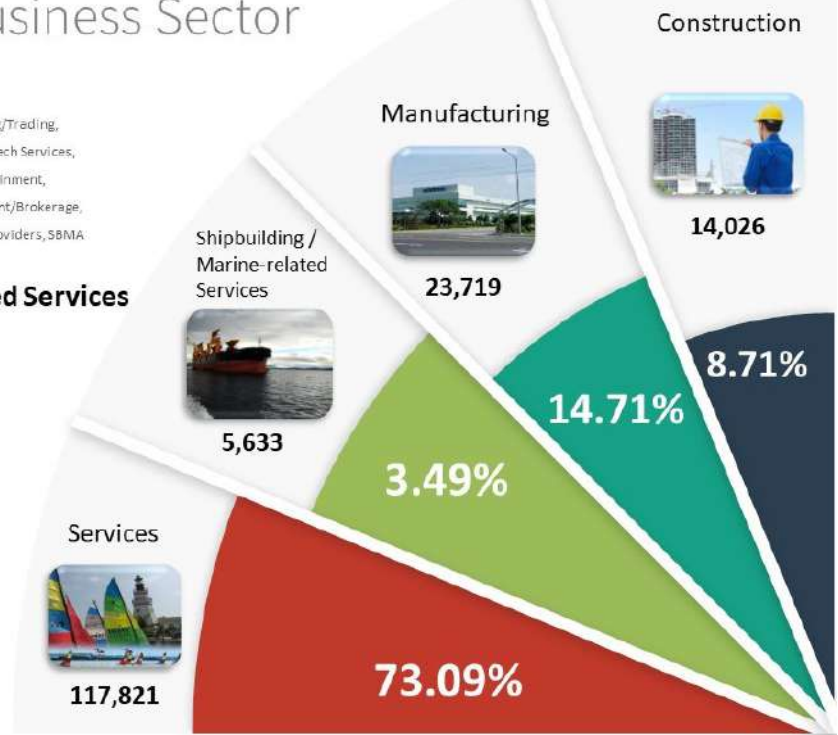
Shipbuilding / Marine-related Services

Shipbuilding & ship repair Contractors, etc.

Manufacturing

Industries in IT Related / Electronics, Cigarette, Mechanical / Industrial, Garments/Textiles/Paper, Wood-related, Shoes, Jewellery/Accessories

Construction

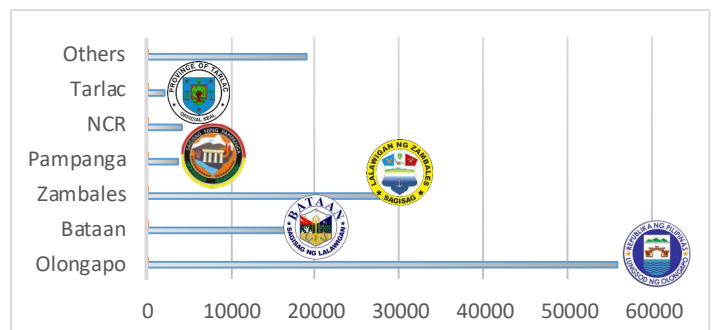


Employment by Year

2023	154,120
2024	161,199

Employment by Residence

Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
66,387	20,948	28,645	5,205	6,793	2,092	31,129
41.18%	13.00%	17.77%	3.23%	4.21%	1.30%	19.31%



4.51%
increase in
Employment
(30 June 2023
vs. 30 June
2024)



Male
115,109
71.41%



Female
46,090
28.59%

Employment by Sex

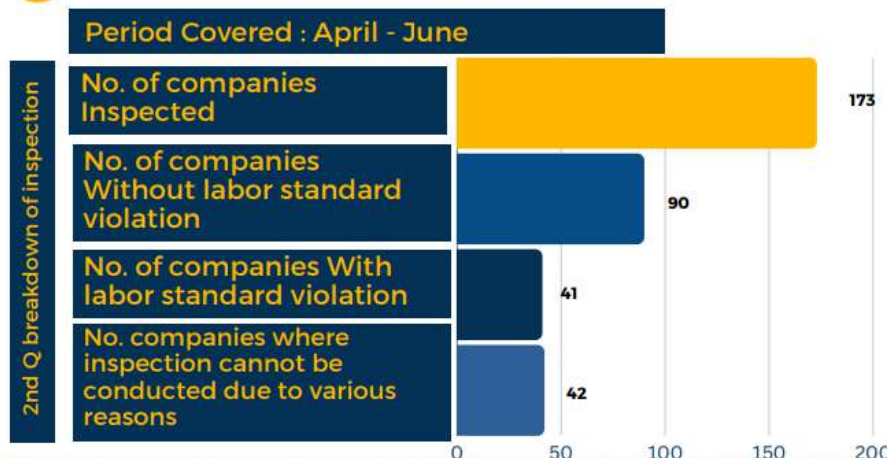


CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION **COMPLIANCE** **CONCLATION & MEDIATION**

