



# The LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

Volume IX, Issue 42, April to June 2025



## A celebration of Labor Day at Subic Bay

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ADVISER'S  
CORNER

ATTY. MELVIN L. VANIAS

# Filipinos Mark Labor Day: A Celebration of Workers' Struggles and Strength

As the country marked **Labor Day on May 1**, thousands of Filipino workers once again took to the streets, not only to celebrate their contributions to nation-building but also to renew calls for higher wages, job security, and better working conditions.

Labor Day, or **Araw ng mga Manggagawa**, has long stood as a powerful symbol of the Filipino worker's resilience and the ongoing fight for labor rights. From rallies in Metro Manila to events in the provinces, this year's observance echoed the familiar themes of hope and struggle that have defined the holiday for over a century.

The roots of Labor Day in the Philippines date back to **May 1, 1903**, when more than 100,000 workers, led by the Union Obrera Democratica de Filipina under Crisanto Evangelista, marched to Malacañang Palace to demand better wages and the recognition of workers' rights. The protest marked the first major labor demonstration in Philippine history.

Five years later, in **1908**, the Philippine Assembly declared **May 1** an official public holiday—cementing the date as an annual occasion to honor the country's labor force.

Since then, Labor Day has been both a celebration and a day of protest. While the government and private institutions hold ceremonies to recognize model workers, labor groups continue to use the day to press for reforms.

Every May 1, the streets around Mendiola, Liwasang Bonifacio, and Welcome Rotonda in Manila come alive with banners and chants. Labor unions, federations, and workers' alliances demand solutions to issues that remain as relevant today as they were decades ago—low wages, contractualization, and rising costs of living.

Groups such as the Kilusang Mayo Uno (KMU) and Trade Union Congress of the Philippines (TUCP) often lead nationwide demonstrations, urging the government to implement wage hikes and strengthen labor protection policies.

Meanwhile, the Department of Labor and Employment (DOLE) and the Subic Bay Metropolitan Authority (SBMA) Labor Department typically marks the day with job fairs, livelihood programs, and the recognition of outstanding workers and employers.



