



The LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

Volume VIII, Issue 40, October to December 2024



10 Outstanding Freeport Workers named

page 6

Inside Stories

Adviser's Corner: Holiday Pay ▶ 2-3

ROA ▶ 4-5

Ten Outstanding Freeport Workers ▶ 6-9

SPES payout ▶ 10

TB seminar, a follow-through ▶ 11

DTI articles ▶ 12-13

SBMA 32nd Anniversary Job Fair ▶ 14

Accomplishment Reports

Workforce Development Division ▶ 15

Service Contracting Office ▶ 16

Manpower Services Division ▶ 17

Conciliation & Employee Welfare Division ▶ 18

Labor Department Revenue Sources ▶ 19

Regional Oratorical Activity ▶ Pages 4-5



5TH REGIONAL ORATORICAL ACTIVITY

Theme:

"Empowering through Academics (E

The Regional Oratorical Activity (ROA) aims to help students gain experience in public speaking and to provide them opportunity to promote awareness as Subic Bay Freeport would-be workers in the BPO.

ADVISER'S CORNER



ATTY. MELVIN L. VARIAS

Holiday Pay in the Philippines: Understanding the Basics

In the Philippines, employees are entitled to special pay during holidays, as mandated by the Labor Code. These benefits aim to recognize the importance of holidays while ensuring that workers are compensated fairly for their time, especially if they are required to work during these days. Here is a closer look at how holiday pay works in the Philippines, including the different types of holidays and how compensation is calculated.

The Philippine government classifies holidays into two main categories: **Regular Holidays** and **Special (Non-Working) Days**. These categories determine the type and amount of pay employees are entitled to when working on these days.

President Ferdinand R. Marcos Jr. issued **Proclamation No. 727** declaring the regular holidays and special (non-working) days for the year 2025. According to the President's proclamation signed by Executive Secretary Lucas Bersamin on Oct. 30, 2024 the following regular holidays and special days for the year 2025 shall be observed in the country:

Regular Holidays:

- New Year's Day – 1 January (Wednesday)
- Araw ng Kagitingan – 9 April (Wednesday)
- Maundy Thursday – 17 April
- Good Friday – 18 April
- Labor Day – 1 May (Thursday)
- Independence Day – 12 June (Thursday)
- National Heroes Day – 25 August (Last Monday of August)
- Bonifacio Day – 30 November (Sunday)
- Christmas Day – 25 December (Thursday)
- Rizal Day – 30 December (Tuesday)

Special (Non-Working) Days:

- Ninoy Aquino Day – 21 August (Thursday)
- All Saints Day – 1 November (Saturday)
- Feast of the Immaculate Conception of Mary – 8 December (Monday)
- Last Day of the Year – 31 December (Wednesday)
- Special (Working) Day:
EDSA People Power Revolution Anniversary – 25 February (Tuesday)

Additional Special (Non-Working) Days:

- Chinese New Year – 29 January (Wednesday)
- Black Saturday – 19 April
- Christmas Eve – 24 December (Wednesday)
- All Saints' Day Eve – 31 October (Friday)

Adviser's Corner

... From page 2

The proclamations declaring national holidays for the observance of Eidul Fitir and Eidul Adha will be issued after the approximate dates of the Islamic holidays have been determined in accordance with the Islamic calendar (Hijra) or the lunar calendar, or upon Islamic astronomical calculations, whichever is applicable.

The compensation for employees working during holidays varies depending on the type of holiday and the employee's work schedule. Below are the general guidelines for holiday pay in the Philippines:

Regular Holidays

If the employee does not work:

Employees who do not work on regular holidays are still entitled to their regular daily wage. This means that even if an employee is on leave or off duty, they will receive their normal pay for the day.

If the employee works:

If an employee works on a regular holiday, they are entitled to receive **double their regular wage**. This means their regular salary for the day, plus an additional 100% of their daily wage. The formula for calculating this would be:

$$\text{Holiday pay} = \text{Daily rate} \times 200\%$$

If the employee works overtime:

In addition to the holiday pay, overtime work on a regular holiday is compensated at **double the regular hourly rate** plus the overtime premium.

Special (Non-Working) Days

If the employee does not work:

For employees who do not work on a special day, they are not entitled to pay unless there is an agreement or a company policy that mandates otherwise. Some companies may choose to provide pay, but it's not required by law.

If the employee works:

If an employee works on a special (non-working) day, they are entitled to **1.3 times their regular daily wage**. This means their normal pay plus an additional 30% for the day worked. The formula for calculating this would be:

$$\text{Holiday pay} = \text{Daily rate} \times 130\%$$

If the employee works overtime:

Overtime on a special day is also compensated at a premium, and the rate increases to **1.3 times the regular hourly rate** plus the overtime premium.

