



The LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

Volume IX, Issue 43, July to September 2025



"Kasama sa Hirap at Ginawa"

Special Edition for
"Benteng Bigas, Meron Na!" program

"Benteng Bigas, Meron Na!" sa Subic Bay

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Bridging Cultural Gaps in the Workplace held at HD Hyundai Heavy Industries Philippines

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Ms. Pricel Macabadbad (standing) of the SBMA Labor Department inquires on cultural difference with one of the participants during the Seminar on Bridging Cultural Gaps in the Workplace at HD Hyundai on August 24, 2025.

ADVISER'S
CORNER


ATTY. MELVIN L. VARIAS

“Benteng Bigas, Meron Na!”: A Boost for Minimum Wage Earners and Subic Bay Workers

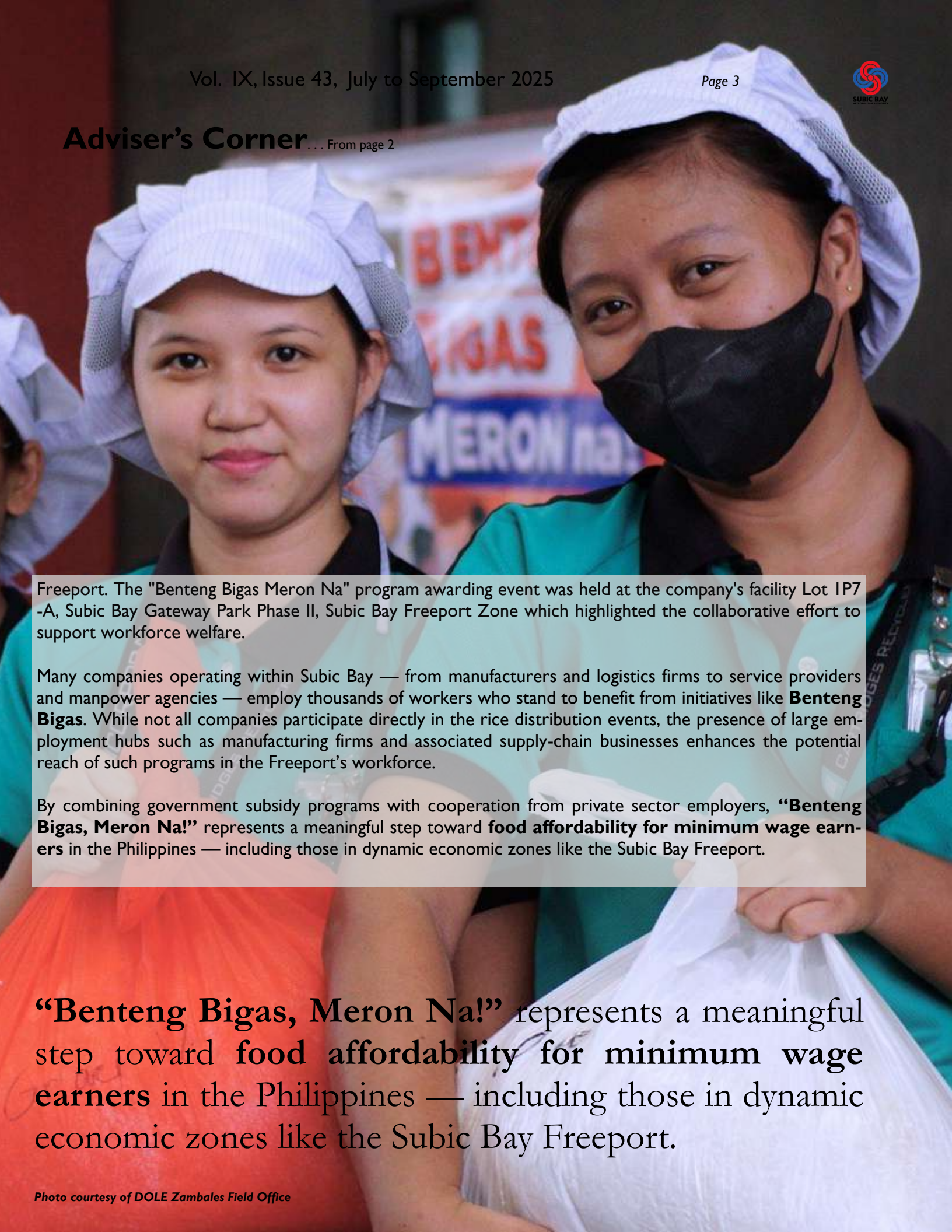
In 2025, the Philippine government expanded its flagship food-security initiative — **“Benteng Bigas, Meron Na!”** — to include **minimum wage earners nationwide**, allowing them to purchase rice at a **heavily subsidized price of ₱20 per kilo**. This price is considerably lower than prevailing market rates and helps ease the cost of living for low-income workers. The program, jointly implemented by the **Department of Agriculture (DA)** and the **Department of Labor and Employment (DOLE)**, sources rice from **National Food Authority (NFA)** stocks and uses subsidies from agencies like **Food Terminal Inc. (FTI)** to cover the difference. Eligible beneficiaries can buy up to **10 kilos per month** at the discounted rate, saving significant portions of their limited incomes for other essential expenses and improving their purchasing power.

The initiative has been rolled out across all **82 provinces in the Philippines**, making subsidized rice available to various vulnerable sectors, including minimum wage workers, senior citizens, persons with disabilities, and small-income families. Nationwide, **over 115,000 minimum wage earners from hundreds of private companies** have already participated in the program by mid-2025, illustrating the reach and impact of the government’s effort to alleviate food costs for workers.

Within the **Subic Bay Freeport Zone**, the program has had tangible impacts on the daily lives of workers. In September 2025, the DOLE and the **Subic Bay Metropolitan Authority (SBMA)** facilitated the distribution of P20 rice to employees of companies such as **Cresc Inc.**, a manufacturing firm in the Moonbay Marina Complex — with each qualified worker receiving up to the maximum allocation under the program. Subic has also previously hosted larger distributions of the subsidized rice, including to workers of **Sanyo Denki Philippines Inc.**, a major employer in Subic’s Techno Park area known for manufacturing electric machinery and related products. These efforts demonstrate how private sector employers in the Freeport can support government-led social programs that benefit their workers, especially those earning minimum wages.

