



Fostering Healthy Employer-Employee Relationship

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SBMA attends DOLE-CDC Joint Labor Seminar on Department Order No. 248

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ADVISER'S CORNER



ATTY. MELVIN L. VARIAS

Understanding the Employer-Employee Relationship

The employer-employee relationship in the Philippines plays a critical role in fostering a productive, fair, and harmonious work environment. Governed primarily by the Labor Code of the Philippines and various related laws and regulations, this relationship is founded on mutual respect, clearly defined duties, and legal protections for both parties.

At the heart of labor relations in the Philippines is the Labor Code of 1974 (Presidential Decree No. 442). This comprehensive legislation outlines the standards for employment, working conditions, benefits, dispute resolution, and termination.

Under the law and settled jurisprudence, an employer-employee relationship is typically determined using the four-fold test: 1) Selection and hiring of the employee; 2) Payment of wages; 3) Power to dismiss; and 4) Power to control the employee's conduct (control test being the most decisive).

Here we summarize the rights and obligations of employers as well the employees. It is the duty of the employers to: Provide just compensation and mandated benefits (SSS, Pag-IBIG, PhilHealth, 13th-month pay, etc.); Maintain safe working conditions; Respect employees' rights to self-organization and collective bargaining; and, Ensure protection from discrimination, abuse, and unfair labor practices. On the other hand, it is the duty of every employee to: Perform agreed-upon work faithfully and efficiently; Observe company rules and policies; Respect company property and other personnel; and Uphold loyalty and confidentiality when required.

With the rise of digital platforms and remote work, there are ongoing discussions around redefining labor standards to fit freelancers, gig workers, and online employees. Moreover, enforcement of labor laws remains a challenge in certain industries, especially regarding contractualization and worker exploitation.

The pandemic also highlighted the need for better health and safety protocols, work-from-home policies, and mental health support in the workplace.

Adviser's Corner ... From page 2

A strong employer-employee relationship is essential for workplace harmony, economic growth, and social justice. In the Philippines, this relationship is grounded in law, respect, and shared responsibilities. As the workforce evolves, both employers and employees must continuously adapt while upholding fairness, dignity, and productivity in the world of work.



“an employer-employee relationship is typically determined using the four-fold test: 1) Selection and hiring of the employee; 2) Payment of wages; 3) Power to dismiss; and 4) Power to control the employee’s conduct (control test being the most decisive).”



The
LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

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SBMA attends DOLE-CDC Joint Labor Seminar on Department Order No. 248-2025 at Clark Freeport Zone.

By the Manpower Services Division

The Department of Labor and Employment (DOLE) Region III thru its Clark Satellite Office in collaboration with the Clark Development Corporation conducted a seminar on Department Order No. 248-2025 or the New Rules and Regulations on the employment of foreign nationals in the Philippines. Various Investment Promotion Agencies (IPAs) including the Authority of the Freeport Area of Bataan (AFAB) and the Subic Bay Metropolitan Authority (SBMA) and the locator-companies in these Freeport Zones were invited to join the orientation.

DOLE Regional Director Geraldine Panlilio, in her opening statement, said that the new Order aims to align various government policies with the national development goals including bilateral agreements and international labor policies.

The New Department Order of DOLE was presented by the Bureau of Local Employment (BLE) Director Patrick Patriwirawan, Jr., who outlines the new procedures and requirements in the processing of applications of foreign nationals in securing an Alien Employment Permit (AEP). The new guidelines requires employers to have an Understudy Training Program (UTP) or a Skills Development Program (SDP) between foreign nationals and Filipino employees to initiate a skills transfer or knowledge-sharing among them. In essence, the objective of the new Department Order is to prioritize preference to Filipino workers from recruitment, skills upgrade, and employment opportunities among local workforce.

Other key feature of the new guidelines is the introduction of an economic needs test that will assess the surplus or shortage of Filipino workers, the unavailability of specialized skills in the local labor market, which necessitates the employment of foreign workers. The step will help determine whether the hiring of the foreign nationals is really necessary to fill the gap in the local workforce.

In terms of renewal of AEP, the new Department Order requires publication of job vacancies in a newspaper of general circulation including publication in the government's job portal, Philjobnet, and through the Public Employment Service Office (PESO).

The new Department Order took effect on February 10, 2025.

◀Cover photo: Miss Prichel Macababdad (standing) of the SBMA Labor Department's Conciliation and Employee Welfare Division (CEWD) leads the discussion on fostering a healthy employer-employee relationship with one of the participants during the forum held at Royal Park

D.O. 248

by the Manpower Services Division



▲ Photo Opportunity: DOLE Regional Director, Geraldine Panlilio (3rd, R), Assistant Regional Director Alejandro Inza Cruz (1st, R), TSSD for Employment and Welfare Chief Aurita Laxamana (2nd, L), DOLE Clark OIC Jason Ocampo (1st, L) share a snap with SBMA Labor Department representatives headed by MSD Chief Rommel Aquino (4th, R), Sr. LEO Angelina Geronimo (3rd, L) and Manpower Development Officer Aicee Vital (2nd, R) during the orientation held at HSD Training Hall, Clark Freeport Zone on March 19, 2025.