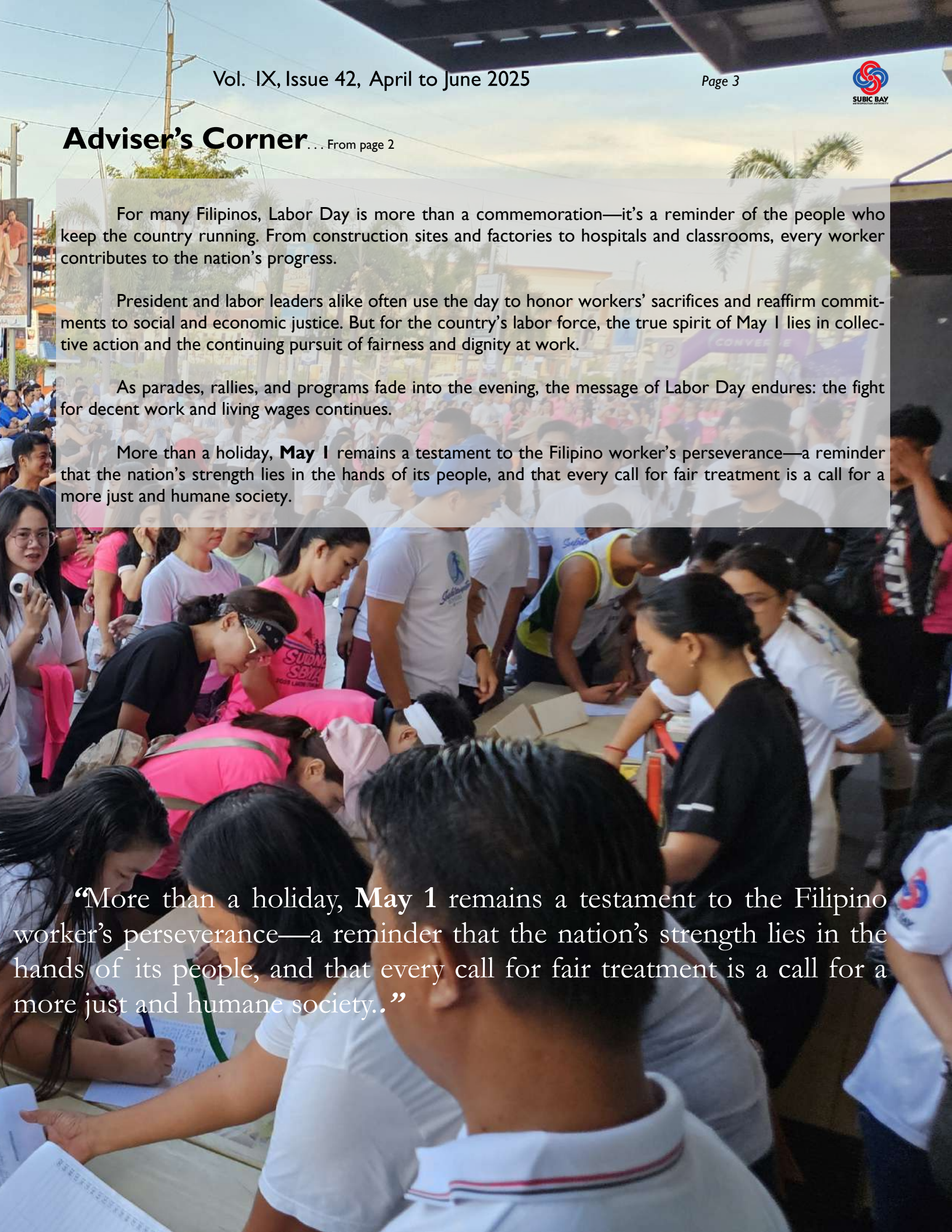
## Adviser's Corner . . . From page 2

For many Filipinos, Labor Day is more than a commemoration—it's a reminder of the people who keep the country running. From construction sites and factories to hospitals and classrooms, every worker contributes to the nation's progress.

President and labor leaders alike often use the day to honor workers' sacrifices and reaffirm commitments to social and economic justice. But for the country's labor force, the true spirit of May 1 lies in collective action and the continuing pursuit of fairness and dignity at work.

As parades, rallies, and programs fade into the evening, the message of Labor Day endures: the fight for decent work and living wages continues.

More than a holiday, **May 1** remains a testament to the Filipino worker's perseverance—a reminder that the nation's strength lies in the hands of its people, and that every call for fair treatment is a call for a more just and humane society.



“More than a holiday, **May 1** remains a testament to the Filipino worker's perseverance—a reminder that the nation's strength lies in the hands of its people, and that every call for fair treatment is a call for a more just and humane society..”

The

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# FREEPORT EMPLOYEES' WELLNESS: The SBMA Labor Department's commitment in refining worker's work life balance.

By Orchie E. Quejada

In this modern era with the challenging economic climate, employees' wellbeing is indispensable requisite in every organization's success, sustainability and profitability. Employees are considered the greatest asset of the company because it would not succeed without their skills, knowledge and effort. It is imperative that employers take good care of their employees' wellness to vanquish burnout and stress in the work place and become more productive as well as to be happy from home to work and vice versa.

Parallel to the yearly Job Fair and Fun Run activities of the Labor Department during Labor Day celebration, the Conciliation and Employee Welfare Division (CEWD) is joining the fun by instituting the Relax Enjoy Siesta and Timeout (REST) funfair program where Freeport employees can enjoy being pampered by availing free sitting massage by professional therapists from Olongapo City. Appreciation is given to Mayor Rolan C. Paulino Jr. for the opportunity to avail the services of the well trained therapists from the city livelihood program during the event.

The REST also include fun filled and lively Zumba fitness dance where hundreds of employees from different SBF Locators participated. The Zumba is a cardio dance and aerobic workout that boosts mental well-being by reducing stress, improving mood and increasing confidence and revitalize employees when reporting back to work. In addition to prizes of winners in the Fun Run and raffle prizes, gifts are also given away to participants to add to the excitement. The CEWD forethought of supplementing other exciting, relaxing and enjoyable Labor Day celebration every year.

Taking rest breaks allow employees to escape away from work burnout and prevent chronic stress. This is the time they can significantly improve focus and rejuvenate performance, mentally and physically, when they return to their tasks. As the quote says "All work and no play makes Jack a dull boy" emphasize the need for a balance between work and leisure to maintain happiness in the workplace, happiness in life.

◀Cover photo: Labor Day celebration begins with a Zumba and massage treat among the participants before the 3K Fun Run gun start at Harbor Point Mall.

