



Symposium on Bridging Cultural Gaps in the Workplace

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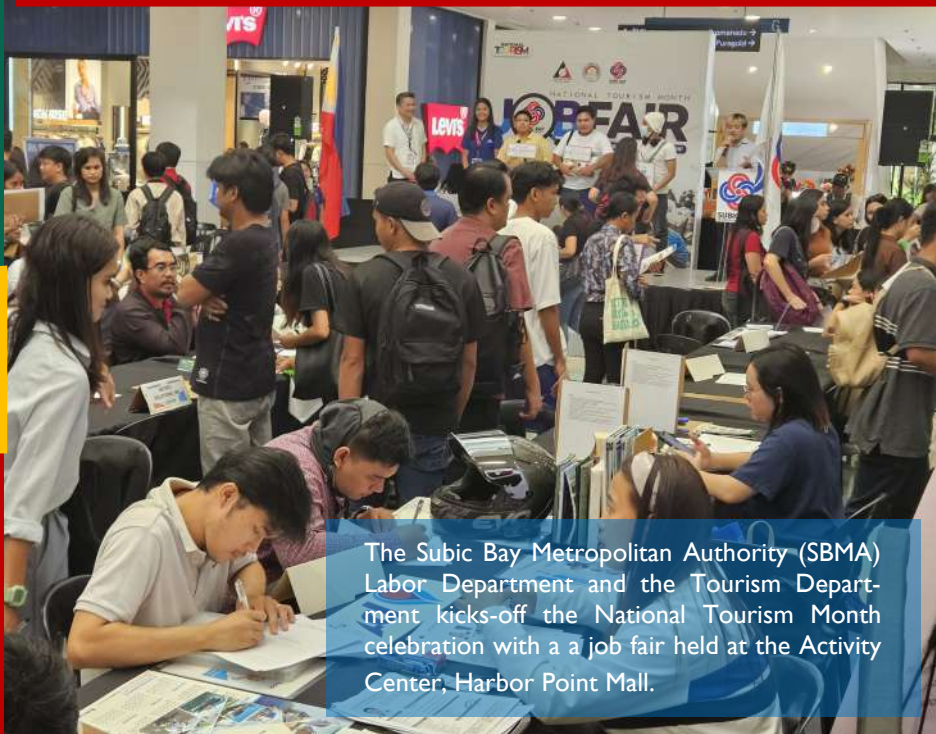
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National Tourism Month Job Fair in Subic Bay Freeport Zone ▶ Pages 6-7



The Subic Bay Metropolitan Authority (SBMA) Labor Department and the Tourism Department kicks-off the National Tourism Month celebration with a job fair held at the Activity Center, Harbor Point Mall.

ADVISER'S
CORNER

ATTY. MELVIN L. VARIAS

The History of Salaries in the Philippines

During the last issue of the Labor Monitor I shared some information about the history and the system of wage regulation in the Philippines. In this issue I will apprise you about the history of salaries in our country.

The history of salaries in the Philippines reflects the country's evolving economic, social, and political landscape. From pre-colonial bartering systems to modern wage regulations, the development of salary structures has mirrored changes in governance, industry, and labor movements.

Before the Spanish colonization of the Philippines in the 16th century, the local economy was largely based on a barter system, where goods and services were exchanged without formal monetary compensation. Labor was typically tied to kinship, community relationships, or tribute to tribal leaders. There was no standardized salary system in place, and wealth distribution was largely based on agricultural yields, fishing, and trade with neighboring regions.

During the Spanish colonial period (1521-1898), the concept of formal employment began to take shape as the Spanish introduced new industries like agriculture, mining, and construction. Under the **encomienda** system, Filipino laborers worked the land for Spanish colonizers and were often compensated with goods, food, or minimal wages, though exploitation and forced labor were common. Indigenous people and local peasants (known as **indios**) had little control over their wages, as they were dictated by colonial powers.

The arrival of the Americans in 1898 brought significant economic and social reforms to the Philippines. The American colonial government introduced a more formalized wage system, especially in newly developed industries like manufacturing, infrastructure, and public administration. This period saw the introduction of modern industries, such as sugar and tobacco, as well as the development of public education, which created new avenues for employment.

The early 20th century marked the beginning of labor unions in the Philippines. Workers began organizing to demand better wages, working conditions, and the right to collective bargaining. The **Union Obrera Democratica Filipina**, established in 1902, was the first labor federation in the country, leading strikes and protests for wage increases and labor rights.

After the Philippines gained independence from the United States in 1946, the country experienced rapid economic changes. The post-war reconstruction of industries led to the rise of urbanization, and more Filipinos entered formal employment. However, wage disparities were widespread, particularly between urban and rural workers. Agriculture remained the dominant sector, with farmers and peasants often earning subsistence-level incomes, while urban workers in industries like manufacturing, mining, and services started to experience more structured wage systems. [▶ turn to page 3](#)

Adviser's Corner

From page

In the 1950s and 1960s, the Philippine economy grew steadily, and there was increasing awareness of the need for wage reforms. The **Industrial Peace Act of 1953** recognized workers' right to organize and bargain collectively, giving labor unions more influence in negotiating wages and working conditions.