◀ Bureau of Local Employment (BLE) Director Patrick Patriwirawan, Jr. explains the new Department Order No. 248, series of 2025 or the New Rules and Regulations on the Employment of Foreign Nationals in the Philippines among company representatives and participants during the seminar held at Clark Freeport.



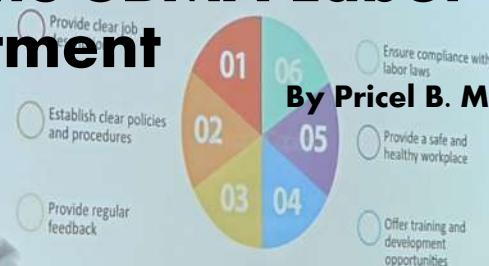
▲ Clark Development Corporation's Vice President for Administration and Finance Jose Miguel Dela Rosa thanked DOLE's initiative in ensuring compliance with labor laws and standards among its locators.



▶ SBMA Labor Center's Angie Geronimo commends DOLE for the orientation saying that it is a good step for processors to be aware of the changes in AEP processing. (Photo courtesy of DOLE)

Fostering Healthy Employer-Employee Relationship: A collaboration program of the Subic Bay Taiwan Chamber of Commerce and the SBMA Labor Department

Root Practices for Employers



By Pricel B. Macababdad



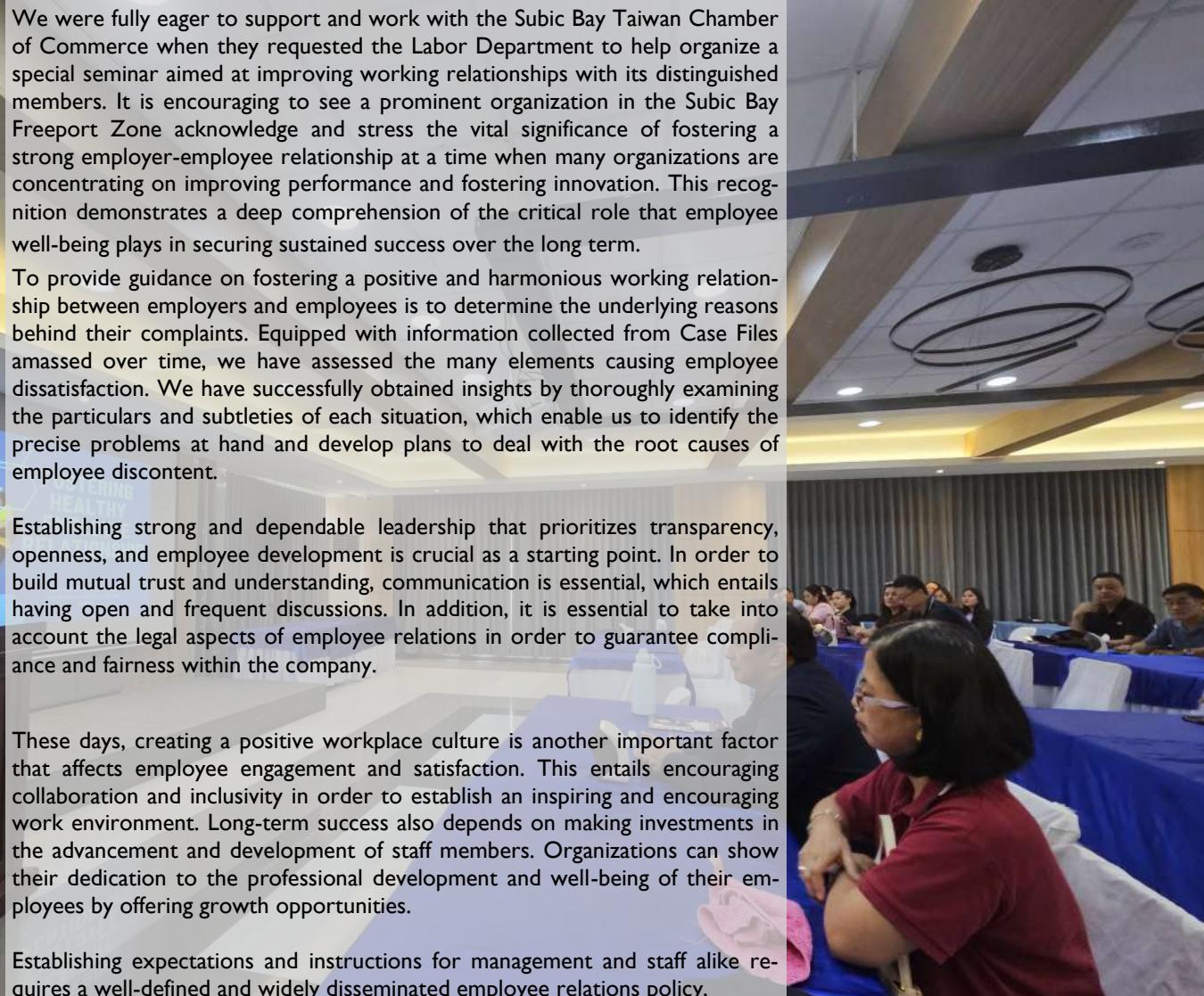
We were fully eager to support and work with the Subic Bay Taiwan Chamber of Commerce when they requested the Labor Department to help organize a special seminar aimed at improving working relationships with its distinguished members. It is encouraging to see a prominent organization in the Subic Bay Freeport Zone acknowledge and stress the vital significance of fostering a strong employer-employee relationship at a time when many organizations are concentrating on improving performance and fostering innovation. This recognition demonstrates a deep comprehension of the critical role that employee well-being plays in securing sustained success over the long term.