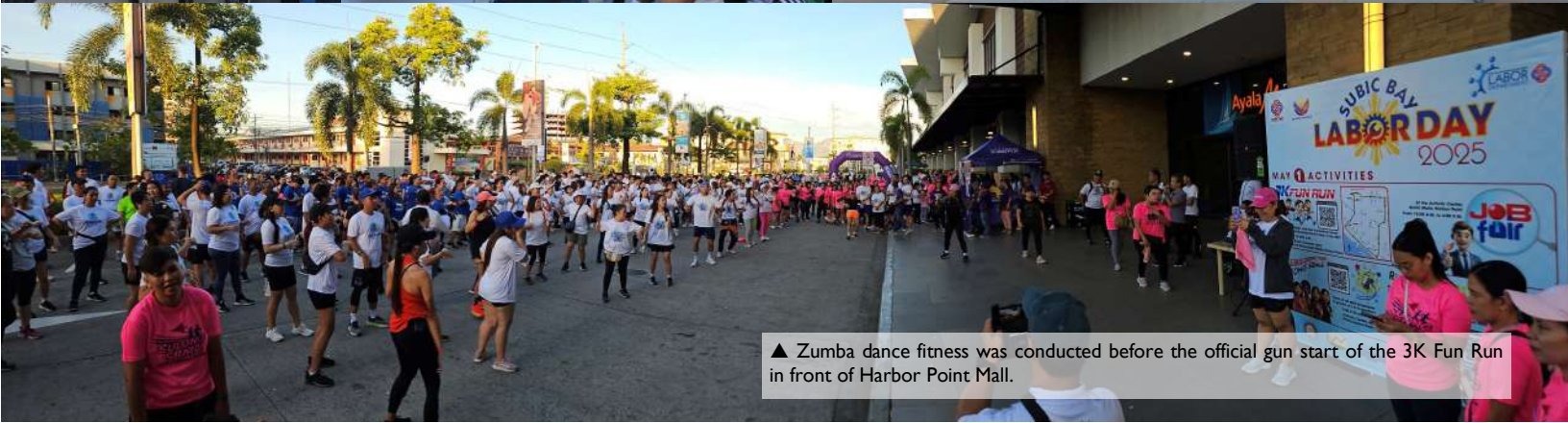


# Wellness

by Orchie E. Quejada

▲ In photos: SBMA Labor Department manager, Atty. Melvin Varias with the department's personnel and Dr. Arlene G. Cesa of the Public Health and Safety Department (PHSD) pause for a photo during the registration process for the 3K Fun Run on May 01, 2025.

▼ Massage therapists from the Olongapo Livelihood Center were tapped by the department to facilitate a sitting massage among the participants of the 3k Fun Run and Zumba at Harbor Point Mall.



▲ Zumba dance fitness was conducted before the official gun start of the 3K Fun Run in front of Harbor Point Mall.



# A Celebration of Labor Day at Subic Bay

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



Labor Day or May 1 of every year is dedicated to honor and recognize the hard work and significant contributions of working population in the economic and social development of the society.

While most of the labor organizations in the country celebrate it with rallies, petitions and other forms of celebration, in the Subic Bay Freeport Zone, investors and workers along with their families and friends, join hands in the annual celebration of Labor Day by participating the yearly 3K Fun Run of SBMA Labor Department in partnership with the Subic Bay Workforce Development Foundation, Inc. and Subic Bay Town Center, Inc. (Ayala Malls, Harbor Point).

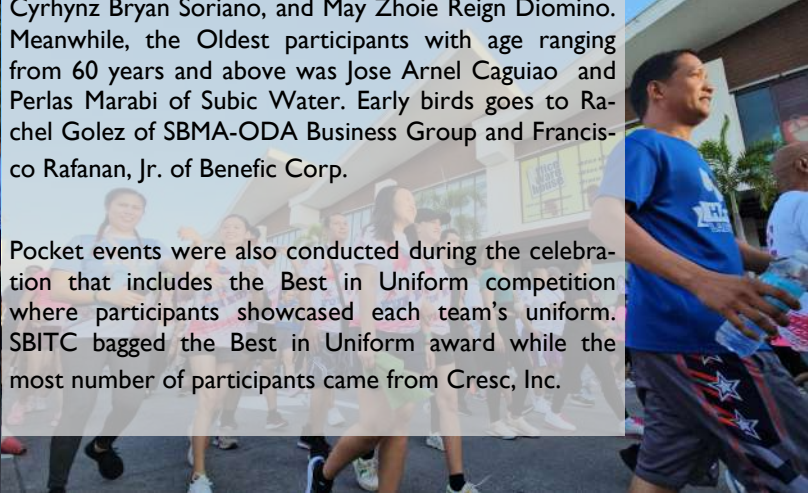
Seven hundred thirty two (732) runners have joined the 3K Fun Run as the first part of the whole day program at Ayala Malls Harbor Point. The main objective of the event is to develop health awareness campaign in the Freeport Zone through sports competition and entertainment, and to create camaraderie among the Freeport employers, workers and their families. Other activities include a Zumba, and free massage. To culminate the Labor Day event, a Job Fair will be held at the Activity Center of Harbor Point Mall starting at 10:00 o'clock in the morning.