The declaration of Martial Law in 1972 had a profound impact on wages and labor rights in the Philippines. While the regime undertook large infrastructure projects that provided employment, it also suppressed labor movements and restricted the rights of workers to demand wage increases. Wage rates were largely dictated by the government, and labor unions were often dissolved or controlled by the state. This period saw a stagnation in wage growth and the widening gap between the rich and the poor.

At the same time, the rise of overseas employment began to affect the local wage landscape. As more Filipinos sought employment abroad, particularly in the Middle East and Europe, the country started to rely on remittances, which helped many families supplement low domestic incomes.

With the fall of the Martial Law regime in 1986, the restoration of democracy brought renewed attention to labor rights and wage reforms. In 1989, the **Wage Rationalization Act (Republic Act No. 6727)** was passed, which established the **Regional Tripartite Wages and Productivity Boards (RTWPBs)**. This law decentralized wage-setting and allowed wages to be determined on a regional basis, considering the economic conditions of each region. It was a significant step toward addressing the wage disparities between different parts of the country.

The act also created a mechanism for adjusting wages regularly, with the goal of protecting workers' purchasing power and promoting productivity. This was a response to the growing demand from labor groups to have a more consistent and transparent wage adjustment system, rather than ad hoc increases.

The 1990s saw a gradual shift toward a more service-oriented economy, with industries such as telecommunications, information technology, and business process outsourcing (BPO) gaining prominence. The rise of the BPO sector has significantly influenced salary trends in urban areas like Metro Manila, Cebu, and Davao. The sector offers relatively higher wages compared to traditional industries and has provided employment opportunities to millions of Filipinos, particularly the younger population.

In recent years, wage increases have been a recurring issue for labor unions and advocacy groups. They continue to call for higher minimum wages and better working conditions, particularly for workers in the agriculture, construction, and manufacturing sectors. The government, through the RTWPBs, has been balancing these demands with the need to maintain the competitiveness of businesses, especially small and medium-sized enterprises (SMEs).

The **minimum wage** in the Philippines is now region-specific and varies based on the cost of living, inflation, and the economic conditions in each area. The RTWPBs regularly assess the need for wage adjustments, with recent wage increases driven by rising inflation, particularly in food and fuel prices.

While the BPO sector and overseas employment continue to offer higher wages, there remain challenges in achieving equitable wage distribution across different sectors and regions. The wage system in the Philippines is constantly evolving, shaped by economic shifts, labor movements, and government interventions to improve workers' welfare.

The history of salaries in the Philippines reflects the country's economic progress, social struggles, and political transformations. From the barter systems of pre-colonial times to the formalized wage-setting mechanisms of today, the journey of wage development has been shaped by labor movements, government policies, and global economic trends. While significant progress has been made in improving wages and worker protection, achieving a fair and living wage for all Filipinos remains an ongoing challenge.

Maraming salamat po sa inyong matiyagang bagbabasa!

The

LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

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SBMA recognize employees' service excellence during its 10th Loyalty Awarding Ceremony at SBECC

Two of the Labor Department's personnel were given recognition for their loyalty and service excellence during the SBMA's 10th Loyalty Awarding Ceremony held at the Subic Bay Exhibition and Convention Center (SBECC) on September 20, 2024. The loyalty awardees of the Department were Messrs. Loniell M. Aninzo and Zocimo P. Natividad, Jr. Both were awarded their 10 years in the public service as Human Resource Management Officer I, and Secretary I respectively.

The event honored 221 SBMA employees who continuously and satisfactorily served the Agency for 10 years and every 5 years thereafter.



Loyalty Awardees of the Legal Affairs Group: (L-R) Michelle Dolores (Legal, 10 years), Dennis Alcaraz (ODALA, 25 years), Johanna Muñoz (Legal, 20 years), Loniell Aninzo (Labor, 10 years)

◀Cover photo: Attendees of the Symposium on Bridging Cultural Gaps in the Workplace which was facilitated by Mr. Rigor P. Tombale, Chief Administrative Officer of the President Ramon Magsaysay State University (PRMSU). The event is a program of the SBMA Labor Department which aims to maintain Industrial Peace within the Subic Bay Freeport Zone.

Symposium on Bridging Cultural Gaps in the Workplace

by Augusto J. Lacasad, Jr.

The Symposium on Bridging Cultural Gaps in the Workplace was held last 27 September 2024 at the Function Hall B, Subic Bay Exhibition and Convention Center (SBECC). It aims to bring together in one venue majority of Foreign Executives, managers, employees working and/or having business in the Subic Bay Freeport Zone, for the purpose of acquainting them with the cultural, work values and traits of the Filipino workers and vice versa, and to surface issues and concerns geared towards attaining a peaceful work environment in the zone. Further, this Symposium is being done yearly as a key initiative of the Labor Department in providing insight of Filipino cultural values and traits, putting emphasis in their resultant work attitude and characteristic, suggest ways and means to attain a harmonious and peaceful multi-cultural work environment; and come up issues related to a peaceful work environment in the Zone.