To provide guidance on fostering a positive and harmonious working relationship between employers and employees is to determine the underlying reasons behind their complaints. Equipped with information collected from Case Files amassed over time, we have assessed the many elements causing employee dissatisfaction. We have successfully obtained insights by thoroughly examining the particulars and subtleties of each situation, which enable us to identify the precise problems at hand and develop plans to deal with the root causes of employee discontent.

Establishing strong and dependable leadership that prioritizes transparency, openness, and employee development is crucial as a starting point. In order to build mutual trust and understanding, communication is essential, which entails having open and frequent discussions. In addition, it is essential to take into account the legal aspects of employee relations in order to guarantee compliance and fairness within the company.

These days, creating a positive workplace culture is another important factor that affects employee engagement and satisfaction. This entails encouraging collaboration and inclusivity in order to establish an inspiring and encouraging work environment. Long-term success also depends on making investments in the advancement and development of staff members. Organizations can show their dedication to the professional development and well-being of their employees by offering growth opportunities.

Establishing expectations and instructions for management and staff alike requires a well-defined and widely disseminated employee relations policy.



One of the Foreign Executive participants shares his experience with the local nationals on workplace employer-employee relations by giving emphasis on clear communication between management and workers.



Finally, consulting with subject-matter specialists can yield insightful advice and practical tactics for handling challenging employee relations problems. Organizations can improve their employee relations procedures and create a happy, productive workplace by utilizing outside resources and experience.

Understanding that investing in employees is an investment in the overall success of the organization. Recognizing the worth of workers entails more than just paying them; it also entails fostering an environment where people feel acknowledged, valued, and inspired to realize their greatest potential. Employees are more likely to be engaged, productive, and dedicated to accomplishing the organization's objectives when they are seen as essential assets. It is genuinely hoped that the idea behind this line of thinking would spread to more organizations in many industries, creating an atmosphere where every individual and entity has the opportunity to thrive and achieve success.

The forum was in collaboration with Mr. Che-Chia Chang, President of the Subic Bay Taiwan Chamber of Commerce and was attended by its Members. The event was held on February 18, 2025 at Royal Park, Subic Bay Industrial Park, Subic Bay Freeport Zone.



Mr. Che-Chia Chang aka Best Chang, President of the Subic Bay Taiwan Chamber of Commerce opened the seminar on Fostering a healthy employer-employee held on February 18, 2025 at the Gateway Park, Subic Bay Freeport Zone.



Photos: OJT's during their training at Subic Bay Marine Exploratorium Inc.



Workforce Development Division visits OJTs at Ocean Adventure

by Amy L. Dimacali and Augusto J. Lacasad, Jr.

On March 13, 2025, Officers of the Workforce Development Division (WDD) visited the On the Job Trainees (OJT) assigned at Subic Bay Marine Exploratorium, Inc. (SBMEI) together with Mr. Jun Dumaguing of the Public Relations Department. Ms. Veronica A. Lorenzo, HR Manager, Ms. Abegail P. Santillana, HR Personnel and Ms. Claudine Sta. Rosa welcomed the team during the visit in the said company.

Misses Lorenzo and Santillana, SBMEI's HR Officers are in-charge of OJT processing and assigning students to various departments where their courses or field of study matches. Over the years, the company has absorbed some OJT as part of the three hundred plus cheerful workforce of Ocean Adventure.

The SBMEI started operation in Subic Bay Freeport Zone on September 2000 with their office located at Camayan Wharf, West Ilanin Forest Area which is comprised of Ocean Adventure, Adventure Beach, and Camayan Beach Resort and Hotel.