Winners of the 3K Fun Run were Jovie Villaganas of Subic Travelers Hotel and Ednalyn Ramos of Buelo for the 41 years old and above category. Yesha Roel Dataylo of Omniworx and Julianne A. Misola of Seorabeol Hotel meanwhile wins the 18-40 years old category. The 17 years old below category were bested by Darell Johnson Bada and Heart Olymphia Sunguad. Youngest





## A Celebration from page 6



participants were Kenjie Miguel, Kendrick Xian Singca, Cyrhynz Bryan Soriano, and May Zhoie Reign Diomino. Meanwhile, the Oldest participants with age ranging from 60 years and above was Jose Arnel Caguaio and Perlas Marabi of Subic Water. Early birds goes to Rachel Golez of SBMA-ODA Business Group and Francisco Rafanan, Jr. of Benefic Corp.

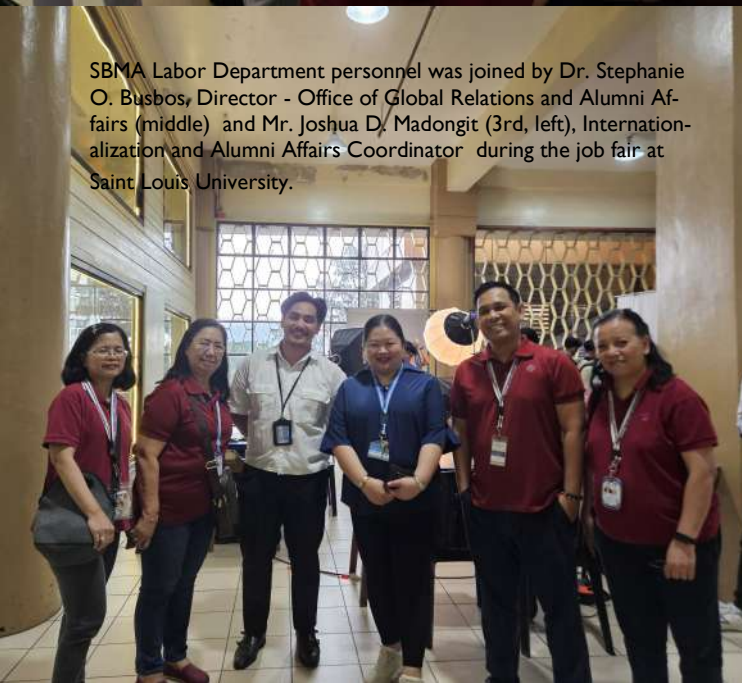
Pocket events were also conducted during the celebration that includes the Best in Uniform competition where participants showcased each team's uniform. SBITC bagged the Best in Uniform award while the most number of participants came from Cresc, Inc.



Baguio Central University (BCU) Alumni head (3rd, left) with the SBMA Labor Center personnel during the Campus Employment Symposium



SBMA Labor Department personnel was joined by Dr. Stephanie O. Busbos, Director - Office of Global Relations and Alumni Affairs (middle) and Mr. Joshua D. Madongit (3rd, left), Internationalization and Alumni Affairs Coordinator during the job fair at Saint Louis University.



SBMA personnel babies: Son of Ms. Ning Dimaano of PRD (left) and daughter of Ms. Rosell Abuyo of Ecology Center joined the job fair at SLU





# Two universities, One goal: Employment Promotion in Subic Bay Freeport Zone

by the Manpower Services Division, and Ms. Amy L. Dimacali

In the fulfillment of its mandate on employment generation, the SBMA Labor Department through its Manpower Services Division and the Workforce Development Division has joined two (2) events in the summer capital of the Philippines, Baguio City.

On April 28, the team participated in Baguio Central University's (BCU) Education to Employment symposium with the theme "Empowering future graduates for the workplace" which was held at its campus. The SBMA team presented job and on-the-job training opportunities among its locators for the graduates and graduating students of BCU. The highlight of the presentation was the School - Industry - SBMA tripartism on ensuring that student-trainees are given the best ex-

posure on the real world of work based on their courses.

The next day, April 29, the group joined the Saint Louis University's Beyond Possibilities: Expanding Horizons, Shaping Futures, Building Careers which commenced at SLU Diego Silang Bldg. at 8:00 o'clock in the morning. The event paved the way for graduating students of SLU to showcase their abilities to participating local companies of Baguio City and neighboring municipalities, including the SBMA.

During the job fair, many students approached the booth of SBMA to inquire on employment opportunities and the possibility of relocation. We are delighted to see sons and daughters of SBMA employees as student-participants.