Also, a significant ceremony was conducted that marked the distribution of crucial rice assistance to 4,000 minimum wage earner employees of **Datian Subic Shoes Inc.**, a shoe manufacturing company in Subic Bay

Adviser's Corner . . . From page 2



Freeport. The "Benteng Bigas Meron Na" program awarding event was held at the company's facility Lot IP7 -A, Subic Bay Gateway Park Phase II, Subic Bay Freeport Zone which highlighted the collaborative effort to support workforce welfare.

Many companies operating within Subic Bay — from manufacturers and logistics firms to service providers and manpower agencies — employ thousands of workers who stand to benefit from initiatives like **Benteng Bigas**. While not all companies participate directly in the rice distribution events, the presence of large employment hubs such as manufacturing firms and associated supply-chain businesses enhances the potential reach of such programs in the Freeport's workforce.

By combining government subsidy programs with cooperation from private sector employers, **"Benteng Bigas, Meron Na!"** represents a meaningful step toward **food affordability for minimum wage earners** in the Philippines — including those in dynamic economic zones like the Subic Bay Freeport.

"Benteng Bigas, Meron Na!" represents a meaningful step toward **food affordability for minimum wage earners** in the Philippines — including those in dynamic economic zones like the Subic Bay Freeport.

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DOLE launches “Benteng Bigas Meron na” program in Subic Bay Freeport; benefits 7,167 workers

Subic Bay Freeport – Around 7,167 qualified workers were among the first wave of beneficiaries of the “Benteng Bigas Meron (BBM) na” program launched by the Department of Labor and Employment (DOLE).

Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño recalled that when President Ferdinand Marcos, Jr. appointed him to lead the agency, he was asked to “take care of Subic Bay workers.”

“Here in Subic Bay, we regard our workers as the bloodline of our economy, and I’m glad that this program would greatly help the minimum wage earners here,” Aliño said.

The BBM program, in coordination with the Subic Bay Metropolitan Authority (SBMA) Labor Department, was launched in three companies in the Subic Bay Freeport Zone, namely at Sanyo Denki Philippines, Inc. on July 28, 2025, at Datian Subic Shoes, Inc. on August 18, 2025 and at Cresc Incorporated on September 4, 2025.

SBMA Labor Department manager and OIC-Deputy Administrator for Legal Affairs Atty. Melvin Varias, said that the DOLE-led program aims to bring ₱20-per-kilo rice to the workforce of the Subic Bay Freeport.

Varias added that the program here, spearheaded by DOLE Chief Labor and Employment Officer Reynante Lugtu, is a flagship program of President Ferdinand “Bong Bong” Marcos Jr. to stabilize rice prices and make basic goods more accessible.

Kazutomo Murata, Cresc Inc. president, thanked DOLE and SBMA for being chosen as among the first company to benefit from the program.

“Marami yan! Ako rin [pahingi]! I am glad that you have President Marcos who loves you. We don’t have this in Japan,” said Kazutomo.

Meanwhile, Aliño added that aside from the government programs, the agency has three projects that would benefit the workers, namely: dormitories, to bring workers closer to their place of work; development of the Mini Golf Course into a park, to provide a place for unwinding; and the e-bus, which the agency is working on at least a very minimal fare, if not free.

The 300 beneficiary workers were given a maximum of ten kilos each, and will be paid through salary deduction by the Cresc Inc. administration.

◀Cover photo: “Benteng Bigas, Meron na” program held at Cresc, Inc. (Photo and article from SBMA Media Production Department)

Benteng Bigas...

▲ In photo: SBMA Chairman and Administrator, Engr. Eduardo Jose L. Aliño give thanks to employees of Cresc, Inc. for their hard work and contribution to the Subic Bay Freeport community.

Special Edition for
"Benteng Bigas, Meron Na!" program



In photos: "Benteng Bigas, Meron na" program launched in Sanyo Denki Philippines and in Datian Subic Shoes, Inc. (Photos from SBMA MPD and DOLE Zambales Field Office)



Special Edition for
"Benteng Bigas, Meron Na!" program

SUBIC BAY FREEPORT ZONE, Philippines - August 18, 2025 - A significant ceremony marked the distribution of crucial rice assistance to 4,000 minimum wage earner employees of Datian Subic Shoes Inc. today. The "Benteng Bigas Meron Na" program awarding event, held at the company's facility Lot 1P7-A, Subic Bay Gateway Park Phase II, Subic Bay Freeport Zone highlighted a collaborative effort to support workforce welfare.

The ceremony underscored the importance of multi-stakeholder partnerships. The overall implementation of the "Benteng Bigas Meron Na" program received supervision from the DOLE Zambales Field Office, guided by Mr. Arvin Fabian as the program focal person. This involvement ensured alignment with national labor welfare initiatives.

Datian Subic Shoes Inc. President Mr. Vincent Chen led the distribution efforts, recognizing the vital contribution of the company's workforce. The initiative was presented as a tangible measure to alleviate the burden of essential living costs for employees.

Representing Datian Subic Shoes Incorporated's major global partner, Mr. Claudio Castro of VF Corporation attended the event. His presence underscored VF Corporation's commitment to supporting worker well-being within its supply chain and its partnership with Datian Subic Shoes Inc. on this welfare initiative.

The Subic Bay Metropolitan Authority, a key governing body of the Freeport, demonstrated strong support through the attendance of several officials. Atty. Melvin Varias, Deputy Manager of the SBMA Labor Department, participated actively, reinforcing the Authority's focus on facilitating programs that benefit the local workforce.

The event was further elevated by the presence of SBMA Chairman Engr. Eduardo Jose Aliño, represented by Atty. Von Rodriguez. Chairman Aliño emphasized the significance of the public-private partnership model exemplified by the program, aligning with the SBMA's vision for a thriving economic zone where worker welfare is prioritized alongside business success. Atty. Rodriguez echoed the Chairman's focus on sustainable support systems for employees.

An atmosphere of appreciation filled the venue as the 4,000 beneficiary employees received their sacks of rice. The "Benteng Bigas Meron Na" program delivered essential food security assistance, symbolizing solidarity and recognition for the workers' contributions.

Employees expressed tangible relief at receiving the aid, highlighting its im-





SBMA Chairman and Administrator's Chief of Staff, Atty. Von F. Rodriguez (3rd from right) together with Atty. Joy Alvarado (4th from right) of Datian Subic Shoes, and Atty. Melvin L. Varias (2nd from right) of the SBMA Labor Department starts the distribution of the 10 kilo rice for Datian's workers at its company premises on August 18, 2025.