“No Work, No Pay” Rule

For special (non-working) days, if the employee chooses not to work, they are generally not entitled to pay unless stipulated in a collective bargaining agreement or company policy. However, under regular holidays, employees are entitled to full pay even if they are not required to work.

Thank you for reading.

The
LABOR Monitor

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Regional Oratorical Activity celebrates 5th year with the theme Empowering Labor through Academics



▲ ROA's winners; Story on page 5 ▶

◀ Cover photo: The Most Outstanding Freeport Workers receive their plaque of recognition during the awarding ceremony held at the Subic Bay Exhibition and Convention Center on November 28, 2024. The Award recognizes best employees whose exemplary performance contributed to the overall stature of the Subic Bay Freeport Zone as a premier freeport economic zone.



ROA

by Augusto J. Lacasad, Jr.

5TH REGIONAL ORATORICAL ACTIVITY



"When I was a child, I've always dreamt of becoming a successful Pediatrician", said Therese Nicole Abuleche—a Senior High Student of Subic National High School.

To help students realize their dreams and aspirations, the SBMA Labor Department through its Workforce Development Division (WDD) support students on their pre-employment needs and prepare them for their future careers. The WDD, as headed by Ms. Amy L. Dimacali, is responsible for the student training in the Subic Bay Freeport Zone. With this mandate, the Office has launched various programs to address workforce development, one of which is the Regional Oratorical Activity (ROA). The ROA aims to help students gain experience in public speaking and to provide them opportunity to promote awareness as Subic Bay Freeport would-be workers in the Business Process Outsourcing and Business Process Management.

On November 4, 2024, the Labor Department conducted the 5th ROA at Ayala Malls Harbor Point with the theme "Empowering Labor through Academics". The theme focused on how education define student's career in the future. As Gabriel Paul De Guzman said in his piece, "Education is the force that fuels transformation. It is not merely about filling minds with information, but about cultivating wisdom, nurturing potential, and unlocking the doors of opportunity." He also said that when we speak of Empowering Labor through Academics, we speak of a vision where education is the key that opens the gate to better wages, safer workplaces, innovation, and ultimately, a more equitable society. Gabriel Paul is a second year BS Psychology student of Mondriaan Aura College who bested 10 other co-orators during the competition and emerged as the winner for the College category.

Therese Nicole Abuleche, who dreamt of becoming a successful Pediatrician meanwhile said, recognizing the importance of lifelong learning in today's world indicates that continuous development is a norm. In which we empower knowledge that does not only focus on

technical skills but also critical thinking, emotional intelligence, and creative experience. Such attributes, according to her, can lead the students to have a real-world insights while providing employers with an endless line of skilled talent. Therese Nicole is the winner in the High School category of the Oratorical activity held at Harbor Point Mall.

The other winners of the ROA includes:

High School Category

Samuel Cayamao - Lyceum of Subic Bay, 2nd place

Daniella Elaine Ramos - Smart Achievers Academy, 3rd place

College Category

Mary Ehdleen Gloria - Gordon College, 2nd Place

Maria Sophia Ysabel Enriquez - Lyceum of Subic Bay, 3rd place

The panel of judges who painstakingly graded the contestants based on the content of their oratorical piece and the way they deliver it were Ms. Grace Mana-ay of Wow World in Pacific Ocean Corp., Atty. Cicero Sta. Maria of the SBMA Legal Department and Ms. Catherine Tipan-Stewart of the Philippine Coastal Storage and Pipeline Corporation.

"You will be assured that the SBMA Labor Department will do its best to give all the help it can give to all the students for the betterment of not only their future, but also the future of

the Subic Bay Freeport Zone and the labor sector for I strongly believed that the youth is the hope of our motherland", said by SBMA Labor Department Manager Atty. Melvin L. Varias.

The Labor Department has other programs to prepare students in the real world of work, this includes Student Career Pathway for Job Readiness, from the initials of the late Atty. Severo C. Pastor, Jr. (SCPJR)—the former Labor manager, where the WDD acts as a conduit between schools and the SBF Locators on OJT program. The program was initiated by Mr. Augusto J. Lacasad, Jr., the Manpower Development Officer of the WDD, and it aligns the student's course vis-à-vis the industries' demand and vice versa.

Another program of the Office, handled by Ms. Dyan Montallana, WDD's Manpower Development Assistant, is the Special Program for Employment of Students (SPES) during semestral breaks. SPES aims to help financially-challenged students continue their education via an employment program.