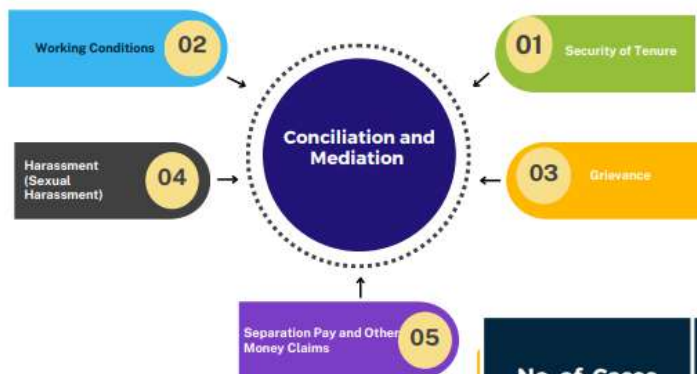
Labor Standard Inspection



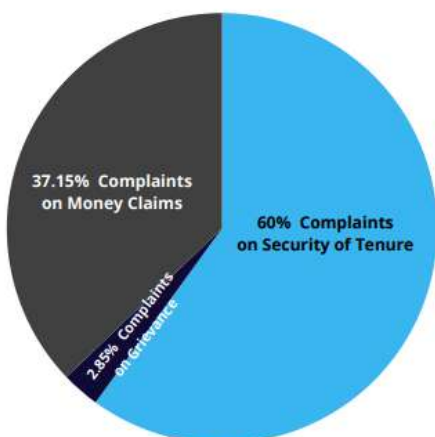
The Labor Standards Inspection for the quarter revealed that out of 173 companies, 90 were fully compliant, representing 52.02% of those inspected. Notably, 41 companies, accounting for 23.70%, had findings that require follow-up actions, such as corrective measures and possible penalties, to meet the required standards promptly. Additionally, inspections could not be conducted for 42 companies, equivalent to 24.28% of the intended total, due to various reasons such as being non-operational, having no employees, or not renewing their business permits.



Conciliation and Mediation



The summary below highlights the performance of the division for the 2nd quarter of the current year. A total of 27 cases, out of 35 cases received, were settled amicably through conciliation and mediation, and a total of Php. 318,644.62 was paid to 30 affected employees; 8 cases remain in process. Also, six (6) cases were reported for assistance, including the two cases from the previous quarter that have already been resolved and a total payment of Php. 18,000 has been paid to two (2) affected employees. In addition, a sum of Php. 732,970.46 was restituted to 209 employees as a correction for Labor Standard Compliance.



No. of Cases Received	No. of Cases Resolved	No. of Cases In process	Restituted Amount	No. of Affected employees
35	27	8	318,644.62	30



Assistance

No. of Cases Received	No. of Carried Over Cases	No. of Cases Resolved	Restituted Amount	No. of Affected employees
4	2	6	18,000	2

LABOR DEPARTMENT REVENUE SOURCES

REVENUE SOURCE	2024 (2Q)	2023 (2Q)	
Work Permits (PWP, SWP, AEP)			
Provisional Work Permit (PWP)	59,694	88,244	
Special Work Permit (SWP)	43,127	21,633	
Alien Employment Permit (AEP)	391,310	423,938	
Accreditation			
Port Related Services	931,014	689,403	
Security Services	537,876	466,286	
Manpower Services Provider	675,028	707,010	
Janitorial Services	-	55,478	
Technical Inspection Fee	48,501	67,140	
Labor Standards Violation	-	96,103	
Penalty Imposition			
Tampered/Falsified ID	-	-	
Late Renewal ID/Gatepass	474,514	481,082	
Late Renewal of Accreditation	15,941	23,340	
Without Accreditation	-	22,150	
Re-Issuance of Cert. of Accreditation	-	-	
Delayed Payments—Benefits	-	5,580	
Non-Compliance, Labor Wages /Benefits	14,515	-	
OJT Fees	57,950	49,100	
Evaluation Clearance (Accreditation)	56,400	55,000	
Posting Fee / Others	4,000	6,000	
TOTAL	3,309,869	3,279,467	P30K or an increase of 0.93%



Source: SBMA FPBD's Comparative Revenue Report for the month of June 2024

Summary

Operating Revenues of the of the Labor Department for the month of June 2024 amounted to PhP504K , a decrease of 20.55% or PhP130K as compared last year.