Essential Rice Aid Distributed to 4,000 Datian Subic Shoes Workers

By DOLE Zambales Field Office

Special Edition for
"Benteng Bigas, Meron Na!" program

importance for their family budgets amidst economic pressures. The collective effort behind the program fostered a strong sense of institutional support.

The successful August 18th ceremony at Subic Bay Gateway Park Phase II serves as a model of collaboration. It demonstrated the effective partnership between Datian Subic Shoes Inc., its global partner VF Corporation, the local governing authority SBMA, and the national government agency DOLE Zambales in addressing the fundamental needs of the workforce driving the Freeport's economy. The "Benteng Bigas Meron Na" initiative provided vital relief to thousands of workers.

P20 Rice Distribution Kicks Off for 2,867 Minimum Wage Earners at Subic Bay Freeport Zone

by DOLE Zambales Field Office

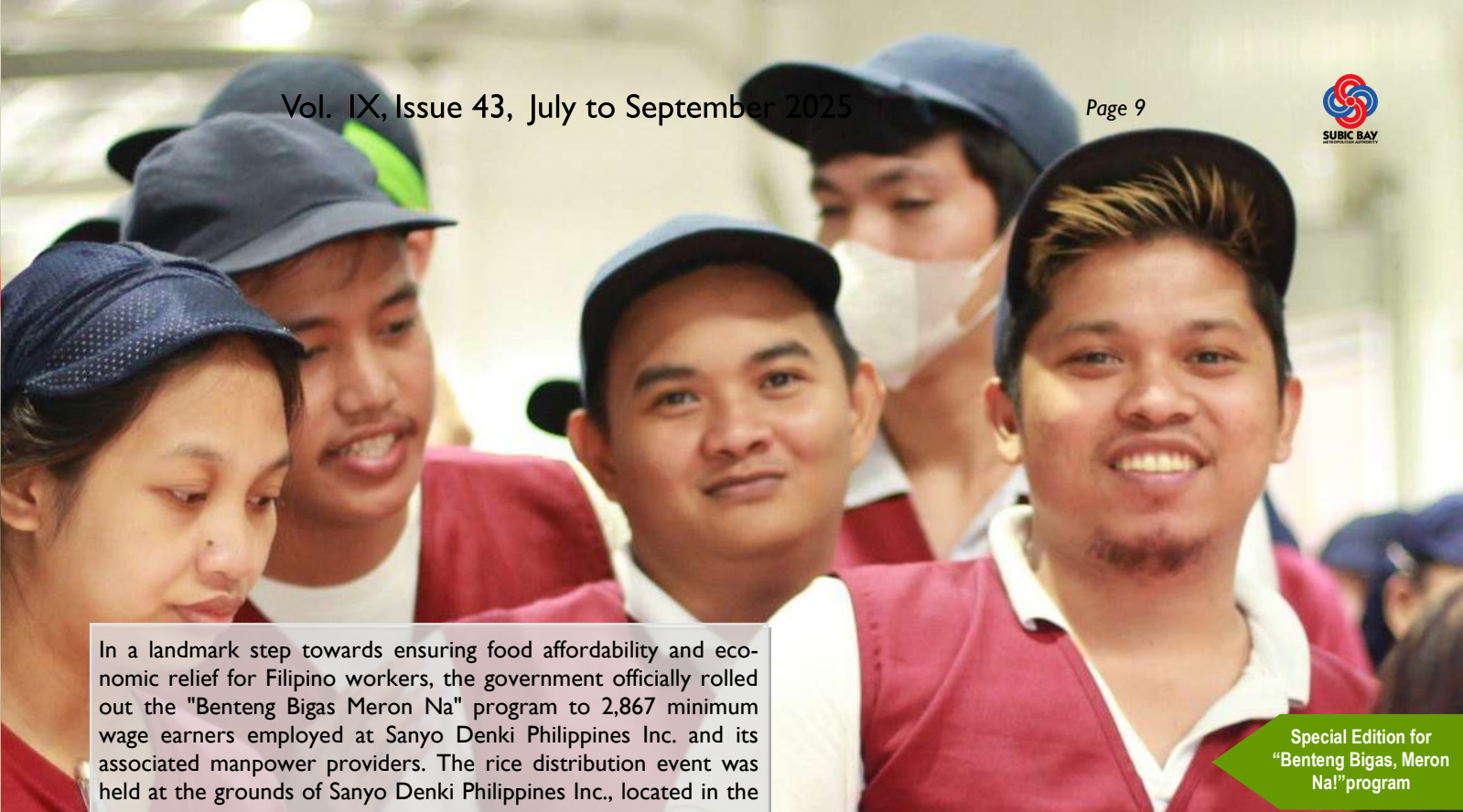
Special Edition for
"Benteng Bigas, Meron
Na!" program

P20 Rice Project
**BENTENG
BIGAS
MERON na!**

Subic Techno Park, Subic Highway, Boton Area, SBFZ, Philippines

P20 Rice Project
**BENTENG
BIGAS
MERON na!**

DOLE Zambales Provincial Director, Reynante N. Lugtu, explains to the beneficiaries what the Benteng Bigas program is all about during the launching of the program at Sanyo Denki Philippines, Inc.



In a landmark step towards ensuring food affordability and economic relief for Filipino workers, the government officially rolled out the "Benteng Bigas Meron Na" program to 2,867 minimum wage earners employed at Sanyo Denki Philippines Inc. and its associated manpower providers. The rice distribution event was held at the grounds of Sanyo Denki Philippines Inc., located in the Subic Techno Park along Argonaut Highway, Boton Area.

Special Edition for
"Benteng Bigas, Meron Na!" program

This initiative, a flagship program of President Ferdinand "Bongbong" Marcos Jr., is part of the administration's broader campaign to stabilize the price of essential goods—starting with the symbolic Php 20-per-kilo rice. It aims to cushion the effects of inflation and high market prices for everyday necessities, especially among the country's most economically vulnerable sectors.

For its initial implementation in the Subic Bay Freeport Zone, the program prioritized minimum wage earners from manpower providers including Synergy One Manpower Services, Technics Manpower Services, One Source Specialized Services Inc., and Timeline Manpower Services—all of whom contribute to the workforce of Sanyo Denki Philippines Inc., a major player in the electronics manufacturing industry in the region.