Ocean Adventure is the first open-water marine theme park in Southeast Asia. They pride themselves on being leaders in animal care and welfare. Apart from their advocacies, they are committed to providing the public with wholesome entertainment that is both enjoyable and educational. With its purpose to be an instrument of change in the way people think, see, and feel about marine and wildlife and their environment. Meanwhile, the Adventure Beach and Camayan Beach Resort and Hotel offers clean pools and beachfront accommodation including a restaurant.

In this environment, SBMEI trains students during their OJT and Immersion programs to impart their best practices in the workplace. These students come from various field of studies, from hospitality, HR, Marketing, IT, Food and Beverages, Marine Biology.

The SBMEI is also the top grossing company that caters OJT / Senior High School Immersion yearly. Forty-one students from Asia Pacific College of Business and Arts were endorsed by WDD Staff Augusto J. Lacasad Jr. via the Student Career Program for Job Readiness (SCPJR), a system where the Labor Department become the conduit of Academe and SBF Locators for their OJT program which is a great help for both the company and schools on their OJT requirements.

Work Assignments and Learning Experiences of OJTs

Ms. Santillana toured the group at different departments of the company where OJTs have been deployed.

Two (2) students from Asia Pacific College of Business and

Arts have been assigned at the kitchen area wherein they learned how to prepare and bake pastries. Some OJTs were assigned as tour/park guide, receptionist, marketing staff and in the housekeeping area.

Managers and supervisors of Ocean Adventure stated that they are glad to supervise and share their expertise to the students and at the same time happy on the performances of the interns.

Upon interviewing OJTs, they said that they are happy and that they are learning the actual hotel and resort operations. They also said that all personnel are warm and accommodating. Some are also willing to be employed by the company, if given the chance.

Listed below are the details of schools/courses/students that had undergone OJT/Work Immersion at SBMEI:

SCHOOL NAME	COURSE	Number of Students
Asia Pacific College of Business & Arts	Diploma In Hospitality & Tourism	41
Celtech College	BS Hospitality Management	6
	Travel And Tourism And Hospitality Management	3
Central Mindanao University	Doctor Of Veterinary Medicine	2
Columban College Inc	BS Tourism Management	10
Gordon College	BS Tourism Management	3
Northern Zambales College, Inc.	BS Hospitality Management	8
Nueva Vizcaya State University	BS Hospitality Management	23
St. Benilde	BS Tourism Management	8
University of Baguio	BS Tourism Management	5
Total 10 Schools		109

For Senior High School

School Name	Strand	Number Of Students
New Cabalan Senior High School	TVL	5

SBMA and RCMB III strengthens partnership in ensuring Industrial Peace and Productivity at Subic Bay Freeport Zone



In photo: (L-R) NCMB Regional Branch III Director Othello B. Tongio, Jr., Rhoda A. Blanco, Paterno E. Opulento, Rommel M. Aquino, Amy L. Dimacali, Orchie E. Quejada, and SBMA Labor head, Atty. Melvin L. Varias during the meeting held at the Budget Conference Room, Bldg. 255, Subic Bay Freeport Zone.

Subic Bay Freeport Zone – In a significant step toward promoting industrial harmony and enhancing workplace productivity, the National Conciliation and Mediation Board Regional Branch III (NCMB-RBIII) and Subic Bay Metropolitan Authority (SBMA) have come together to strengthen their collaboration and reaffirm their shared commitment to improving working conditions and elevating the quality of life for employees within the Freeport Zone.

On January 27, 2025, the NCMB Regional Branch III, led by Director Othello B. Tongio, Jr., along with Senior Labor Employment Officer Rhoda A. Blanco, held a productive meeting with the SBMA Labor Department Team headed by Department Manager III Atty. Melvin L. Varias, focusing on renewing their Memorandum of Agreement (MOA) and planning future activities to promote labor-management cooperation.

A key highlight of the meeting was the agreement to provide training for SBMA personnel on effective handling complaints from workers and employers through conciliation-mediation techniques scheduled on February 26, 2025. An area-wide seminar was likewise scheduled for June 2025, targeting their locators.

As the partnership between the NCMB RBIII and SBMA continues to grow stronger, more collaborative efforts are anticipated, paving the way for initiatives that will benefit both workers and employers within the zone. /Agnes B. David

ENSURING FAIR TRADE: DTI ZAMBALES HIGHLIGHTS PRICE ACT AND WHAT CONSUMER SHOULD KNOW

By: Melody A. Tangonan,

Senior Trade Industry Development Specialist, DTI Zambales



In its continued effort to inform and empower consumers, the Department of Trade and Industry (DTI) Zambales joined the SBMA Labor Department Radio Program Paggawa at Iba pa to talk about the Republic Act 7581 or Price Act. The DTI Zambales shed light on the Price Act and its crucial role in protecting consumers and ensuring market stability, particularly abnormal market conditions.