# 33 HOTS on Labor Day Job Fair at Harbor Point Mall

The Labor Day celebration in Subic Bay culminated with the conduct of a Job fair at the Activity Center of Harbor Point Mall wherein Thirty three (33) jobseekers were hired-on-the spot. The SBMA Labor department in collaboration with the Department of Labor and Employment (DOLE) Zambales Provincial Office, Public Employment Service Office—Olongapo City, Ayala Malls Harbor Point Mall, and the Lyceum of Subic Bay conducted the Job Fair that offered more than 4,000 jobs from 56 companies for residents of nearby cities and municipalities. 956 job applications were received by the companies wherein 871 were interviewed on-site and resulted to 33 being hired-on-the-spot.

Most of the job vacancies that were offered during the event include production operators, sewers, welders, accounting jobs, hotel and restaurant-related jobs, admin support functions and other skilled positions.





# SBMA attends JobStart Employers Forum

By: the Manpower Services Division

On April 11, 2025, the SBMA Labor Department was invited to the JobStart Employers Forum spearheaded by the Department of Labor and Employment (DOLE), the Public Employment Service Office (PESO)-Olongapo and the City Government of Olongapo.

JobStart is a DOLE program designed under Republic Act 10869 or the JobStart Philippines Act, to help young Filipinos enter the workforce. It help shorten the transition from school to work by providing job-ready training, life skills, career coaching, technical training, and internship opportunities to eligible youth.

In Central Luzon, the Local Government of Olongapo and Province of Bulacan were given the program to implement JobStart among its constituents. Program components include registration and assessment to assess the youth's job readiness. Target audience is young Filipinos aged 18-24 with no or less than 1 year of work experience. Priority is given to at-risk-youth, including those from low-income households.

A 10-day course on professionalism, values and other essential soft skills enhancements shall be offered as well. During the program, a technical and hands-on training of up to 3 months shall be made. After which, a job matching will be carried in finding suitable jobs to beneficiaries up until the internship to gain real work experiences.

The Forum was attended by local businesses from Olongapo and companies from the Subic Bay Freeport Zone and was held at FMA Hall, City of Olongapo.

DOLE Regional Director Geraldine Panlilio gives her inspiring message to participating companies and thanks them for attending the forum. She said that this is the first step towards achieving the goal of JobStart: Employment for the youth.



Rommel Aquino (center) of the SBMA Labor Department receives the Certificate of Appreciation from Mayor Paulino (2nd, left), RD Panlilio (2nd, right), DOLE Chief Lugtu (1st, left) and PESO Manager Esquillo (1st, right). Mr. Aquino represented Atty. Melvin L. Varias, Manager of the SBMA Labor Department.



In photo: (L-R, seated): Reynante Lugtu, DOLE-Chief LEO, Geraldine Panlilio, DOLE Regional Director, Hon. Mayor Rolen Paulino, Jr., Rommel Aquino, SBMA Labor Department, TESDA representative, and Rodel Cerezo, LGU-Olongapo (standing): representatives of companies from Olongapo and SBFZ



Olongapo City mayor Rolen Paulino, Jr. provides support to the Program and expresses his appreciation to the companies who participated in the forum.



# "Kanian Tiawon, Kanian Bi-ag, Kanian Biay"

*Our Forest, Our  
Home, Our Life*

DTI-Zambales Provincial Director Enrique Tacbad (2nd left), SBMA Regulatory Group head Amethya Dela Llana (3rd left), and SBMA Ecology Center OIC Rossell Abuayo (5th right) lead the launching of the Subic bamboo nursery on June 24 at the El Kabayo eco-tourism area in the Subic Bay Freeport Zone.

The annual Subic Bay Arbor Day Celebration, in accordance with Republic Act No. 10176, is a tree planting event held every June. This year's week-long celebration, themed "Kanian Tiawon, Kanian Bi-ag, Kanian Biay" Year II ("Our Forest, Our Home, Our Life" Year II) was held last June 23 to 27, 2025. The 2025 Subic Bay Arbor Day Celebration aims to boost stakeholder involvement in local environmental efforts, advance carbon neutrality through reforestation with diverse bamboo and forest species, and highlight the craftsmanship of the Pastolan Forest Conservation Group and Pastolan Aetas in creating bamboo items.

The "Muling Pagbabalik: Opening Ceremony" and the week-long "Subic Bay Arbor Day Expo," featuring DTI-accredited exhibitors, were held at Harbor Point Ayala Mall from June 23-27, 2025.

The Bamboo Nursery Launching was also conducted last June 24, 2025 at the El Kabayo Forest and Tree Nursery where 1500 iron bamboos were launched together

SBMA Regulatory Group head and Acting Deputy Administrator for Public Health and Safety, Amethya Dela Llana gives her message of hope and appreciation to all stakeholders during the launching of the bamboo nursery at the El Kabayo eco-tourism area in the Subic Bay Freeport Zone.