The success of this initiative was made possible through the collaborative efforts of several key stakeholders. The SBMA Labor Center, under the leadership of Sir Rommel Aquino and Atty. Melvin Varias, played a vital role in coordinating with the beneficiaries and ensuring an organized and efficient distribution process.

Support from the SBMA Chairman's Office, led by Chairman, Engr. Eduardo Jose Aliño with the assistance of Atty. Von Rodriguez, was instrumental in facilitating the activity and aligning it with the broader development agenda of the Subic Bay Freeport Zone.

Additionally, Mr. Jon Magtalas of Prime Trucks provided crucial logistical support by handling the transportation of thousands of rice packs, ensuring timely and secure delivery to the distribution site.

The distribution event served not only as a delivery of affordable rice but as a symbol of the government's commitment to protecting the welfare of laborers through direct intervention and strategic support. According to local officials, each worker was able to purchase quality rice at just Php 20 per kilo, significantly lower than current market rates.



Sanyo Denki Philippines, Inc. President and CEO, Mr. Hirokazu Takeuchi renders his message of appreciation and gratitude to DOLE and SBMA for the Benteng Bigas initiative of the government for its 2,867 workers. Sanyo Denki Philippines, Inc. is a Japanese manufacturing company of electric machineries, electric appliances, computer wares, electronic materials and all parts and accessories and is engaged in the sale of scrap materials resulting from the foregoing activities. It is located at the Subic Techno Park, SBFZ.

Bridging Cultural Gaps in the Workplace

By: Augusto J. Lacasad, Jr.

The SBMA Labor Department conducted the annual Symposium on Bridging Cultural Gaps in the Workplace on August 24, 2025 at the HD Hyundai Heavy Industries Philippines at Redondo Peninsula. Last year, this event was held at Datian Subic Shoes with attendees mainly Taiwanese and Chinese nationals. This time, Korean nationals and some Filipino shipyard workers were the main participants.

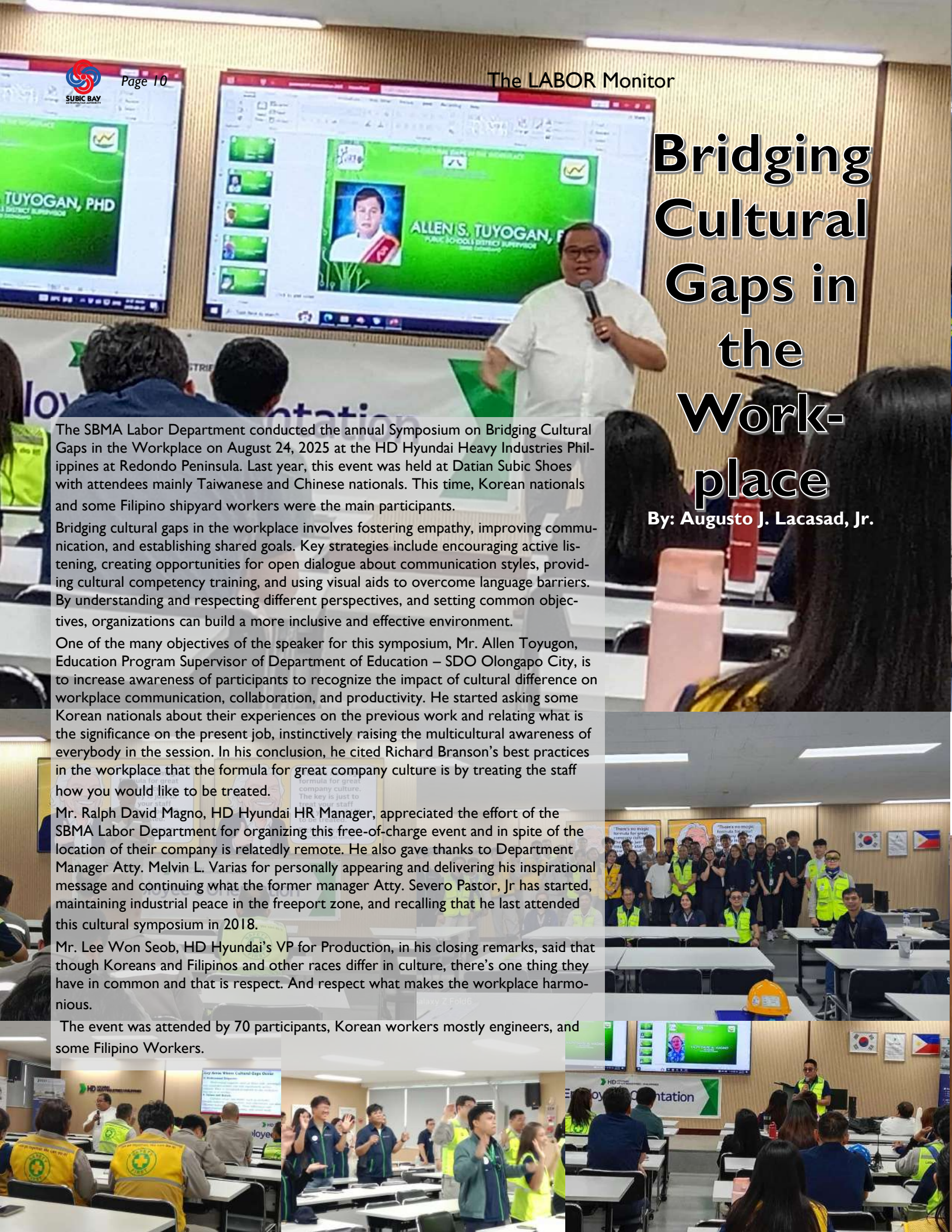
Bridging cultural gaps in the workplace involves fostering empathy, improving communication, and establishing shared goals. Key strategies include encouraging active listening, creating opportunities for open dialogue about communication styles, providing cultural competency training, and using visual aids to overcome language barriers. By understanding and respecting different perspectives, and setting common objectives, organizations can build a more inclusive and effective environment.

One of the many objectives of the speaker for this symposium, Mr. Allen Toyugon, Education Program Supervisor of Department of Education – SDO Olongapo City, is to increase awareness of participants to recognize the impact of cultural difference on workplace communication, collaboration, and productivity. He started asking some Korean nationals about their experiences on the previous work and relating what is the significance on the present job, instinctively raising the multicultural awareness of everybody in the session. In his conclusion, he cited Richard Branson's best practices in the workplace that the formula for great company culture is by treating the staff how you would like to be treated.