“Building a Culturally Inclusive Workplace” — one of the topics discussed by Mr. Rigor P. Tombale, Chief Administrative Officer of the President Ramon Magsaysay State University (PRMSU) during the Symposium on Bridging Cultural Gaps in the Workplace.

The said symposium was participated by fifty eight (58) attendees, composed of foreign executive (Chinese, Japanese, Bangladeshi, Sri Lankans, Taiwanese and Pakistani) and Filipinos.

Atty. Melvin L. Varias, Manager, Labor Department gave his Welcome Remarks by stating the importance of attending this symposium and at the

same time, acknowledged all the participants for their time and effort in attending the said program, as well as the Resource Speaker.

Meanwhile, Mr. Rommel M. Aquino, Division Chief of the Manpower Services Division of the Labor Department, gave a short background of the program—the proliferation of labor relations concerns

brought to the Office of the Labor Department manager that stems from miscommunication and lack of understanding of cultural differences in the workplace by foreign executives and local workers. These incidents has led to various conflicts between the ranks and executives which has caused almost the stoppage of production work.

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SBMA Tourism job fair yields 43 HOTS



Subic Bay Freeport –43 jobseekers emerged as hired-on-the-spot (HOTS) during the Subic Bay Metropolitan Authority (SBMA)'s National Tourism Month Job Fair at the Harbor Point Ayala Mall here on Monday.

Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño said that these 43 HOTS were among the 759 registered applicants for the said job fair, which is part of the agency's celebration of Tourism Month in Subic Bay Freeport.

He added that the job fair was participated in by around 50 companies, mostly from the tourism sector of the Freeport, providing 2,600 job vacancies to jobseekers who wish to work here.



SBMA Chairman and Administrator Engr. Eduardo Jose L. Aliño (center) leads the opening of the National Tourism Month Job Fair together with SBMA Director Chito Lahom (1st, right), Ms. Jem Camba, Manager of the SBMA Tourism Department (4th, right) with Mr. Mario Esquillo (2nd, left) of PESO Olongapo, Labor Division Chief Mr. Rommel Aquino (1st, left), and Ms. Abigail Beloria (2nd, right) of DOLE Olongapo.

Story continues on page 7 ►

Tourism Job Fair

from page 6



A jobseeker is being interviewed by one of the employers during the National Tourism Month Job fair held at the Activity Center of Harbor Point Mall. The event has 2,600 job opportunities offered by various freeport locators.

HOTS: 6 of the 43 Hired-on-the-Spot were presented by DOLE, PESO and SBMA during the National Tourism Month Job Fair at Ayala Malls Harbor Point.



The official expressed his gratitude to participating companies, and government agencies such as the Department of Labor and Employment (DOLE) Zambales Field Office, Public Employment Service Office (PESO) Olongapo, Olongapo City Government and the Olongapo City Tourism Department for partnering with the SBMA to ensure the success of the project.

The National Tourism Month Job Fair spearheaded by the SBMA Tourism Department is in collaboration with the SBMA Labor Department.

Article source: mysubicbay.com.ph



TESDA celebrates National Tech-Voc Day via World Café of Opportunities held at SMX Convention Center



TESDA celebrates ...

Olongapo City—110 job applicants were hired on the spot during the World Café of Opportunities spearheaded by the Technical Education and Skills Development Authority (TESDA) Zambales Provincial Office in collaboration with the Subic Bay Metropolitan Authority (SBMA) Labor Department, the Department of Labor and Employment (DOLE) Zambales Field Office, the Public Employment Service Office (PESO) and the City Government of Olongapo. The event is in celebration of TESDA's Tech-Voc Day held at the SMX Convention Center, City of Olongapo on August 16, 2024.