# SBMA Ecology Center leads Arbor Day celebration in Subic Bay Freeport Zone

By: the Ecology Center

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"Seeds of Change" by Angeli Albarda,  
3rd Place winner

"Rooted in Mess" by Jojit Catungal, First Place  
winner of the mobile photo contest dubbed as  
"Carbon Mo, Capture Mo!"

with the representatives from DTI, Banco Kalikasan, locators and SBMA departments.

To underscore SBMA's commitment to Communication, Education, and Public Awareness (CEPA), the "Tiawon Talks" event was organized through Google Meet. This virtual gathering drew a combined audience of 278 participants and featured discussions on "The Role of Bamboo in Climate Mitigation and Adaptation" and "Best Bamboo Propagation and Out-planting Practices."

A mobile photography contest, "Carbon Mo, Capture Mo!", was also held, focusing on the carbon capture and storage contributions of tree planting initiatives in the Subic Bay Freeport Zone.

Finally, the "Magtanum kitamo: Subic Bay's Arbor Day" took place on June 27, 2025, at Mulawin Bayakan, Pastolan. A total of 781 participants from a total of 78 Locators, 31 SBMA Departments and 2 OGA and NGO took part in the success of the event. A total of 2000 seedlings were planted which constitutes 1000 seedlings of Narra, 500 seedlings of Kalumpit and 500 seedlings of iron bamboo. Altogether, the seedlings planted have a collective potential to sequester approximately 1,919 metric tons of carbon at their full maturity.



"Reshaping a Sustainable Ecosystem through Shared Responsibilities" by Geraldine D. Delos Reyes, 2nd Place winner



Opening Ceremony of the 2025 Subic Bay Arbor Day at Harbor Point Mall





# Pre-Employment Orientation Module (PEOMO)

On April 25, 2025, a Pre-employment orientation Module Seminar (PEOMO) was conducted at the Lyceum of Subic Bay for its graduating students. PEOMO has three (3) components which include 1. How to get a job; 2. Work Values and Productivity, and, 3. Worker's Basic Rights and Management Prerogatives. It aims to remove as many anxieties during job hunting to meet the need for security and acceptance in the field of work. It aims to guide students to create a resume that gets the readers' attention at first glance and to carefully observe one's manners and appearance during job interview. The module also aims to build human relations based on one's positive values as Filipino. Finally, it aims to create awareness on worker's basic rights and management prerogatives.

The orientation had 2 schedules, one in the morning and the other, in the afternoon. Mr. Christian Paulo Belisario of the Manpower Services Division (MSD) opened the program in the morning with the background of the Labor Center as one of the Offices of the Subic Bay Metropolitan Authority (SBMA) and its contribution to nation building. Topics include: recruitment process in the Subic Bay Freeport Zone (SBFZ), and job application tips from where to look for a job, documentary requirements, resume creation, photo and attire do's and don'ts to interview and examination tips. Discussion also include the First Time Job Seekers Assistance Act or R.A. 11261. The afternoon session was handled by Ms. Angelina V. Geronimo of MSD.

The Workforce Development Division (WDD) meanwhile was tasked to discuss the Filipino and Work Values. Ms. Amy L. Dimacali, HRMO IV and Mr. Augusto J. Lacasad, Jr. were the Resource Speakers for the morning and afternoon session, respectively. Their topic include the various workforce development programs like the Symposium on Bridging Cultural Gaps in the Workplace, Outstanding Freeport Workers recognition, Regional Oratorical Activity for students, Special Program for Employment of Students (SPES), On-the-Job Training (OJT), Work Immersion Program, and among others. In a nutshell, WDD's discussion focused on Filipino Core and Work Values—the shared cultural beliefs as cultivated by experiences and what matters most in the professional life that influence their motivation, attitudes, and overall satisfaction as a person and as a worker.

The last portion covers the functions of the Conciliation and Employee Welfare Division (CEWD) in Labor Standards Inspection, and Conciliation-Mediation procedure among SBFZ locators. The discussion also points to legal engagement services via an Employment Contract, and the worker's statutory benefits which include adherence to the minimum wage rate, working hours, rest day, overtime pay, holiday pay, government-mandated benefits and among many others. Mr. Loniell Aninzo and Pricel Macababdad lead the discussion for CEWD.