**MARISSA A. VIDA**

Philippine Coastal Storage and Pipeline Corp.

A dedicated company nurse where she has proudly served for over 20 years. She is responsible on ensuring the well-being of everyone. As she ensures that all transactions are handled efficiently and with the highest level of care. Her leadership and professionalism have been recognized not only within the company but also nationwide. In 2023, she was honored as one of the "Ten Outstanding Nurses of the Philippines." after more than two decades of service, she continues to be motivated by the knowledge that she plays a vital role in maintaining a healthier, safer, and more productive work environment for everyone.

**ANDY M. DASALLA**

Zoobic Safari

An Ayta katutubo, advocating of sharing his Ayta culture, he took the challenge of being employed in 2008 at his present company and barely after 5 years, from maintenance staff, he rose to a position of a Pollution Control Officer, because of his strong dedication and commitment to work and work excellence. Being a katutubo should not in any way hinder one from achieving successes. With faith in God coupled with courage, dream, diligence and perseverance, everything will fall in a direction according to the Lord's will.

**CHRISTINE JOY A. DIAZ**

Subic Water & Sewerage Co., Inc.

Standing out in a male-dominated industry, she chose to become an engineer. Through this passion, she was able to immediately translate challenges into successes during her early years under the Engineering and Construction division of Subicwater. Recognizing her leadership potentials, her company has promoted her to become the head of the Planning and Analysis department of the Non-revenue Water (NRW) division of the company- in charge of minimizing and abating leaks around the company's service areas. "water is life" this has motivated her to continuously deliver at work and even take her studies further. She is now pursuing her master's in Environment and Natural Resources Management, which she hopes will equip her with further knowledge to create solutions for sustainability.

**LUISA A. BASÍ**

Wistron Infocomm Phils., Corp.

From being a Production Operator to being a Line Foreman. This promotion entrusted in her the big responsibility of handling the company's assembly line by wearing different hats in dealing with people of different personalities—a challenge she has taken as to not fail the expectations of the people who believed in her from her former manager Mr. Ricky Kuan and her current manager Mr. Daryll Rosete. Her life has been a tapestry of diverse experiences, challenges, and triumphs.

**CRIS JAMIL ZUELA HERTEZ**

The Manila Times College of Subic

A licensed Psychometrician and a holder of the certification of Certified Human Resource associate. He is serving as a Human Resource Officer at the Manila Times College of Subic. He firmly believes on the importance of service to humanity. Whether through his professional endeavors or volunteer efforts, his goal remains the same: to uplift others and make a positive impact in our communities.

**ANALIZA S. RONQUILLO**

Nicera Philippines

After working for 5 companies, she was hired as a regular employee of her company on November 16, 2005. From being a Production worker to Process Coordinator, she was given a chance to share her knowledge and skills and became a Production Trainer. Through discipline, hard work, dedication, and perseverance despite being a high school graduate, and now as an assistant training supervisor, it continuously gives her a drive to contribute more and perform better evident of which was the various accolades she received from the company as an outstanding employee.

The Most Outstanding Freeport Workers

By Dyan Montallana (with excerpt from the script of Dean Roel Dimalanta)

The Most Outstanding Freeport Workers



**CHRISTELLE MAE
SNYDER GANGCUANGCO**

Mondriaan Aura College

A 27 year old Psychology instructor and Program head of her institution's BS Psychology department. Her interest in understanding the complexities of human behavior led her to Mondriaan Aura College, where she earned a Psychology degree, cum laude. Her commitment to the field of psychology was further solidified when she achieved a topnotch place in the psychometrician board exam. Currently pursuing a Master of Arts in Clinical Psychology, Camae as she is fondly called, exemplifies a dedication to lifelong learning and professional development. A dedicated educator and advocate for mental health.



ELMAR JACK L. SALVA

Lineman Technologies, Incorporated

He attended Kolehiyo ng Subic where he pursued his studies in Computer Programming and at same time, took advanced courses through TESDA. This combination of formal education and hands-on training gave him a solid foundation in technology. He was fortunate to receive a scholarship to attend a private school, which significantly broadened his perspective and opened doors for him. He immersed himself in his studies, learning everything about programming languages, software development, to survive in the rapidly evolving world of technology. In 2018, he joined a software development company, marking a pivotal moment in his career. He gained valuable experiences working on a variety of projects, and through hard work, dedication, persistence and a commitment to self-improvement, he gradually moved up the ranks and rose to the position of Senior Software Developer. This milestone was a testament to the years of his hard work and constant learning.