The 110 HOTS were hired by the various locator-partners in the food, non-food, manpower services, BPO and manufacturing industries operating in the Subic Bay Freeport Zone and Olongapo City. Participating companies include AAI Worldwide Logistics, Acabar Marketing International Inc., American Premium Outlets Inc., Baydesign Inc., Besttrack Manpower Services, Subic Grand Harbour Hotel, Buchan Global Services Corp., Creed of Atrium Salons Ltd., Co., D'Jobsite General Services Inc., Datian Subic Shoes, Inc., Elite Service Manpower Agency Corp., Exact Star Subic Bay Corporation, FAM Manpower Resources OPC, Fusion Integrated Service Corp., Gigamare Inc., Grand Food Venue Corp., Great Supreme Trucks & Equipment Inc., Janby Marketing Corp., Juan Fong Industrial Corp., Maxus Subic Food and Services Inc., Mega Subic Terminal Services, Inc., Mentoring for Work Services Inc., Micro B, MSK Group Work, Inc., MSK Ready Mix Corp., Nicera Philippines, Inc., Nidec Subic Philippines Corp., OEDC, Pacific Ace Subic Corp., Pencil and Stationery Products Mfg., Perfectlydone Inc., Pilipinas Micro-Matrix Technology, Planate Management Group, Pure Petroleum Corp., RSM Resources Inc., Sanyo Denki Philippines, Inc., Skydev Solutions, Inc., SCCD Corporation, Subic Asia Pacific Marine Resources, Inc., Subic Bay Freeport Grain Terminal Services Inc., Subic Bay International Terminal Corp., Subic Bay Marine Exploratorium Inc., Subic Duty Free Shop, Inc. Subic Homes, Inc., Subicwater and Sewerage Co., Inc., Taiyo Subic Philippines Corp., Temeneco Inc., The Subic Bay Yacht Club, Inc., Tokiwa Subic Corporation, Tong Lunc (Phils) Metal Ind. Co., Inc., Toyota Subic, Inc., Treasure Amusement Corporation, Velocity Motor Sales Corp., Yokowo Manufacturing of the Phils., Inc., YZ Consultancy Services Inc., Zoobic Safari Corp. The Philippine Statistics Authority also joined the event. These companies offered more than 4,000 job vacancies wherein a total of 1,614 job applications were received during the job fair.

The World Café of Opportunities is one of the strategies of TESDA's Job Linkaging and Networking Services or JoLiNS to link tech-voc and training graduates to employment opportunities both in wage and self-employment.



Work Immersion Payout for PWDs

By: Amy L. Dimacali

Republic Act 10524, an Act Expanding the Positions Reserved for Persons with Disability amending for the Purpose RA 7277, as amended, otherwise known as the Magna Carta for Persons with Disability, Section 6 implies Equal Employment Opportunity; Opportunity for suitable employment shall be open to all qualified PWDs. Efforts shall be exerted to provide qualified PWDs equal opportunity in the selection process based on the qualification standards prescribed for an appointment to a position in government and requirements set by employers in the private corporations. No PWDs shall be denied access to opportunities for suitable employment.

The Person with Disabilities Affairs Office (PDAO), Olongapo City headed by Mr. Rizalino M. Jose collaborated with SBMA Labor Department for the Work



▲ Ms. Amy Dimacali, Officer-in-Charge of the Workforce Development Division of the SBMA Labor Department gives a special message on behalf of the Labor Manager, Atty. Melvin L. Varias, regarding the program implementation of the Workplace Immersion Program within the Subic Bay Freeport Zone.

Immersion Program of the Person with Disabilities in government and public establishments pursuant to RA 10524. The program aims to give opportunity to PWDs to value, experience and prove their worth as an individual equal with the typical workforce. Target Persons with Disability beneficiaries ranging from mild to manageable disabilities such as: physical, visual, psychosocial, mental, deaf and hard of hearing disabilities shall be introduced to the work environment that may be suited to their qualifications.

The 1st batch of WIP of PWDs commenced on May 27-June 7, 2024. Twelve (12) interns were assigned to different SBMA departments such as Labor Department (5), Accounting Department (3), Financial Planning and Budget Department (3) and Office Services Department (1) and seventeen (17) were detailed to locators (Subic Bay Travelers Hotel and Event Center (8) and Grand United Prop-



Preliminary Screening and Interview of Nominees for the Search for the Ten Outstanding Freeport Workers

By: Dyan Montallana

The Subic Bay Metropolitan Authority (SBMA) Labor Department in partnership with the Subic Bay Workforce Development Foundation, Inc. (SBWDFI) yearly gives recognition to Subic Bay Freeport Zone employees' exemplary performance and significant contribution to the Freeport's performance as one of the country's premier economic zone. To kick start the 23rd Search for Ten Outstanding Freeport Workers, a Labor Center Bulletin was released on 08 August 2024 to invite SBFZ locator-companies to send-in their nominations for search.

For this year, twenty (20) nominees were received by the Workforce Development Division—the program manager for the Search, which is comprised of six (6) rank & files level employees and fourteen (14) supervisory levels personnel from the thirteen (13) participating companies namely:

- 1) Royal Duty Free Shops, Inc.
- 2) Philippine Coastal Storage & Pipeline Corp.
- 3) Subic Water & Sewerage Co., Inc
- 4) Zoobic Safari
- 5) SBDMC, Inc.
- 6) Wistron Infocomm Phils.
- 7) Allied Care Specialist Medical Center-Baypointe Hospital
- 8) The Manila Times College of Subic
- 9) Nicera Phils.
- 10) Linneman Technologies Inc.,
- 11) PTT Trading Corp.
- 12) FBM Systems, and
- 13) Mondriaan Aura College

The preliminary interview was conducted last September 18-19, 2024 at Bldg. 662, 2nd Floor, Taft St. Subic Bay Freeport Zone. The Panel of Judges were composed of SBWDFI Trustees headed by SBWDFI President and Manager of SBMA Labor Department Atty. Melvin L. Varias with Mr. Rommel M. Aquino, Public Relations Officer and Division Chief of the Manpower Services Division, Labor Department, Ms. Maria Theresa V. Esteban, Corporate Secretary and HR Manager-Wistron Infocomm Phils., Ms. Merlin De Gracia, Treasurer and Professor of Gordon College, and Ms. Amy L. Dimacali, Trustee and Officer-in-Charge of the Workforce Development Division, Labor Department.