DTI Zambales Provincial Director Enrique D. Tacbad explained the salient provisions of Republic Act No. 7581, also known as the Price Act of 1992, as amended by Republic Act No. 10623. The discussion aimed to inform and empower consumers while also reminding business owners of their responsibilities under the law. The Price Act aims to ensure the availability of basic necessities and prime commodities at reasonable prices. It protects consumers against hoarding, profiteering, and cartels, especially in times of calamities, emergencies, or other market disturbances. Director Tacbad emphasized that the law enables the government to take necessary measures such as price ceilings upon the declaration of state of calamity. These include natural disasters, armed conflicts, pandemics, and other events that may disrupt supply chains or cause price manipulation. Erring businesses found engaging in profiteering can face administrative sanctions and criminal charges.

During the program, Senior Trade Industry Development Specialist Melody A. Tangonan also explained their agency's role as the implementing body for monitoring the prices and supply of basic necessities and prime commodities under their jurisdiction. This includes products such as canned goods, bread, locally manufactured instant noodles, coffee, sugar, cooking oil, salt, detergent, bottled water, processed milk, and candles.

DTI Zambales reassured the public that their office through the "Ikot Palengke" continuously monitors prices and supply levels in the province and conducts regular price and supply monitoring and market surveillance activities, as well as coordinating with local government units and other agencies to ensure stable prices. However, Director Tacbad reiterated that Consumer Protection is a shared responsibility. He encouraged the public to stay informed, vigilant and report any anomalies or abusive practices to the proper government agency concerned.

2025 Special Program for Employment of Students (SPES) launched in Subic Bay

By: Amy L. Dimacali and Dyan Montallana

It's school break! It's time for Summer Job!

The Special Program for Employment of Students (SPES) is a Department of Labor and Employment (DOLE) youth employment bridging program which aims to provide temporary employment to poor but deserving students, out of school youth, and dependents of displaced or would be displaced workers during summer and/or Christmas vacation or any time of the year to augment the family's income to help ensure that beneficiaries are able to pursue their education.

For this year, nine (9) Subic Bay Freeport Zone (SBFZ) locators with a total of fifty four (54) pledges have joined the said program. They are:

Company	Number of Pledges	Employment Date
CHOWKING AYALA	3	May 5 and June 2, 2025
EDDIE & JULIE "G" FOOD CORP.	3	May 5 and June 2, 2025
GRAND FOOD VENUE CORP	2	May 5 and June 9, 2025
HOYA MARINE CORP.	1	May 5, 2025
POLARMARINE, INC.	6	May 5 and June 2, 2025
SOUTH PAC DIVERSIFIED INC.	4	April 28 and June 2, 2025
SUBIC BAY FREEPORT GRAIN TERMINAL INC.	10	May 5, 19, 26, 2025
SUBIC WATER & SEWERAGE CO., INC.	5	May 5 and June 2, 2025
YAHU UNO "G" FOOD CORP	20	May 5, 30 and June 2, 3 2025
Total	54	

The SBMA Labor Department's Workforce Development Division conducted initial screening of requirements and preliminary interview to one hundred twelve (112) SPES applicants (forty four (44)- college students; sixty three (63) Sr. High School students and five (5) Jr. High School students) from February 17-28, 2025.

Those who were screened and pre-selected underwent a series of assessment by the partner locators from March 28, 2025 to April 7, 2025. Deployment of SPES beneficiaries will commence on April 28, 2025.

SBMA Chairman and Administrator, Engr. Eduardo Jose L. Aliño (center) joins the send-off program of SPES beneficiaries held at the SBMA Corporate Board Room, Bldg. 229.



SBMA Labor Department recognized by Gordon College as a partner in student employability