Mr. Ralph David Magno, HD Hyundai HR Manager, appreciated the effort of the SBMA Labor Department for organizing this free-of-charge event and in spite of the location of their company is relatedly remote. He also gave thanks to Department Manager Atty. Melvin L. Varias for personally appearing and delivering his inspirational message and continuing what the former manager Atty. Severo Pastor, Jr has started, maintaining industrial peace in the freeport zone, and recalling that he last attended this cultural symposium in 2018.

Mr. Lee Won Seob, HD Hyundai's VP for Production, in his closing remarks, said that though Koreans and Filipinos and other races differ in culture, there's one thing they have in common and that is respect. And respect what makes the workplace harmonious.

The event was attended by 70 participants, Korean workers mostly engineers, and some Filipino Workers.



Onsite Gatepass Processing: easing ID application of Freeport workers

By: the Manpower Services Division



▲ The team of Gatepass processors from the Office Services Department (OSD) in action capturing the photo and biometrics of an SBMA ID applicant at THEP.

Tipo Hitech Eco Park (THEP): The SBMA conducted an on-site SBMA ID/gatepass processing and sticker on wheels program at THEP. The team is comprised of various SBMA Departments namely, Labor Department, Office Services Department, Treasury Department, Telecoms Department, and the Motor Vehicle and Registration Office for the employees of locators and tenants at THEP. The activity aims to help employers and their workers avail the services of SBMA departments in their own place of work thereby lessen work disruptions and immediately process SBMA IDs and vehicle stickers.

PDAO meets SBMA, companies for new Work Immersion Program

by the Workforce Development Division



The SBMA Labor Department attends the Work Immersion Coordination Meeting with the Persons With Disabilities Affairs Office (PDAO), Olongapo City held at the Ferdinand Mendoza Aristorenas (FMA) Hall, City Hall Building, City of Olongapo. The coordination meeting outlined the roles of private businesses and the government in providing employment assistance to PWDs. Joining the meeting were representatives from the various companies in Olongapo City, to include: Jollibee, McDonald's, Chowking, Choas and YBC. In SBMA, the Work Immersion Program (WIP) shall commence on July 21, 2025 with twenty-one (21) participants who will be assigned at various departments, to include: PDO, Labor, CorCom, Finance, HRMD, Ecology, ICT, MTD, OSD, Utilities, among others. (in photo: PDAO Officers with representatives of SBMA and company-participants)

Job fairs: the premier employment facilitation program for hiring on the spot

▲ SBMA Labor head and OIC for Legal Affairs Group, Atty. Melvin L. Varias speaks before the job seekers, employers and Agency partners during the National Tech-Voc Day World Café of Opportunities organized by the Technical Education and Skills Development Authority (TESDA) held at SM Central in Olongapo City. On September 19, 2025.

Job fairs stand as one of the most dynamic and effective employment facilitation programs, serving as a critical bridge between businesses seeking talent and job seekers pursuing meaningful careers. They are more than just a gathering; they are a streamlined, high-impact recruitment drive that often results in **hiring on the spot**, significantly accelerating the traditional employment process.

At its core, a job fair is an intensive, one-day labor market intervention that brings together hundreds of employers and thousands of applicants in a single, accessible venue. This physical convergence eliminates the prolonged back-and-forth of mailing, emailing, and scheduling. For the jobseeker, it is a one-stop shop to interview with multiple companies in a matter of hours. For the employer, it is a chance to conduct mass initial screenings and find candidates whose skills and demeanor are an immediate match for their open positions.

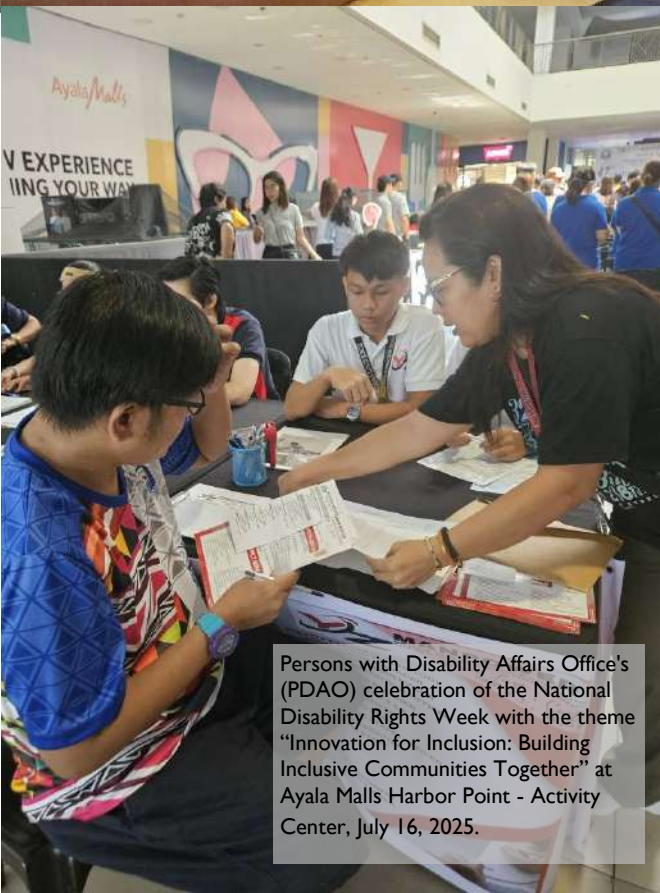
The concept of "Hiring on the Spot" or HOTS is the defining feature of a successful job fair. It signifies a paradigm shift from a protracted application process to immediate decision-making. Companies at the fair often have authorized Human Resources representatives who can conduct final interviews, administer initial assessments, and, in some cases, issue a job offer letter or a notice of passing the initial stage on the same day. This immediacy benefits both parties: it provides job seekers with instant relief and a clear path forward, and it allows companies to secure top talent before they are snapped up by competitors.

▲ SBMA celebrated the National Tourism Month with a Job Fair at Harbor Point Mall on September 24, 2025 resulting to 64 applicants being Hired-on-the-Spot (HOTS). In photo: (5th from right) Senior Deputy Administrator for Business and Investment, Renato W. Lee III, with DOLE, PESO, SBMA Tourism and Labor Department representatives pose a photo opportunity with the HOTS applicants.