The Final screening and interview shall be done in October and the awarding of the winners shall be held in November 2024 in time for the SBMA 32nd Anniversary celebration at the Subic Bay Exhibition and Convention Center.

Nominees for the Search for the Ten Outstanding Freeport Workers undergo a preliminary screening and interview by the Board of Trustees of the Subic Bay Workforce Development Foundation, Inc. headed by its President, Atty. Melvin L. Varias together with Mr. Rommel M. Aquino, Misses Amy L. Dimacali, Maria Theresa V. Esteban and Merlin De Gracia. The preliminary screening was held on September 18-19, 2024 to determine who will proceed to the Final Interview of the Search. ▼



TB Summit 2024: Strengthening Workplace Prevention and Control Measures

By: Evelyn Lozano Natividad M.D., DPCOM
PCOM Olongapo City Chapter President
Central Luzon OSHNET President

In celebration of the National Lung Month, the Philippine College of Occupational Medicine Olongapo City Chapter, the Department of Health Region 3, in partnership with the Department of Labor and Employment (DOLE) and SBMA Labor Department with local medical organizations, successfully hosted a TB Summit last August 29, 2024 at Ayala Malls Harbor Point. Nearly 350 attendees gathered from various companies within the Freeport Zone, alongside representatives from the Local Government Units (LGUs).

The summit's theme is TB Workplace Prevention and Control highlighting the crucial role that workplaces play in tuberculosis (TB) prevention, early detection, and management. The event focused on raising awareness, enhancing understanding of TB risks in the workplace, and promoting best practices for creating a TB-free work environment. The event was graciously attended and supported with their Call to Action statements by DOLE Chief Labor and Employment Officer, Mr Reynante N. Lugtu , Olongapo City Councilor Lugie Lipumano Garcia and Atty Melvin Varias, SBMA Labor manager. PCOM OC chapter officers Dr. David O. Calapatia, Dra Imelda C. Santos, PAFP OC Chapter President Dra Arlene Cesa with OCMS VP Dr. Karl Edejer and PCP CL Representative -who all led the Pledge of Commitment, their statement and call to action.

According to PCOM Olongapo City Chapter President Dra. Evelyn Natividad, the collaboration between government agencies, the private sector, and health organizations was underlined as essential in the fight against TB in the workplace. The session reviewed successful TB workplace programs and highlighted the importance of having a strong partnership to ensure compliance with TB prevention guidelines and promote a safe working environment. Another significant point discussed was the importance of compliance with labor standards and the TB prevention program as mandated by the Department of Labor and Employment (DOLE). Compliance with these regulations not only protects employees but also helps employers avoid penalties and legal issues related to occupational health hazards.



Participants and attendees of the TB Summit held at the Promenade, Harbor Point Mall in Subic Bay Freeport Zone.

This TB Summit marks a significant step forward in the ongoing efforts to eliminate TB as a workplace hazard, reinforcing the need for continuous education, vigilance, and strong partnerships. Key Topics Discussed with expert speakers who discussed the following :

1. Labor Compliance and TB Programs and Workplace Policy /Department Order No. 73-05. Speaker – Mr. Arvin C. Fabian, DOLE Senior Labor and Employment Officer;
2. Referral System for TB Cases- Heidi Tarlit , DOH 3 TB Technical Staff;
3. Laboratory and Diagnostic procedures- Dr. Joseph B. Laceda; and
4. PhilCat reportorial and TB notification orientation- Mr. Patrick Xavier Carillo



▲ Workplace Immersion Program beneficiaries are seen in these photos during photo opportunities with the SBMA Chairman and Administrator Engr. Eduardo Jose L. Alino with the various SBMA department heads and representatives where the participants will have their immersion while the photo on the upper right shows the two participants doing a preliminary screening of job applications submitted at the Manpower Services Division.

WIP for PWDs from page 10

erty and Service Management, Inc. (Le Charme) (9) with a total of twenty nine (29) interns.

The 2nd batch started on June 10-25, 2024. Different SBMA departments and a locator have joined the said program such as Labor Department (4), Accounting Department (3), FPBD (3), OSD under ASD (1), ODA for PWTSG (1), PDO (1) and HRMD (2) and Mondriaan Aura College (5) with a total of twenty (20) OJTs.