ORLY C. EVANGELISTA

Philippine Storage and Pipeline Corporation

A seasoned welder and team leader with over 25 years of experience in the welding industry. His career began in 1992 after graduating from TESDA, and he has since built a reputation for hard work, professionalism, and an unwavering commitment to excellence. He joined his company where he initially worked as a contractor until 2017. As a team leader in the welding group, he has consistently demonstrated leadership and dedication. He is deeply invested in fostering positive relationships with both his co-workers and clients. Safety is a cornerstone. He played a key role in developing and establishing safety protocols, including welding safety guidelines, fire-fighting equipment standards, and the permit to work system all of which have become a component of the company's operational framework. With his leadership and dedication, he continues to play a vital role in the growth and achievements of his company.


JONATHAN C. OCA

Zoobic Safari

He has been in the employ of his company for 10 years already. His organization has helped him to be well-rounded person and as an advocate of competency development, he has also been a Sales and Marketing Officer, Safety Officer and delegated as OIC for Operations of his company from time to time. He has a strong belief in employees' empowerment and has been initiating the need for career progression and development of staff through seminar and training. Through the strong initiative of his department, his company is acknowledged by the DOLE-Regional Tripartite Wages and Productivity Board Region 3 through Productivity Olympics 2023 as a highly productive company in the medium scale industry by giving fair chance to deserving students to be trained and employed in his company.

JUSTINE GREG B. IBASCO

PTT Philippines Corporation

A Mechanical Engineer, a dream he pursued since aspiring to work in the oil and gas industry. Through God's grace, this dream has become a reality. His professional journey began when he was assigned as an Operations and Logistics Coordinator and has initiated various important projects for his company. From this position, he rose to acting Loading Rack Supervisor. He is for the support system of his family, friends, and colleagues. He always reminds his team that punctuality is a cornerstone of self-discipline and productivity. He draws inspiration from Apostle Peter's reminder in Colossians (3:23): "and whatever you do, work it heartily as to the Lord and not to men."

OUTSTANDING FREEPORT WORKERS NAMED

By Dyan Montallana

The SBMA Labor Department in partnership with the Subic Bay Workforce Development Foundation, Inc. (SBWDFI) has named not 10 but 11 (eleven) Most Outstanding Freeport Workers for the 23rd Awarding Ceremony held at the Convention Hall C, Subic Bay Exhibition and Convention Center (SBECC) on November 28, 2024. The names of the awardees are on pages 6-9.

The award aims to recognize outstanding contributions of Freeport workers in making Subic Bay Freeport Zone as one the premier economic zones in the country.

The members of the Panel of Judges of the Search were Mr. Reynante N. Lugtu-Chief, LEO, DOLE, Zambales/Chairman of the Board; Dr. Jeffrey P. Kinkito-Sr. TESD Specialist, TESDA Zambales and Mr. Derrick Q. Manuel-President, DQM Entertainment/Consultant-Symbolic.

A Certificate of Recognition were also given to MSK Group Work, Inc., Asahi Group International Corp.; South Pac Defense Services, Inc., Mega Subic Terminal Services, Inc. and Subic Ener-zone, Inc. for their Partnership and Unwavering Support to all the Programs and Projects of the SBMA Labor Department and the Subic Bay Workforce Development Foundation, Inc.

The event was hosted by Dean Edgar Geniza with the direction of Dean Roel Dimalanta, and performances from Pasevoci, Teatro Gat Aitab, Lyceum Performing Artist and Mr. RJ Valdez.

DOLE release 40% salary of SPES beneficiaries

by: Amy L. Dimacali

On Dec. 17, 2024, in time for the Christmas celebration, personnel from the Workforce Development Division (WDD) of the SBMA Labor Department assisted Ms. Aldrich Niña Amante of the Department of Labor and Employment (DOLE) Zambales Field Office on the release of the 40% salary in cash of fifteen (15) SPES beneficiaries at the WDD office.

The Special Program for Employment of Students (SPES) is a nationwide program under the Department of Labor and Employment (DOLE) that is mandated under Republic Act No. 7323 as amended by Republic Act No. 9547, "An Act Strengthening and Expanding the Coverage of the SPES". This Program aims to help poor but deserving students pursue their education by providing income or augment their income through encouraging their employment during summer and/or Christmas vacations and to devel-



op the intellectual capacities of children of poor families and harness their potentials for the country's well-being.

For this year, a total of thirty six (36) SPES beneficiaries were hired for twenty (20) working days by nine (9) partner locators, namely: Eddie & Julie "G" Food Corp., Chowking Ayala Mall, Grand

Ms. Aldrich Niña Amante (left) of DOLE Zambales Field Office releases the 40% share of the government to SPES beneficiaries to complete their salary during the 20-day on-site work at various companies in the Subic Bay Freeport Zone.