Job Fairs. ■ ■ From page 12



SBMA Labor Center representatives join the Job Fair at Masinloc Municipal Hall, Masinloc,, Zambales on August 30, 2025



Persons with Disability Affairs Office's (PDAO) celebration of the National Disability Rights Week with the theme "Innovation for Inclusion: Building Inclusive Communities Together" at Ayala Malls Harbor Point - Activity Center, July 16, 2025.

The success of job fairs is largely due to the robust, multi-sectoral partnerships that power them. These events are often a collective initiative involving key players dedicated to workforce development. For example, large-scale job fair initiatives are spearheaded through collaborations between government agencies like the Department of Labor and Employment (DOLE), the Public Employment Service Offices (PESO), and the Subic Bay Metropolitan Authority (SBMA) Labor Department in cases where the job fair is held within the Subic Bay Freeport Zone.

This collective effort aims to expand employment opportunities nationwide by connecting a diverse talent pool with employers from various sectors. By participating, businesses not only access a broad range of skills and experiences but also directly contribute to the collective mission of reducing unemployment and empowering the workforce towards national progress.

Job fairs are an indispensable tool in the modern labor landscape. They are a manifestation of collaboration and efficiency, offering both an immediate solution for hiring needs and a pathway for job seekers to secure their future. For a country aiming to reduce unemployment and empower its citizens, the job fair—with its promise of on-the-spot hiring—remains a powerful and essential employment facilitation program.

NCMB Seminar

In photos: Participants of the area-wide seminar conducted by RCMB at SBECC while below photo is RCMB III Director Othello B. Tongio, Jr. presenting the NCMB's conciliation-mediation services as a third-party intervention tool.



Subic Bay Freeport Zone – The Regional Conciliation and Mediation Branch III (RCMB III), Employees' Compensation Commission (ECC) Region 3, and the Subic Bay Metropolitan Authority (SBMA) brought together 102 participants from 65 Subic Bay locators for an Area-Wide Seminar on "Enhancing Workplace Stability through Alternative Dispute Resolution Mechanisms" on 04 September 2025 at the Subic Bay Exhibition and Convention Center.

The program opened with welcoming remarks from Atty. Von F. Rodriguez, Chief of Staff of SBMA, who underscored the importance of alternative dispute resolution in today's workplaces. He emphasized that conciliation-mediation is a vital tool in sustaining workplace harmony and productivity, noting that SBMA deeply values its partnership with the NCMB and ECC in promoting collaborative and peaceful labor relations within the Freeport Zone.

The session highlighted the National Conciliation and Mediation Board's bipartite programs, beginning with Labor Management Cooperation (LMC). Administrative Officer III Michelle Pineda explained that silence within organizations should not always be mistaken for the absence of problems. She noted that with proper channels of communication, workers and management can openly discuss not only concerns but also plan, implement, and monitor activities that support employee welfare while pursuing company objectives.

Conciliator-Mediator Rico Babalcon followed with a discussion on the institutionalization and operationalization of effective grievance machinery. He emphasized that addressing concerns at the earliest opportunity

prevents disputes from escalating into larger conflicts. "Addressing issues at the earliest stage prevents escalation and strengthens trust between labor and management," he remarked, stressing the importance of having established internal mechanisms for effective dispute resolution.

RCMB III Director Othello B. Tongio, Jr. presented the NCMB's conciliation-mediation services as a third-party intervention tool. He explained that the goal of mediation is not simply about resolving disputes, but about cultivating a mindset of cooperation and collaboration. "Finding a win-win is not just a solution, but an attitude," Director Tongio said, urging participants to embrace conciliation as a constructive and sustainable workplace practice.

The ECC also provided valuable insights on employee welfare through Ms. Danica Mae Lacson, Information Officer, who elaborated on the Employees' Compensation Program (ECP). She outlined the benefits available to workers in cases of work-related injury, illness, or death, and took time to address questions from participants, ensuring that employers gained a clearer understanding of the program's coverage and implementation.

Closing the event, Atty. Melvin Varias, Department Manager of the SBMA Labor Department, reaffirmed the enduring collaboration between SBMA and RCMB III. He highlighted their shared commitment to strengthening conciliation-mediation processes and encouraging locators to adopt internal workplace mechanisms that promote industrial peace within the Subic Bay Freeport Zone.

▲ RCMB III Director Othello B. Tongio, Jr. presents the NCMB's conciliation-mediation services and explains the goal of mediation is not simply about resolving disputes, but about cultivating a mindset of cooperation and collaboration.

Accomplishment Reports

WDD 3rd Quarter Report 2025

By the Workforce Development Division

Type	2024 (3rd Quarter)	2025 (3rd Quarter)	Variance Inc/Dec	
			Actual Numerical Value	%
On the Job Training	223	404	181	81.16%
	P15,200.00	P27,200.00	P12,000.00	78.94%
SH Learners (K-12)	-	71	71	100%
(Work Immersion Program)	-	P3,550.00	P3,500.00	100%
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	12:07	44:53	80.96%

2024 Accomplishments vs 2025 Accomplishments

Type	2024 (Accomplishment)	2025 (Accomplishment)	Variance Inc/Dec	
			Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	14.57	12:07	2:50	17.15%

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. Assisted Person with Disability Affairs Office (PDAO) in the conduct of Work Immersion Program (WIP) of twenty one (21) Person with Disabilities (PWD) assigned at different SBMA departments.
2. Facilitated the conduct of Bridging Cultural Gaps in the Workplace on August 22, 2025 with sixty eight (68) participants at HD Hyundai Heavy Industries Phils., Inc.
3. Assisted National Conciliation and Mediation Board (NCMB) Region 3 in the conduct of seminar on "Enhancing Workplace Stability Through Alternative Dispute Resolution Mechanism on September 4, 2025 at SBECC
4. Facilitated the Prelim Interview of the Search for Ten Outstanding Freeport Workers on Sept. 17-18, 2025 at WDD Office

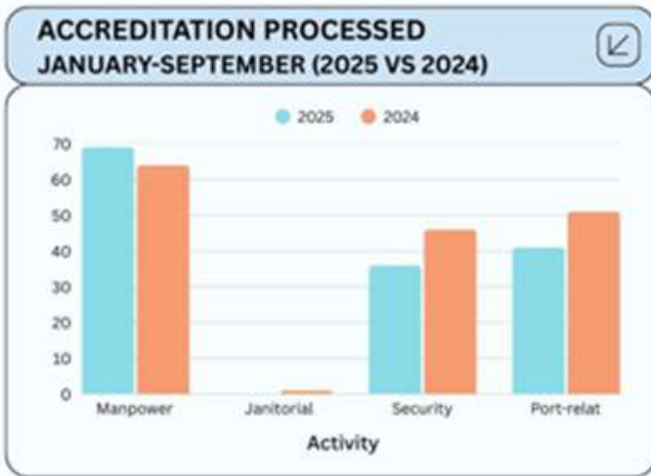
Deliverables / Plans / Projections for the 3rd Quarter of 2025