# Accomplishment Reports

## WDD 2nd Quarter Report 2025

By the Workforce Development Division

Type	2024 (2nd Quarter)	2025 (2nd Quarter)	Variance Inc/Dec	
			Actual Numerical Value	%
On the Job Training	100	332	232	232.00%
	P5,400.00	P17,800.00	P12,400.00	229%
SH Learners (K-12)	29	20	9	(31.03%)
(Work Immersion Program)	P1,450.00	P1,000.00	P450.00	(31.03%)
Employees Orientation Seminar (EOS)				

### 2025 Targets vs 2025 Accomplishments

Type	2025 (Target)	2025 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	55:00	11:40	43.20	79.27%

### 2024 Accomplishments vs 2025 Accomplishments

Type	2024 (Accomplishment)	2025 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	24:52	11:40	13:12	53.50%

### 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

:

### Other Accomplishments

1. Conducted 3K Fun Run on May 1, 2025 at Ayala Malls, Harbor Point in celebration of Labor Day;
2. Facilitated the Special Program of Employment of Students (SPES) in coordination with the Department of Labor and Employment (DOLE) – 54 SPES Beneficiaries with nine (9) partner locators (deployment on April 27, 2025)
3. Employment of thirty one (31) Summer Hire Students of Tailin Abrasives Corporation (deployment on April 15, 2025)

### Deliverables / Plans / Projections for the 3rd Quarter of 2025

1. Work Immersion Program (WIP) of Person with Disabilities (PWDs) in partnership with Person with Disabilities Affairs Office (PDAO)
2. Conduct of Bridging Cultural Gaps in the Workplace by September 2024
3. Conduct of group discussion to locators in partnership with Technical Education and Skills Development Authority (TESDA)



# SCO UPDATES, 2nd Quarter 2025

## COMPARATIVE STATISTICS OF ACCREDITATION PROCESSED



Graph 1



Graph 2

	Manpower	Janitorial	Security	Port-related	Total
2025 (Jan-June)	43	0	21	30	94
2024 (Jan-June)	35	0	26	44	105

### Application Distribution by Service Type

Out of the 94 processed applications for Certificates of Accreditation, the distribution across different service provider types is as follows:

- 46% are from Manpower/Janitorial Service Providers.
- 32% are from Port-related Service Providers.
- 22% are from Security Service Providers.

Notably, no applications were recorded from Janitorial Services this year, representing an 8% decrease compared to the same period last year. This indicates a significant shift or decline in accreditation applications from this specific service sector.

### 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.
- The third most popular option is the \$400 accreditation fee, valid for two years.

This comparative statistics analysis provides clarity on the distribution of applications by service type and fee structure, while also highlighting trends and changes compared to the previous year.

## REVENUE GENERATION (January 01-June 30, 2025)

Revenue Sources	US Dollar (\$)	In Philippine Peso (Php)
Accreditation Fee	30,000	1,665,000.00
Evaluation Clearance Fee		48,200.00
Penalty for Late Renewal of Accreditation	600	33,300.00
Penalty for Late renewal of SBMA Gatepass/ID	1,535	41,625.00
<b>TOTAL</b>		<b>1,788,125.00</b>

1 USD=Php 55.50

The Service Contracting Office (SCO) reported a total revenue of approximately Php 1,788,125.00 for the second quarter of 2025. This figure represents a substantial decline compared to the same period last year, with a decrease of Php 448,235.00, or 27%.

The largest contributor to the SCO's revenue during this period was the Accreditation Fee, which amounted to approximately Php 1,665,000.00. This sum was generated from paid applications for Certificates of Accreditation, with the report also noting an equivalent of \$30,000.

The Evaluation Clearance Fee also played a role, bringing in Php 48,200.00. This revenue stream was collected from 482 contractors and sub-contractors who renewed their certificates of accreditation. The remaining portion of the revenue, approximately Php 74,925.00, was attributed to fines and penalties. These penalties were levied for late renewals of accreditation and issues related to SBMA gate passes and IDs



# STATISTICS

by the Manpower Services Division (MSD)