Food Venue Corp.-Xtremely Xpresso, Hoya Marine Corp., Philippine Coastal Storage and Pipeline Corp., Polarmarine, Inc., Smile Concepts Implants and Cosmetics Dentistry Clinic, Subic Bay Freeport Grain Terminals Services, Inc., and Subic Water and Sewerage Co., Inc.

Student beneficiaries together with the SBMA and DOLE representatives happily receive their 40% share of the total salary under the Special Program for Employment of Students (SPES) of the national government, to help them pursue their education through employment with Subic Bay Freeport Zone companies.



Enhancing TB Notification and Compliance: Follow-Through Workshop for SBF Locators

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

On December 6, 2024, a follow-through workshop on TB Notification and Facility Registration for locators was held at the SBMA Labor Department Training Room, attracting commendable number of participants, including company representatives and Occupational Safety and Health (OSH) personnel from various organizations within the Freeport Zone.

This initiative, organized by the Phil. College of Occupational Medicine Olongapo City Chapter, PHILCAT, and SBMA Labor Department in partnership with Olongapo City Medical Society PAFP Olongapo Chapter and the City Health Office (CHO), built on the success of the TB Summit conducted last August.

Basis for TB Notification

The Mandatory TB Notification is anchored on the Philippines' National Tuberculosis Control Program (NTP) and the provisions of Republic Act 10767, also known as the "Comprehensive Tuberculosis Elimination Plan Act." This law mandates the reporting of diagnosed TB cases to health authorities to facilitate proper treatment, monitoring, and prevention of further transmission. The Department of Health's guidelines emphasize the role of employers and workplace health providers in complying with this requirement to ensure that TB cases are identified and managed effectively.

According to Dra Evelyn Natividad the President of PCOM OC Chapter, they recognized the need to help strengthen TB notification practices among establishments, aligning with the Department of Labor and Employment's (DOLE) TB in the Workplace Prevention and Control Program. This alignment ensures that workplace health initiatives are comprehensive and support national efforts to combat TB effectively.

The workshop provided detailed guidance on the processes for facility registration and mandatory notification of TB cases, facilitated by PHILCAT Private Sector Engagement Notification Officer of Region 3, Mr. Patrick Xavier Medina. The interactive format of the workshop allowed attendees to raise concerns and seek clarifications about the procedures. Representatives from



PHILCAT, PCOM OC and the CHO addressed these queries, ensuring participants left with a clear understanding of their roles in implementing the notification system.

The SBMA Labor Department played a pivotal role in organizing this workshop as part of its advocacy to strengthen the National Tuberculosis Control Program (NTP) in private sector by engaging stakeholders, including employers and OSH personnel to ensure that workplaces adhere to the requirements of Republic Act 10767. The law highlights the responsibility of health facilities and employers to report diagnosed TB cases, fostering a culture of accountability and proactive health management.

The workshop was supported by Atty. Melvin L Varias, Manager Labor Department and his team, Amy L. Dimacali, HRMO IV, Augusto J. Lacasad Jr., Manpower Development Officer and Dyan D. Montallana, Manpower Development Assistant. He states that collaboration between PHILCAT, SBMA Labor Department, PCOM OC Chapter with partners highlights the power of partnerships in advancing workplace health and safety.

This workshop marked a significant step forward in ensuring that companies within the Freeport Zone are more prepared to fulfill their responsibilities in TB notification and facility registration, fostering a healthier and safer community for all.

DTI Zambales Advocacy activity for the Consumer Welfare Month Celebration 2024

By: Melody A. Tangonan

Every year, the country celebrates the Consumer Welfare Month (CWM) throughout October by virtue of the Presidential Proclamation No. 1098, Series of 1997. The celebration encourages dialogue and cooperation among consumers, businesses, and the government. It also endeavors to widen the reach of the government's consumer initiatives for more proactive, responsible and informed consumers in the country.

To drumbeat the annual observance of Consumer Welfare Month, the DTI Zambales have lined up different activities to advocate consumer rights and responsibilities while addressing the issues and concerns of consumerism. One of these activities was the guesting at the SBMA Labor Department Radio Program: Paggawa at Iba pa on October 2, 2024. During the program STIDS Melody A. Tangonan and TIDS Adrielle R. Dominguez talked on this year's theme: **"Be Smart, Assert your Consumer Rights!"**.



STIDS Melody A. Tangonan and TIDS Adrielle R. Dominguez during the SBMA Labor Department Radio Program: Paggawa at Iba pa discussing the Consumer Welfare Month 2024 Celebration.