The OJTs said that their work experience with SBMA was a very memorable one. They prove that despite their disabilities they can also do the job of a regular person. That disability is not a hindrance when it comes to employment. As long as you are qualified and fit for the job and the desire that you can do it, nothing is impossible. Some of them even ask if they can extend their employment with SBMA but as per Ms. Ma. Eleanor Francisco, Disability Affairs Officer I, the employment is for a ten (10) days duration only.

The WIP of the PWDs was a big help to SBMA because even for a short period of time and regardless of their disabilities, they were able to augment the lack of manpower of some SBMA departments, doing clerical jobs such as filing, encoding of report, answering telephone calls, photocopying of documents, and assisting clients.

On August 8, 2024, the PDAO invited SBMA departments together with other partner agency and locators for the Pay-out and Stakeholders Recognition at the Ferdinand Aristorenas Hall, City Hall Building, Rizal Ave, West Bajac Bajac, Olongapo City. The program aims to honor the relentless support of partner agencies who have extended special accommodations to PWDs through the Work Immersion Program.

A total of forty nine (49) beneficiaries from different SBMA departments (Labor, FPBD, Accounting, OSD, HRMD, PDO and ODA for PWTSG) and three (3) locators (Mondriaan Aura College, Subic Bay Travelers Hotel and Event Center and Grand United Property and Services Mgmt, Inc.) have received their salaries during the said activity. Each beneficiary received a total of Php 5,800 for the ten (10) days work funded by the office of Hon. City Mayor Rolan C. Paulino Jr.



SCAN ME



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

Bridging Cultural Gaps...

Mr. Paterno Oplento, OIC, of the Service Contracting Office, Labor Department introduced and thanked the Resource Speaker, Mr. Rigor P. Tomale, Chief Administrative Officer/Lecturer graduate School of President Ramon Magsaysay State University.

The program ends with a closing remarks from Mr. Orchie E. Quejada, OIC, Conciliation and Employee Welfare Division of the SBMA Labor Department.



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Accomplishment Reports

WDD 3rd Quarter Report 2024

By the Workforce Development Division

Type	2023 (3rd Quarter)	2024 (3rd Quarter)	Variance Inc/Dec	
			Actual Numerical Value	%
On the Job Training	306	223	- 83	(27.12%)
	P 16,450.00	P 15,200.00	- P 1,250	(7.59%)
SH Learners (K-12)	7	-	- 7	(100%)
(Work Immersion Program)	P 350.00	-	- P 350.00	(100%)
Employees Orientation Seminar (EOS)	-	-	-	-

2024 Targets vs 2024 Accomplishments

Type	2023 (Target)	2023 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	55:00	14:57	40:43	73.50%

2023 Accomplishments vs 2024 Accomplishments

Type	2022 (Accomplishment)	2023 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	22:18	14:57	7:61	34.31%

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

Co-facilitated the conduct of "TB in the Workplace Summit" in celebration of National TB month and National Lung Month in partnership with PCOM Olongapo Chapter on August 29, 2024 at Ayala Malls, Harbor Point

Conducted Symposium on Bridging Cultural Gaps in the Workplace on September 27, 2024 at SBECC

Facilitated the conduct of Prelim Interview for the Search for Ten Outstanding Freeport Workers on September 18-19, 2024 at WDD Office

Deliverables / Plans / Projections for the 4th Quarter of 2024

Awarding Ceremony of Ten Outstanding Freeport Workers on November 2, 2024

Conduct of DTI CARES and Go Negosyo Seminar on December 2024

SCO UPDATES, 3rd Quarter 2024

by the Service Contracting Office (SCO)

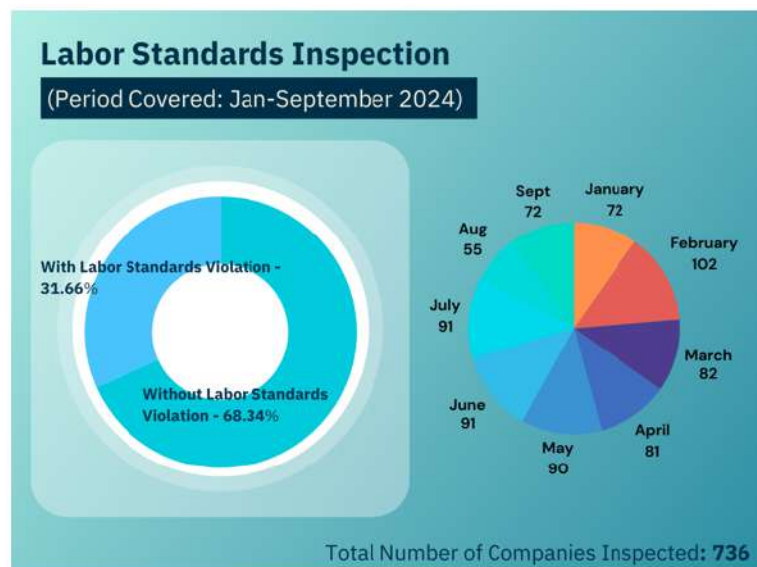


A total amount of roughly 3.2 Million Pesos was generated by the Service Contracting Office (SCO) for the first three quarters of the current year, a slight decrease of 3% compared to same period last year. Revenue sources are through payment of Accreditation Fees, Evaluation Clearance Fees and penalty for Late renewal of Certificate of Accreditation and SBMA ID/Gatepass.