1. Conduct of Regional Oratorical Activity on October 24, 2025 at Activity Center, Ayala Malls, Harbor Point
2. Awarding Ceremony of Freeport Corporate Partner (FCP) and Ten Outstanding Freeport Workers (Ten O) on November 26, 2025 at SBECC
3. Conduct of DTI CARES and Go Negosyo Seminar on December 5, 2025 at Travelers Hotel and Event Center

SCO UPDATES, 3rd Quarter 2025

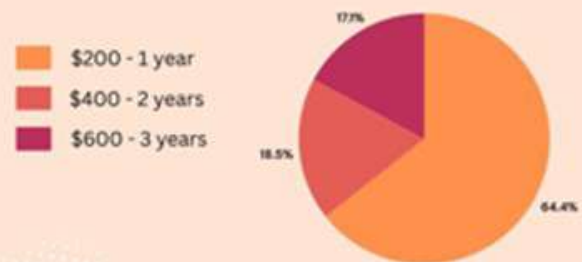
by the Service Contracting Office (SCO)

COMPARATIVE STATISTICS OF ACCREDITATION PROCESSED



Graph 1

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



Graph 2

Comparative Accreditation Volume (Graph 1)

Graph 1, comparing the volume of accreditation processed across four types of services between 2025 and 2024 (January-September), highlights varying levels of activity and significant growth in one sector:

The **Manpower services** consistently accounts for the highest volume of accreditation, with **70** processed in 2025, showing a notable **increase** from the **64** processed in 2024.

The **Security** services sector experienced a remarkable surge in accreditation, rising from **36** in 2024 to **46** in 2025. This **ten-point increase** represents substantial growth, possibly driven by heightened security requirements or an increase in the number of security firms seeking accreditation.

There is a slight decrease in the accreditation for **Port-related** activities with a slight drop, from **50** in 2024 to **41** in 2025 while **Janitorial** services remains the smallest sector, with only **3** accreditation processed in 2025, which is a minor increase from the **2** processed in 2024.

Overall, the data suggests a positive trend in overall accreditation volume in 2025, primarily fueled by strong growth in the Manpower and Security services sectors, despite a small decline in Port-related activity.

Multi-Year Validity Breakdown (Graph 2)

Graph 2 provides a breakdown of how accredited companies utilized the optional multi-year validity feature, indicating their commitment level and anticipated long-term compliance:

The data suggests that while many companies are seeking accreditation, the strong preference for the one-year term indicates a cautious approach to long-term commitment, potentially due to budgetary constraints, uncertainty about future business plans, or a desire for annual compliance reviews.

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

Total Active Workforce
169,693
as of 30 September 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, Jewelleries/Accessories

Construction

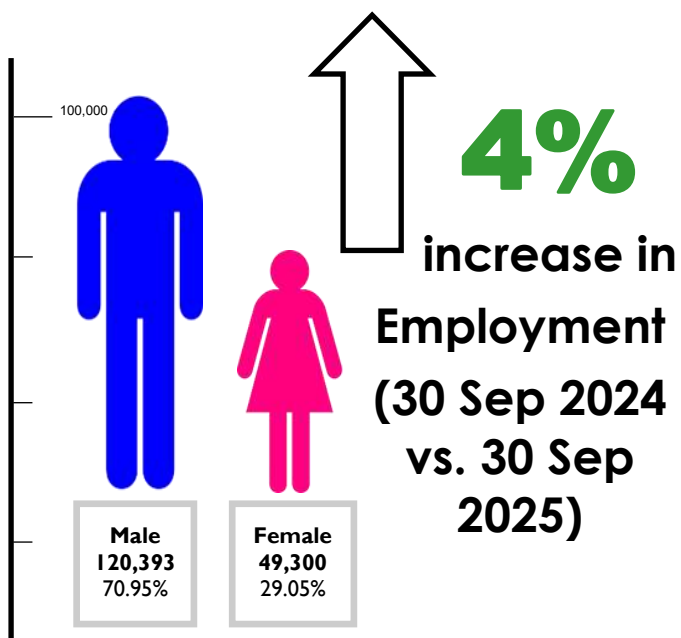


Employment by Year

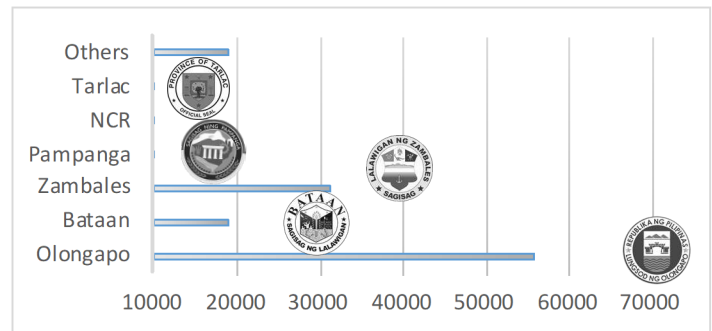
2024	162,891
2025	169,693

Employment by Residence

Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
70,006	22,446	30,994	5,477	6,983	2,193	31,594
41.25%	13.23%	18.26%	3.23%	4.12%	1.29%	18.62%



Employment by Sex





CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION COMPLIANCE CONCILIATION & MEDIATION

Labor Standard Inspection

Period Covered : July -September



The labor standards inspection for the quarter showed that out of the 172 companies assessed, 109 achieved full compliance, accounting for 63.37% of all establishments inspected. Meanwhile, 33 companies, or 19.19%, recorded findings that require follow-up actions such as corrective measures and possible penalties to ensure timely compliance with the required standards. In addition, 30 companies, representing 17.44%, were not inspected due to various reasons, including non-operational status, having no employees, or failure to renew business permits.