SBMA Labor Department Radio Program: Paggawa at Iba pa with its hosts Messrs. Paterno Opulento, Rommel Aquino, Augusto Lacasad, Jr. and DJ Thommy G of 89.5 Subic Bay FM.

The theme focuses on the importance of understanding consumer rights in today's fast-pace marketplace. It is the consumer's duty to not only learn the basic consumer rights, such as product warranties, return policies, pricing practices and right to privacy and data protection but also to contribute to a more equitable and transparent market environment. It also means staying informed about consumer issues and taking steps to protect their consumer rights. Understanding consumer rights empowers consumers to ensure that their interests are protected and make smart choices.

The DTI Zambales is committed to fostering informed, vigilant, empowered consumers and establish standards of conduct of business and industry.

DTI Zambales: Enabling Business, Empowering Consumers

By: Melody A. Tangonan

The Department of Trade and Industry new slogan - DTI: ANGAT Negosyo, ASENKO Trabaho, ALAGAng Konsyumer para sa Bagong Pilipinas. The new slogan revitalizes DTI's active dedication to advancing business, creating high-quality jobs and protecting consumer rights. The department's initiative focuses on capacity building, market access and regulatory efficiency, empowering entrepreneurs to grow and compete locally and globally.



In line with this, the Labor Department of Subic Bay Metropolitan Authority in partnership with the Department of Trade and Industry Zambales Provincial Office conducted a Seminar on Entrepreneurial Mindset and Consumer Awareness and Responsiveness Education on December 9, 2024. The program gave the Subic Bay Freeport Employees the background on becoming an entrepreneur, in order for them to augment their income and generate additional jobs for the unemployed members of their community.

▲ Ms. Amy L. Dimacali (right), HRMO IV of SBMA Labor Department awards the Certificate of Appreciation as a Resource Person to DTI Provincial Director Enrique D. Tacbad (middle).



▲ STIDS Melody A. Tangonan during her discussion on the Consumer Rights and Responsibilities.

Director Enrique D. Tacbad talked on what it takes be an entrepreneur. He also discussed the department's programs and services that the participants can utilize in start their own business. Director Tacbad presented videos of possible start up manufacturing businesses.

Senior Trade and Industry Development Specialist Melody A. Tangonan followed to discuss the eight (8) Consumer Rights and five (5) Consumer responsibilities.

The Department of Trade and Industry Zambales continues to collaborate to both private organizations and government agencies to enable business and empower consumers.



DOLE, PESO and SBMA Labor Department personnel pose for a photo to cap the successful Anniversary Job Fair at the Activity Center, Harbor Point Mall.

SBMA 32nd Anniversary job fair results to 9 Hired on the Spot



Nine (9) applicants were hired-on-the-spot (HOTS) during the SBMA 32nd Anniversary Job Fair held at the Activity Center of Harbor Point Mall inside the Subic Bay Freeport Zone on November 29, 2024.

Fifty-four (54) Freeport locators has joined the event that offered more than 2,000 jobs among the 500 job seekers who attended the event.

Companies who participated in the Job fair include 01 Property Ventures, Corp., Amerasia International Services, Inc., Beati Manpower Recruitment and General Services Corp., Benefic Corp., Best Track Manpower Services, Bow Ships Management Inc., Buchan Global Services Corp., Datian Subic Shoes Inc., Elite Services Manpower Agency Corp., Exact Star, Executive Genesis, Fusion Integrated, GB Mercado, Global Terminals, Global Maritime Logistics Support, Global Hotels, Grand Food Venue, Grand Master Fuel Station, Great Supreme, HD Hyundai Heavy Industries Philippines, Inc., Janby Marketing, Mansei Techno Phils., Mr Taste Halal, MSK Ready Mix, Natcorp, Networx Jetsports, Nicera Philippines Inc., OEDC, Onooree Corp., Pacific Ace, Pencil and Stationery Products Manufacturers Inc., Perfectlydone Inc., Pilipinas Micro-Matrix Tech., Planate Management Group Southeast Asia Corp., Powerlane Resources Inc., PPCI Subic Inc., PTT Phils. Corp., Sanyo Denki Phils., Inc., SBMPC, SM Appliances, Sol Manpower Services., SCCD., Subic Asia Pacific Marine Resources, Subic Bay Freeport Grain Terminal Services, Inc., SBITC, Synergyone Manpower Services, Tailin Abrasives Corp., Thyverse Marine Services and Shipping Agency, TMC Recycling Tech., Inc., Treasure Amusement Corp., United Auctioneers, Inc., Velocity Motor Sales Corp., Xymbolic, YZ Consultancy Services, Inc., and Zoobic Safari Corporation.