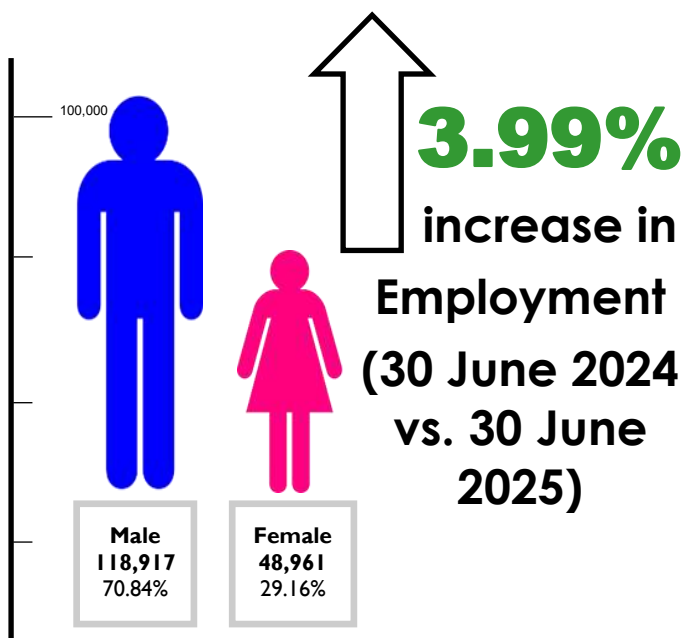
## Infographics report

### Employment by Business Sector



### Employment by Year

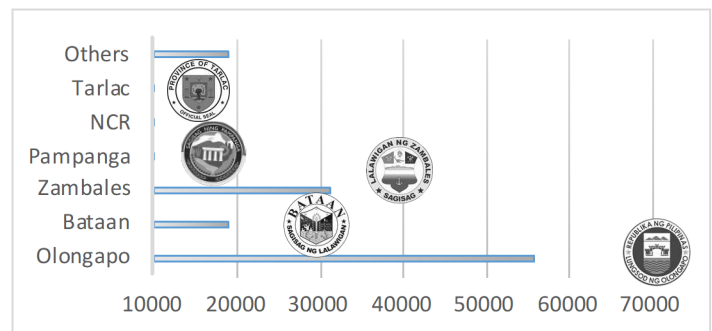
2024	161,199
2025	167,878



### Employment by Sex

### Employment by Residence

Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
70,122	21,500	30,306	5,403	6,941	2,143	31,463
41.77%	12.81%	18.05%	3.22%	4.13%	1.28%	18.74%







# CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION COMPLIANCE CONCILIATION & MEDIATION

## Labor Standard Inspection

Period Covered : April - June



The labor standards inspection for the quarter revealed that out of the 109 companies assessed, 84 achieved full compliance, representing 77.06% of those inspected. Significantly, 22 companies, which constituted 20.18%, had findings that necessitated follow-up actions, including corrective measures and potential penalties, to ensure they promptly meet the requisite standards. Furthermore, 3 companies, representing 2.75%, were unable to undergo inspection due to various factors like non-operational status, having no employees, or not renewing business permits.



## Conciliation and Mediation



The summary below highlights the performance of the division for the second quarter of the current year. All nineteen (19) cases received were amicably settled through conciliation and mediation. A total of Php 326,757.65 was paid to 23 affected employees. Additionally, all 3 cases reported for assistance have already been resolved, and Php 8,350 was paid to 5 affected employees. Also, a total of 25 out of the 30 companies with findings on labor standards have complied, leading to a total restitution of Php. 909,769.66 to 314 affected employees as compliance corrections. Currently, 5 companies with pending compliance are still in process.

No. of Cases Received	No. of Cases Resolved	Restituted Amount	No. of Affected employees
19	19	326,757.65	23



## Assistance

No. of Cases Received	No. of Cases Resolved	Restituted Amount	No. of Affected employees
3	3	8,350	5





## Continuation of SCO 1st Quarter report . . . From page 16

OTHER FUNCTIONS OF SCO & ITS ACCOMPLISHMENTS (JANUARY TO JUNE (2025))		
FUNCTION	2025	2024
<b>Labor Standard Inspection</b>		
Number of Companies Inspected	548	518
Without Labor Standard Violation	445	349
With Labor Standard violaton	105	169
<b>Labor Standard Compliance</b>		
Compliance Rate	96%	98%
Affected Employees	332	768
Amount of Restitution (Php)	1,114,459.11	4,920,100.87
<b>Approved Endorsement for Gatepass (New &amp; Renewal)</b>		
	18,171	15,988

The Service Contracting Office (SCO) plays a multifaceted role, encompassing labor standards enforcement, compliance assurance, and SBMA gatepass processing. In 2025, the SCO conducted 548 labor standards inspections, an increase from 518 in 2024. A significant majority of companies, 445 in 2025, were found to have no labor standards violations, an improvement from 349 in the preceding year. Consequently, the number of companies with violations decreased from 169 in 2024 to 105 in 2025.

Despite these positive trends in violation figures, the overall labor compliance rate saw a slight decrease, recording 96% in 2025 compared to 98% in 2024. The restitution amount for labor standards violations also decreased, with Php1,114,459.11 collected in 2025 compared to Php4,920,100.87 in 2024. Furthermore, the SCO processed a higher volume of gatepass requests in 2025, handling 18,171 requests compared to 15,988 in 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
22	8	25	5	909,769.66	314





## Our Strong Partnership yields better results



SCAN ME

To ease the job application process within the Subic Bay Freeport Zone (SBFZ), job seekers may scan the QR Code here 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.

## **RELAX - Rest, Enjoy, Siesta, Time Out at Subic Bay's Labor Day!**



SBMA Labor Department

[www.mysubicbay.com.ph](http://www.mysubicbay.com.ph)