Conciliation and Mediation



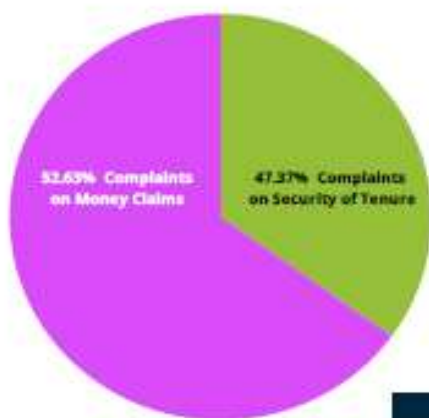
The division's third-quarter performance shows solid progress, with eighteen (18) of twenty (20) cases settled through conciliation and mediation, providing Php 538,709.27 in benefits to thirty-one (31) employees, while two (2) cases remain under evaluation. Out of the six (6) assistance cases, four (4) have been resolved with Php 65,792.46 released to four (4) employees, and two (2) cases are still being processed. Meanwhile, twenty-nine (29) of thirty-three (33) companies issued labor standards findings have fully complied, resulting in Php 1,212,712.16 in restitution for two hundred thirty-eight (238) employees, with four (4) companies still under monitoring. Overall, the division continues to deliver steady and effective support across its core functions.

No. of Cases Received	No. of Cases Resolved	No. of Compliance In process	Restituted Amount	No. of Affected employees
20	18	2	539,709.27	31

Assistance

No. of Cases Received	No. of Cases Resolved	No. of Assistance In process	Restituted Amount	No. of Affected employees
6	4	2	65,792.46	4

Total no. of companies With Labor Standard Findings	No. of Companies complied	No. of Compliance In process	Restituted Amount	No. of Affected employees
33	29	4	1,212,712.16	238



Labor Standard Inspection Compliance

Continuation of SCO 3rd Quarter report . . .

From page 16

REVENUE GENERATION (January 01-September 30, 2025)

Revenue Sources	US Dollar (\$)	In Philippine Peso (Php)
Accreditation Fee	44,600	2,475,300.00
Evaluation Clearance Fee		71,900.00
Penalty for Late Renewal of Accreditation	800	44,400.00
Penalty for Late renewal of SBMA Gatepass/ID	2,050	113,775.00
TOTAL		2,705,375.00

1 USD=Php 55.50

Revenue Generation (January 01–September 30, 2025)

The provided data summarizes the revenue generated from various sources between January 01 and September 30, 2025, totaling **Php 2,705,375.00**. The table breaks down the revenue by source, including amounts in US Dollars and Philippine Pesos, using an exchange rate of **1 USD = Php 55.50**.

The total revenue is derived from four main sources, with a clear dominance from the Accreditation Fee:

Accreditation Fee (Php 2,475,300.00): This is the **primary source of revenue**, accounting for the vast majority of the total income. This indicates that the core business function—processing of accreditation—is the most significant financial driver of the office. The US Dollar equivalent of this fee is **\$44,600**.

Penalty for Late Renewal of SBMA Gatepass/ID (Php 113,775.00): This is the second-largest revenue source, generating **Php 113,775.00 (\$2,050)**. The substantial amount from this penalty suggests a significant number of individuals or companies are renewing their SBMA Gatepasses/IDs past the deadline, or that the penalty amount itself is high.

Evaluation Clearance Fee (Php 71,900.00): This fee represents a smaller, but still notable, contribution to the total revenue.

Penalty for Late Renewal of Accreditation (Php 44,400.00): Revenue from this specific penalty is the smallest listed, generating **Php 44,400.00 (\$800)**. When compared to the revenue from the Accreditation Fee, this suggests that most accredited entities are renewing their accreditations on time, or that the penalty is less frequently imposed than the SBMA Gatepass/ID renewal penalty.

Other Functions of SCO and Its Accomplishments JANUARY TO SEPTEMBER 2025

FUNCTION	2025	2024
A. LABOR STANDARD INSPECTION		
NUMBER OF COMPANIES INSPECTED	803	736
WITHOUT LABOR STANDARD VIOLATION	638	503
WITH LABOR STANDARD VIOLATION	165	233
B. LABOR STANDARD COMPLIANCE		
COMPLIANCE RATE	97%	98.50%
AFFECTED EMPLOYEES	510	526
AMOUNT OF RESTITUTION (PHP)	1,478,292.83	6,665,896.59
C. APPROVED ENDORSEMENT FOR GATEPASS (NEW/RENEWAL)	27,099	23,146

The provided data presents a comparative summary of the SCO's performance in key functions—Labor Standard Inspection, Labor Standard Compliance, and Gatepass Endorsements—for the period of January to September 2025 against the same period in 2024.

A. Labor Standard Inspection

The data for Labor Standard Inspection shows an **increase in inspection activity** but a **decrease in the number of violations** found in 2025:

Increased Inspections: The SCO inspected a higher number of companies in 2025 (803) compared to 2024 (736).

Fewer Violations: Despite inspecting more companies, the number of companies found *with* a labor standard violation dropped significantly from 233 in 2024 to 165 in 2025.

Higher Compliance at Inspection: Correspondingly, the number of companies found *without* a labor standard violation increased substantially, rising from 503 in 2024 to 638 in 2025.

This suggests either an improvement in overall company compliance with labor standards or a change in the focus/scope of the inspections in 2025.

B. Labor Standard Compliance

The compliance statistics show a slight dip in the compliance rate but a drastic reduction in the amount of restitution processed:

Slight Drop in Compliance Rate: The Compliance Rate decreased marginally from 98.50% in 2024 to 97% in 2025.

Fewer Affected Employees: The number of affected employees slightly decreased from 526 in 2024 to 510 in 2025.

Major Drop in Restitution: The most notable change is the massive reduction in the **Amount of Restitution (PHP)**.

In 2024, the amount of restitution was **Php 6,665,896.59**. In 2025, this figure plummeted to **Php 1,478,292.83**.

This dramatic decrease in the restitution amount suggests that while the overall compliance rate remained high, the financial gravity or scale of the violations discovered and remedied in 2025 was significantly less than in 2024.

C. Approved Endorsement for Gatepass (New/Renewal)

The function of approving endorsements for gatepasses saw a solid increase:

Increased Gatepass Endorsements: The number of approved endorsements for gatepasses (new/renewal) rose from 23,146 in 2024 to **27,099** in 2025.

This indicates an increase in the number of individuals requiring access, likely driven by the entry of new employees or a higher rate of personnel seeking employment within the zone.



“Benteng Bigas, Meron na!” Program