By: the Workforce Development Division



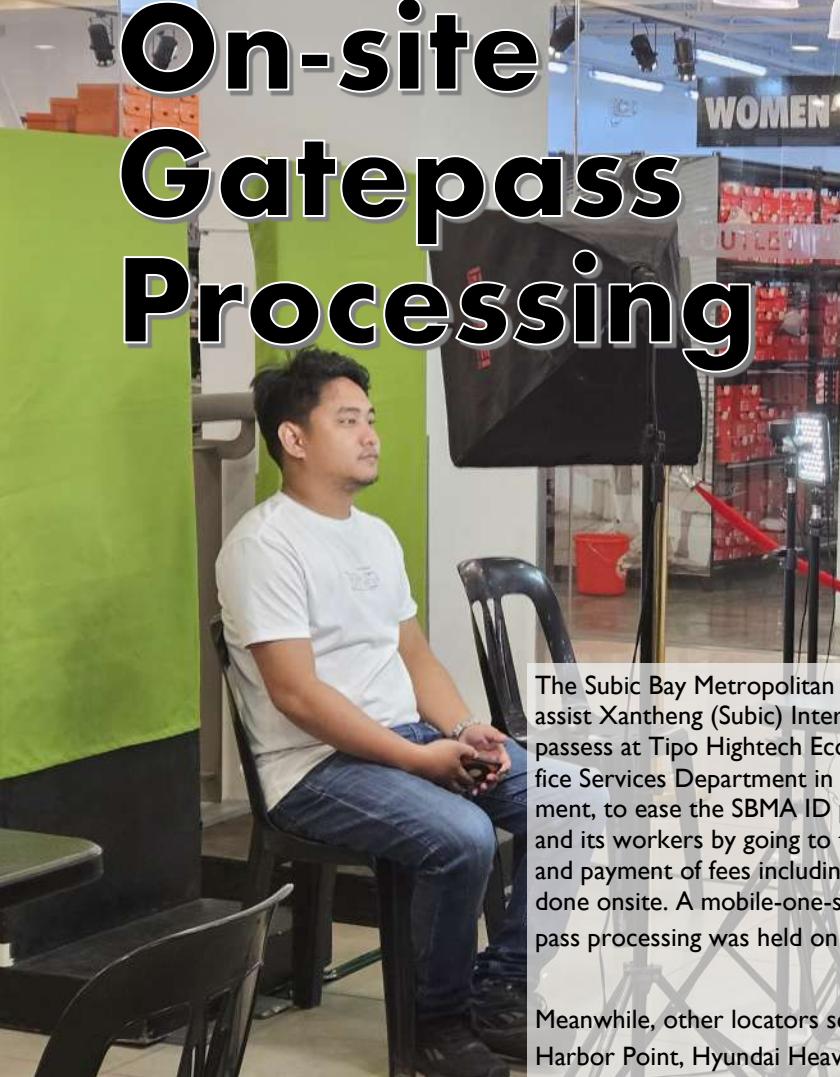
The Subic Bay Metropolitan Authority (SBMA) Labor Department was recognized by Gordon College as an industry partner in contributing to its mission of providing quality education and enhancing student employability inside the Subic Bay Freeport Zone.

The recognition was given during the Stakeholders Appreciation Program in celebration of the college's 26th Founding Anniversary with the theme "26 Years of Transforming Lives: Rooted in Excellence, Committed in Global Impact" on February 25, 2025 at Gordon College, City of Olongapo. Miss Amy L. Dimacali, Officer-in-Charge of the Workforce Development Division, and Mr. Augusto J. Lacasad, Jr., Manpower Development Officer, received the award (in photo: 3rd from left and 2nd from left respectively).



▲ On-site Gatepassing of Workers at Xantheng (Subic) International Corporation, Tiko Hightech Eco Park together with the Office Services Department, Treasury Department and the Labor Department.

Locator Assistance: On-site Gatepass Processing



The Subic Bay Metropolitan Authority (SBMA) through its various departments join hands to assist Xantheng (Subic) International Corporation's workers secure their entry and exit gate-passes at Tiko Hightech Eco Park. The on-site gatepass processing is an initiative of the Office Services Department in collaboration with the Treasury Department and Labor Department, to ease the SBMA ID processing among the Subic Bay Freeport Zone (SBFZ) locators and its workers by going to the company premises. During the activity, approval of requests and payment of fees including photo and biometrics capturing of SBMA ID applicants are done onsite. A mobile-one-stop-shop for SBF companies and workers. The said on-site gatepass processing was held on February 26, 2025.

Meanwhile, other locators scheduled for on-site SBMA ID processing include Ayala Malls Harbor Point, Hyundai Heavy Industries Philippines, among others.



▼ Personnel of the Office Services Department (OSD) captures the photo and biometrics of an SBMA ID applicant in one of the on-site gatepass processing held in Ayala Harbor Point Mall.

Accomplishment Reports

WDD 1st Quarter Report 2025

By the Workforce Development Division

Type	2024	2025	Variance Inc/Dec	
	(1st Quarter)	(1st Quarter)	Actual Numerical Value	%
On the Job Training	550	688	138	25.09%
	Php45,100.00	Php56,650.00	Php11,550.00	25.49%
SH Learners (K-12)	120	76	(44)	(36.66%)
(Work Immersion Program)	Php6,000.00	Php3,800.00	(Php2,200.00)	(36.66%)
Employees Orientation Seminar (EOS)	26	21	(5)	(19.23%)

2025 Targets vs 2025 Accomplishments

Type	2025	2025	Variance Inc/Dec	
	(Target)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	55:00	14:30	40:30	73.63%

2024 Accomplishments vs 2025 Accomplishments

Type	2024	2025	Variance Inc/Dec	
	(Accomplishment)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	22:15	14:30	(7:15)	(32.27%)