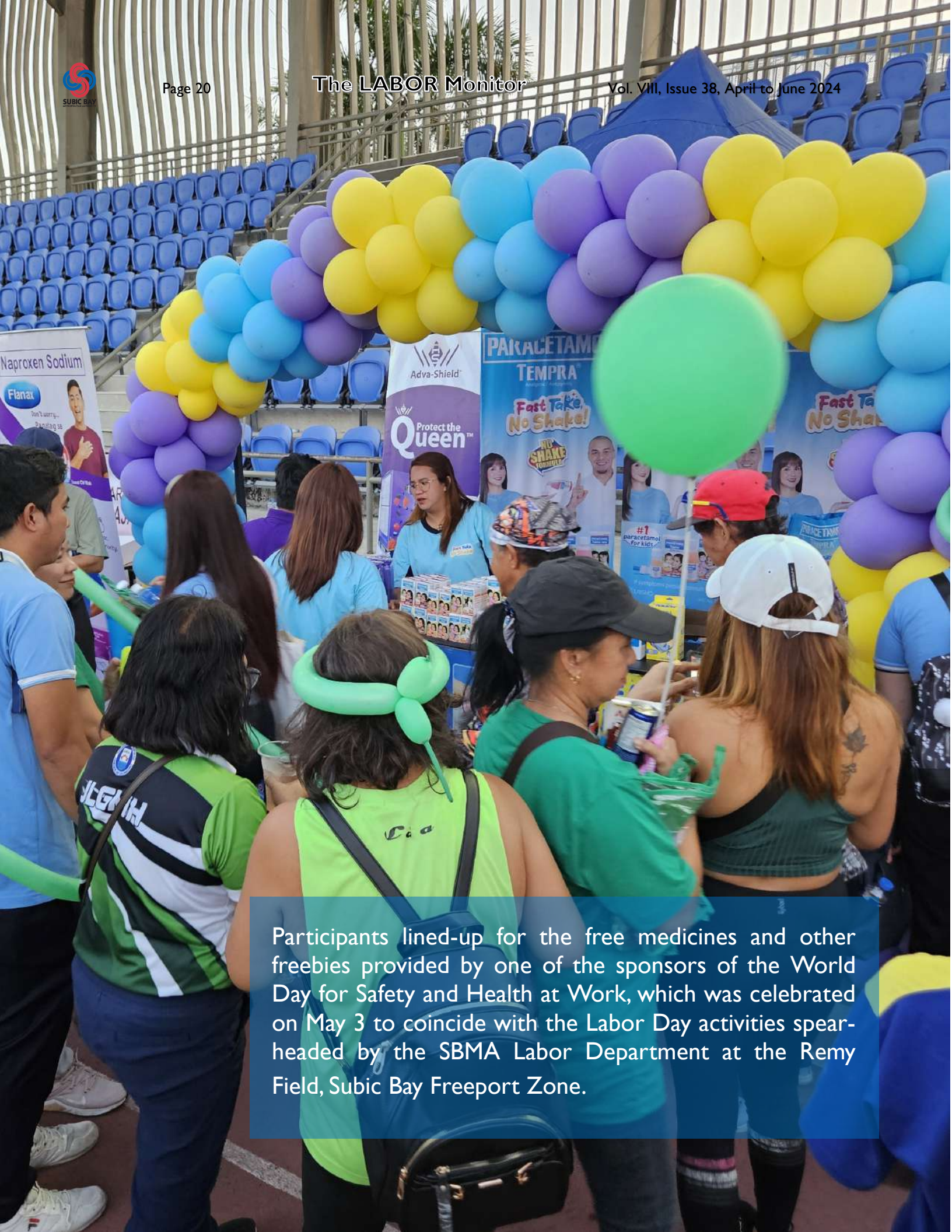
For the period ending June 30, 2024, the Department's revenue amounted to PhP3.31M, an increase of 0.93% or P30K versus

Continuation of CEWD 2nd Quarter Report . . .



**Labor Standard Inspection
Compliance**

Total No. of Complied Companies	Salary Adjustments / Restitutions	No. of Affected employees
24	732,970.46	209



Participants lined-up for the free medicines and other freebies provided by one of the sponsors of the World Day for Safety and Health at Work, which was celebrated on May 3 to coincide with the Labor Day activities spear-headed by the SBMA Labor Department at the Remy Field, Subic Bay Freeport Zone.