Accomplishment Reports

WDD 4th Quarter Report 2024

By the Workforce Development Division

Type	2023	2024	Variance Inc/Dec	
	(4th Quarter)	(4th Quarter)	Actual Numerical Value	%
On the Job Training	38	92	54	142.10%
	P 3,600.00	P 5,500.00	P 1,900.00	52.77%
SH Learners (K-12) (Work Immersion Program)	146	326	180	123.28%
	P 7,300.00	P 16,300.00	P 9,000.00	123.28%
Employees Orientation Seminar (EOS)	-	-	-	-

2024 Targets vs 2024 Accomplishments

Type	2024	2024	Variance Inc/Dec	
	(Target)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	55:00	18:22	36:38	66.87%

2023 Accomplishments vs 2024 Accomplishments

Type	2023	2024	Variance Inc/Dec	
	(Accomplishment)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	24:28	18:22	(06:05)	(24.95%)

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

Facilitated the conduct of Regional Oratorical Activity (ROA) on November 4, 2024 at Ayala Malls, Harbor Point	Assisted PCOM, Olongapo Chapter in the conduct of Workshop on Mandatory TB Notification Guidelines on December 6, 2024 at Labor Training Room Bldg. 662
Facilitated the Awarding Ceremony of Ten Outstanding Free-port Workers on November 28, 2024 at SBECC	Conducted DTI CARES and Go Negosyo Seminar in partnership with DTI on December 9, 2024 at Labor Training Room, Bldg. 662

Deliverables / Plans / Projections for the 1st Quarter of 2025

Special Program for Employment of Students (SPES)	Conduct of Bridging Cultural Gaps in the Workplace (tentative March 2025)
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SCO UPDATES, 4th Quarter 2024

by the Service Contracting Office (SCO)



A total revenue of roughly Php 4,128,324.00 was generated by the Service Contracting Office (SCO) for the year 2024, slightly lower by 4% or Php 177,000.00 compared to same period last year. As can be gleaned from the graph, the Accreditation Fee shared the biggest revenue source in the amount of \$66,200 or roughly 3.8 Million Pesos from the 196 processed application for Certificate of Accreditation. The Evaluation Clearance Fee recorded a total amount of Php 84,100.00 from 841 Contractors/Sub-Contractors who renewed their 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 roughly Php 204,624.00.

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 year 2024, a total of 939 companies were inspected and out of this figure, 70% were inspected to be fully compliant with the general labor standards, while 30% 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 30% or 286 companies with violations, 258 companies have already complied with the noted LSI findings with a total restitution amounting to about 7.5 Million Pesos extended to 1,719 affected employees as of December 31, 2024.

The Service Contracting Office continues to revisit its other processes to further improve our service to our clients in consonance with RAI 1032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 that aims to streamline the current systems and procedures of government services.



	Manpower	Janitorial	Security	Port-related	TOTAL
2024	74	2	58	62	196
2023	84	4	51	70	209

The chart represents the 196 processed applications for Certificate of Accreditation, thirty-nine percent (39%) of this applications are Manpower/Janitorial Service Providers, while thirty percent (30%) belongs to Security Service Providers and the remaining thirty-one percent (31%) are under Security Service Providers. This figure is thirteen percent (13%) lower compared to same period las year.

OTHER FUNCTIONS OF SCO & ITS ACCOMPLISHMENT

FUNCTIONS	2024	2023
<u>LABOR STANDARD INSPECTION</u>		
NUMBER OF COMPANIES INSPECTED	939	787
WITHOUT LABOR STANDARD VIOLATION	653	665
WITH LABOR STANDARD VIOLATION	286	122
<u>LABOR STANDARD COMPLIANCE</u>		
PERCENTAGE OF COMPLIANCE (COMPLIED OVER TOTAL COMPANIES WITH VIOLATION)	97%	61%
AFFECTED EMPLOYEES	1,719	1,048
TOTAL RESTITUTED AMOUNT (PHP)	7,581,551.38	5,828,535.52
<u>APPROVED ENDORSEMENT FOR GATEPASS</u>	29,844	49,558
NOTE: APPROVAL OF ENDORSEMENT FOR GATEPASS AS REQUESTED BY MANPOWER /JANITORIAL/SECURITY/PORT-RELATED SERVICE PROVIDERS WHO ARE HOLDERS OF CR/CRETE HAS BEEN TRANSFERRED TO MANPOWER SERVICES DIVISION EFFECTIVE JANUARY 2024		