Service Contracting Office generated 3 million Pesos as revenue for the period January to September 2024

	Manpower	Janitorial	Security	Port-related	TOTAL
2024	64	1	46	51	162
2023	62	2	42	58	164

The chart represents the 162 processed applications for Certificate of Accreditation, thirty-two percent (32%) of this applications is under Port-related Service providers, while forty percent (40%) belongs to Manpower/Janitorial Service Providers and the remaining twenty-eight percent (28%) is under Security Service providers.



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 three quarters of 2024, a total of 736 companies were inspected. Out of this figure, 68.34% were inspected to be compliant with the general labor standards, while 31.66% were found with labor standards violations to include discrepancies on minimum wage, premium pays, 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 31.66% or 233 companies with violations, 213 companies have already complied with the noted LSI findings with a total restitution amounting to about 6.6 Million Pesos extended to 1,294 affected employees as of September 30, 2024.

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

Total Active Workforce
162,891
as of 30 September 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.

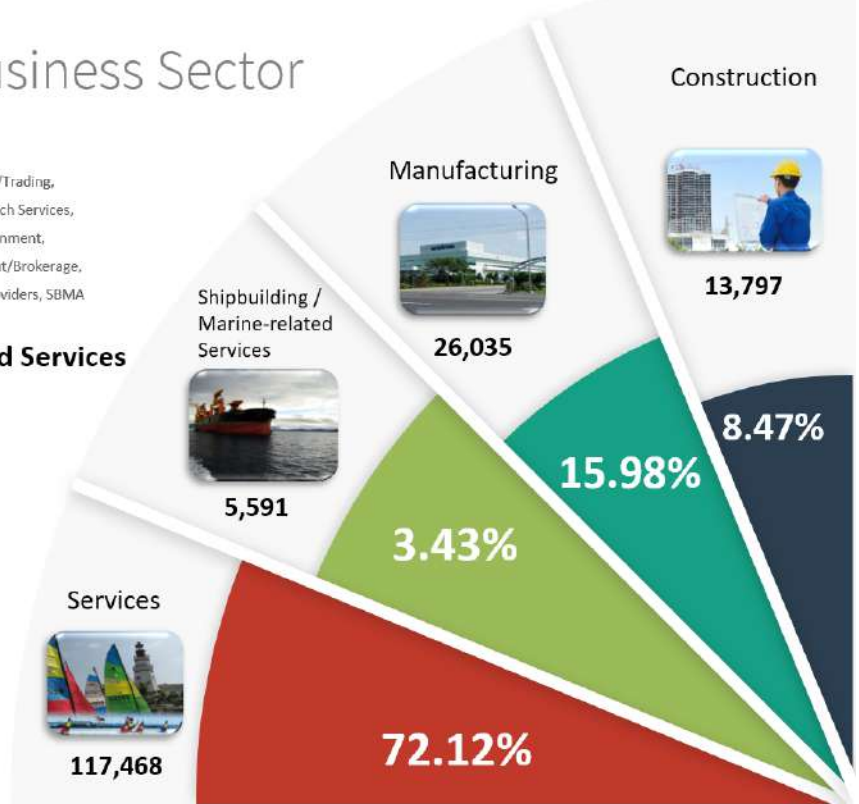


Manufacturing

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



Construction



Employment by Year

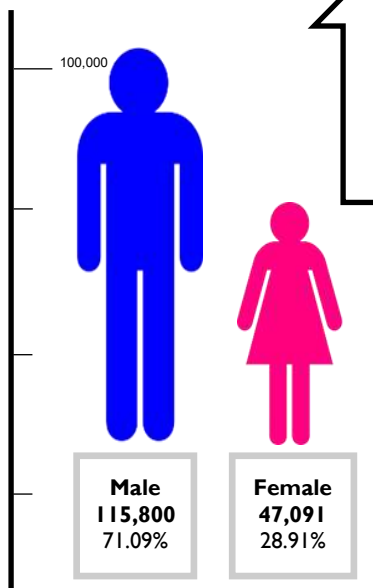
2023 154,833

2024 162,891

4.9%

increase in
Employment

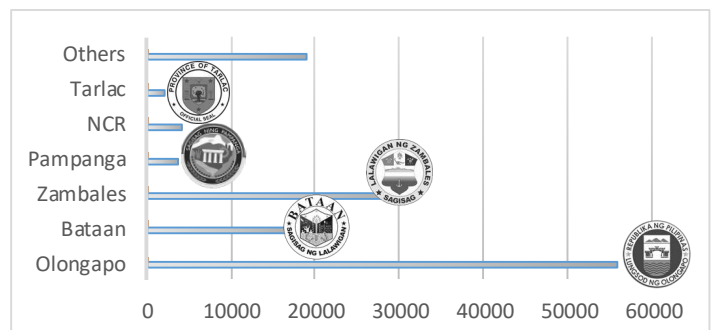
(30 Sep 2023
vs. 30 Sep
2024)