Factors or Constraints Affecting Performance

The following factors affected the performance of this Office:

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

Deliverables / Plans / Projections for the 2nd Quarter of 2025

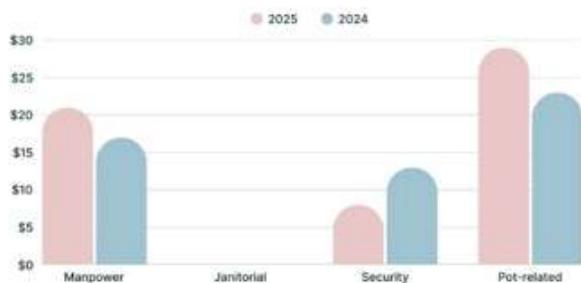
Implementation of various Programs/Activities in celebration of Labor Day (May 1)

SCO UPDATES, 1st Quarter 2025

by the Service Contracting Office (SCO)

Accreditation Processed

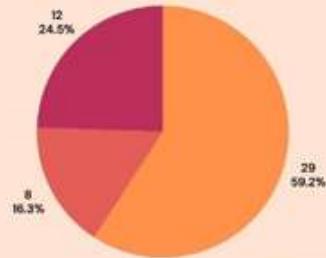
Jan to Mar (2025 vs 2024)



Graph 1

BREAKDOWN OF COMPANIES WHO AVAILED THE MULTI-YEAR VALIDITY IN THE ACCREDITATION

- \$200 - 1 year
- \$400 - 2 years
- \$600 - 3 years



Graph 2

	Manpower	Janitorial	Security	Port-related	Total
2025 (Jan-Mar)	21	0	8	20	49
2024 (Jan-Mar)	17	0	13	23	53

The data analyzes the distribution of 49 processed applications for Certificates of Accreditation, showing the following breakdown:

- 43% are from Manpower/Janitorial Service Providers.
- 41% are from Port-related Service Providers.
- 16% are from Security Service Providers.

No applications were recorded from Janitorial Services this year, an 8% decrease compared to the same period last year.

The data also outlines the preferred accreditation fee structures. The most popular option is the regular \$200 accreditation fee, valid for one year. The second most popular option is the \$600 accreditation fee, valid for three years, while the third most popular option is the \$400 accreditation fee, valid for two years. This comparative statistics analysis clarifies the distribution of applications by service type and fee structure, highlighting trends and changes compared to the previous year.