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

164,400
Total Active Workforce
as of 31 December 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, Jewelries/Accessories

Construction

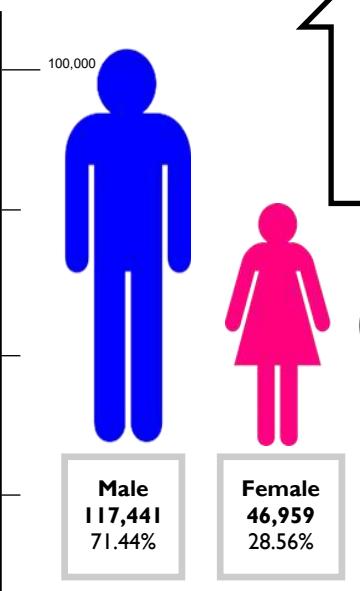
Employment by Year

2023	156,811
2024	164,400

4.84%
increase in
Employment
(31 Dec 2023
vs. 31 Dec
2024)

Male
117,441
71.44%

Female
46,959
28.56%

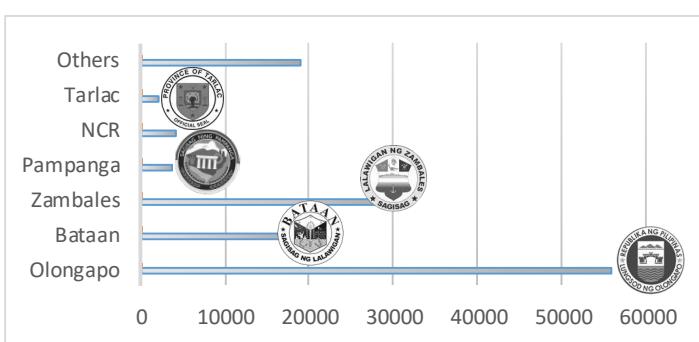


Employment by Sex



Employment by Residence

Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
68,086	21,267	29,910	5,269	6,844	2,113	30,911
41.41%	12.94%	18.19%	3.20%	4.16%	1.29%	18.80%





CEWD Infographics

by the Conciliation and Employee Welfare Division



Labor Standard Inspection



The Labor Standards Inspection for the quarter showed that of the 93 companies assessed, 51 achieved full compliance, representing 54.84% of those inspected. Significantly, 20 companies, constituting 21.51%, exhibited findings that necessitated follow-up actions, including corrective measures and the imposition of potential penalties, in order to promptly meet the requisite standards. Furthermore, various factors such as non-operational status, no employees, or not renewing business permits prevented 22 companies, representing 23.65% of the intended total, from undergoing inspections.

Conciliation and Mediation



The summary below highlights the performance of the division for the 4th quarter of the current year. Out of the 18 cases received and the 4 cases from the previous quarter, a total of 20 cases were amicably settled through conciliation and mediation. A total of Php 1,140,767.37 was paid to 22 affected employees, and 2 cases remain in process. Additionally, 5 cases, along with 1 case from the previous quarter, were reported for assistance. A total of 4 cases have already been resolved, and Php 20,763 was paid to 7 employees; 2 cases remain in process. Also, a total of 26 out of the 31 companies with findings on Labor Standards have complied, leading to a total restitution of Php. 512,189.22 to 258 employees as compliance corrections. Currently, 5 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
18	4	20	2	1,140,767.37	22



Assistance

No. of Cases Received	No. of Carried Over Cases	No. of Cases Resolved	No. of Cases In process	Restituted Amount	No. of Affected employees
5	1	4	2	20,763	7

LABOR DEPARTMENT REVENUE SOURCES

REVENUE	2024 (as of Dec)	2023 (as of Dec)	
TOTAL	6,313,550	6,619,419	P306K or a decrease of 4.62%

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

Summary

Operating Revenues of the of the Labor Department for the month of December 2024 amounted to PhP426K , a decrease of 12.84% or PhP48K as compared last year.

For the period ending December 31, 2024, the Department's revenue amounted to PhP6.31M, a decrease of 4.62% or P306K versus last year.



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

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Full Page: P 1,500.00
Half-Page: P 750.00
1/4 Page: P 350.00

(All payments shall be made to: Subic Bay Metropolitan Authority-Treasury Department)

Continuation of CEWD 4th Quarter Report . . .	Total no. of companies With Labor Standard Findings	No. of Carried Over Compliances	No. of Companies complied	No. of Compliance In process	Restituted Amount	No. of Affected employees
Labor Standard Inspection Compliance	20	11	26	5	512,189.22	258



Legal Affairs Group's Year-End Thanksgiving!