Employment by Sex

Employment by Residence

Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
67,646	21,353	29,224	5,194	6,712	2,058	30,704
41.53%	13.11%	17.94%	3.19%	4.12%	1.26%	18.85%





CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION COMPLIANCE CONCILIATION & MEDIATION

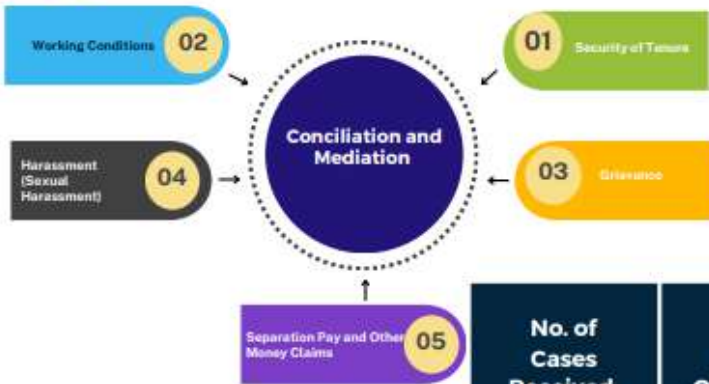
Labor Standard Inspection

Period Covered : July - September



The Labor Standards Inspection for the quarter revealed that out of 147 companies, 81 were fully compliant, representing 55.10% of those inspected. Notably, 46 companies, accounting for 31.29%, 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 20 companies, equivalent to 13.61% 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 3rd quarter of the current year. Out of the 16 cases received and the 8 cases from the previous quarter, a total of 20 cases were amicably settled through conciliation and mediation. A total of Php. 284,370.59 was paid to 29 affected employees; 4 cases remain in process. Also, 4 cases were reported for assistance, have already been resolved, and a total payment of Php. 117,904.60 has been paid to five (5) affected employees. In addition, a total of 35 out of the 46 companies with findings on Labor Standards have complied, leading to a total restitution of Php. 198,671.88 to 65 employees as compliance corrections. Currently, 11 companies with pending compliance are still in process.

No. of Cases Received	No. of Carried Over Cases	No. of Cases Resolved	No. of Cases In process	Restituted Amount	No. of Affected employees
16	8	20	4	284,370.59	29

Assistance

No. of Cases Received	No. of Cases Resolved	Restituted Amount	No. of Affected employees
4	4	117,904.60	5



LABOR DEPARTMENT REVENUE SOURCES

REVENUE SOURCE	2024 (as of Oct)	2023 (as of Oct)	
Work Permits (PWP, SWP, AEP)			
Provisional Work Permit (PWP)	94,209	199,899	
Special Work Permit (SWP)	72,513	45,141	
Alien Employment Permit (AEP)	669,678	702,467	
Accreditation			
Port Related Services	1,135,878	1,287,759	
Security Services	986,731	975,203	
Manpower Services Provider	1,227,001	1,123,282	
Janitorial Services	-	78,198	
Technical Inspection Fee	48,501	94,859	
Labor Standards Violation	2,843	118,083	
Penalty Imposition			
Tampered/Falsified ID	-	-	
Late Renewal ID/Gatepass	724,376	778,703	
Late Renewal of Accreditation	62,703	74,060	
Without Accreditation	22,590	44,980	
Re-Issuance of Cert. of Accreditation	-	-	
Delayed Payments—Benefits	45,663	5,685	
Non-Compliance, Labor Wages /Benefits	14,515	11,280	
Late Renewal—SWP/AEP		21,980	
OJT Fees	81,200	68,150	
Evaluation Clearance (Accreditation)	91,350	87,900	
Posting Fee / Others	12,000	9,000	
TOTAL	5,315,189	5,726,629	P411K or a decrease of 7.18%



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

Summary

Operating Revenues of the of the Labor Department for the month of October 2024 amounted to PhP374K , a decrease of 33.86% or PhP191K as compared last year.

For the period ending October 31, 2024, the Department's revenue amounted to PhP5.32M, a decrease of 7.18% or P411K versus last year.

Continuation of CEWD 3rd



Labor Standard Inspection Compliance

Total no. of companies With Labor Standard Findings	Total No. of Complied Companies	No. of Compliance In process	Salary Adjustments / Restitutions	No. of Affected employees
46	35	11	198,671.88	65



Photo Opportunity: The Labor Department during the Strategic Planning and Cascading Activity including Gender and Development Mainstreaming session by the SBMA Legal Affairs Group (top photo: Labor Department, Legal Department and Office of the Deputy Administrator for Legal Affairs) held at Brizo Hotel and Beach Resort, Morong, Bataan.