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

165,984
Total Active Workforce
as of 31 March 2025

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

as of 31 March 2025

Manufacturing



32,244

Shipbuilding / Marine-related Services

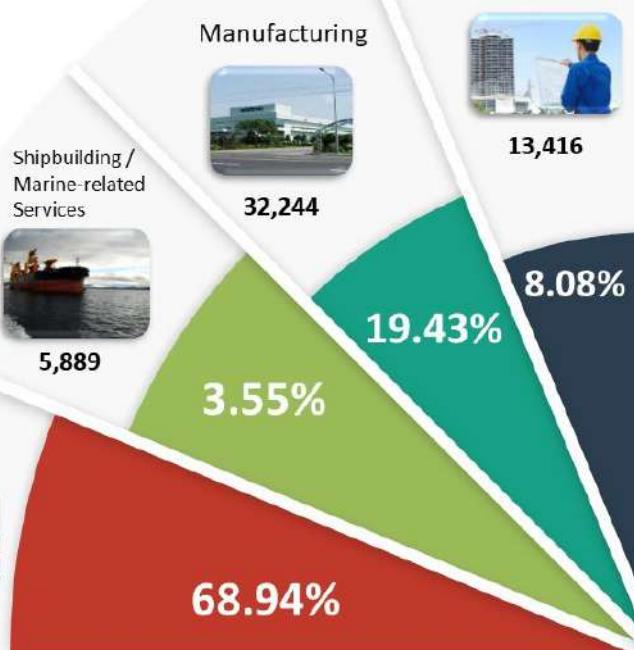


5,889

Services



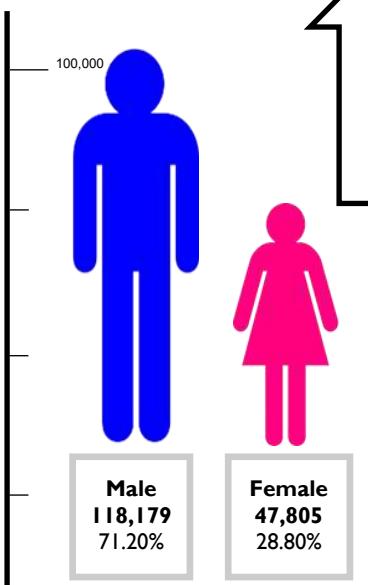
114,435



Employment by Year

2024	158,969
2025	165,984

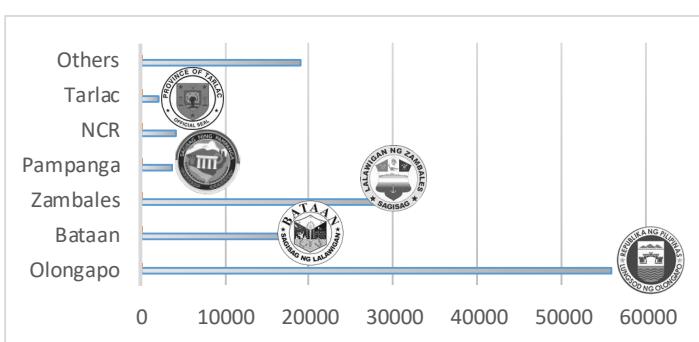
4.41%
increase in
Employment
(31 Mar 2024
vs. 31 Mar
2025)



Employment by Sex

Employment by Residence

	Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
	69,060	21,469	29,609	5,421	6,899	2,138	31,388
	41.61%	12.93%	17.84%	3.27%	4.16%	1.29%	18.91%



CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION COMPLIANCE CONCILIATION & MEDIATION



Labor Standard Inspection



The Labor Standards Inspection for the quarter showed that out of the 156 companies assessed, 95 achieved full compliance, representing 60.90% of those inspected. Significantly, 26 companies, constituting 16.67%, 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 35 companies, representing 22.43% of the intended total, from undergoing inspections.



Conciliation and Mediation



The summary below highlights the performance of the division for the first quarter of the current year. All twenty four (24) cases received were amicably settled through conciliation and mediation. A total of Php 323,542.23 was paid to 26 affected employees. Additionally, all 11 cases reported for assistance have already been resolved, and Php 822,810.71 was paid to 20 affected employees. Also, a total of 18 out of the 26 companies with findings on labor standards have complied, leading to a total restitution of Php. 501,177.19 to 93 affected employees as compliance corrections. Currently, 8 companies with pending compliance are still in process.

No. of Cases Received	No. of Cases Resolved	Restituted Amount	No. of Affected employees
24	24	323,542.23	26

No. of Cases Received	No. of Cases Resolved	Restituted Amount	No. of Affected employees
11	11	822,810.71	20



Assistance

Continuation of SCO 1st Quarter report . . .

From page 16

The Service Contracting Office (SCO) generated a total revenue of approximately Php 976,725.00 for the first quarter of 2025, which is Php 122,600.00 or 11% less than the same period last year.

As indicated in the table, the Accreditation Fee was the largest revenue source, amounting to \$16,200 or approximately Php 899,100.00 from paid applications for Certificates of Accreditation.

The Evaluation Clearance Fee recorded a total amount of Php 24,900.00 from 249 contractors/sub-contractors who renewed their certificates of accreditation.

The remaining portions of the graph represent revenues from fines and penalties on late renewal of accreditation and SBMA gate pass/ID, which posted a combined amount of approximately Php 52,725.00.

Revenue Sources	US Dollar (\$)	In Philippine Peso (Php)
Accreditation Fee	16,200	899,100.00
Evaluation Clearance Fee		24,900.00
Penalty for Late Renewal of Accreditation	200	11,100.00
Penalty for Late renewal of SBMA Gatepass/ID	750	41,625.00
TOTAL		976,725.00

OTHER FUNCTIONS OF SCO & ITS ACCOMPLISHMENTS (JANUARY TO MARCH 2025)		
FUNCTION	2025	2024
Labor Standard Inspection		
Number of Companies Inspected	283	256
Without Labor Standard Violation	239	179
With Labor Standard violaton	46	77
Labor Standard Compliance		
Compliance Rate	96%	98%
Affected Employees	193	328
Amount of Restitution (Php)	887,175.34	1,711,982.80
Approved Endorsement for Gatepass (New & Renewal)	10,956	8,633

The Service Contracting Office also handled Labor Standards inspections, ensured Labor Standard Compliance, and approved endorsements for both initial and renewal of gatepass requests. In 2025, 283 companies were inspected, an increase from 256 in 2024. In 2025, 239 companies had no labor standards violations, up from 179 in 2024, while those with violations decreased to 46 from 77 in the previous year. For the Labor Compliance report, a compliance rate of 96% was recorded for the year 2025, compared to 98% for the year 2024, with a restitution amount of Php 887,175.34 for 2025 compared to Php 1,711,982.80 for 2024.

The Service Contracting Office also processed a total of 10,956 gatepass requests for the year 2025 compared to 8,633 for the year 2024.

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Labor Standard Inspection Compliance

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
20	11	26	5	512,189.22	258



PERSPECTIVE VIEW



**SBMA Labor Center Training Facility:
Future site for Workforce Development
in Subic Bay Freeport Zone**