



The LABOR Monitor

A Tagalog-English Newsletter of your friendly SBMA Labor Department

Volume VIII, Issue 37, January to March 2024



MOU SIGNING OF
MEMORANDUM OF AGREEMENT (MOA)
on Workplace Reintegration Program for
Probationers and Parolees and Pardonees
Subic Bay Metropolitan Authority (SBMA) and
Parole

SBMA pioneers in workplace reintegration of parolees, probationers page 5

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SBMA - TESDA holds Industry Forum

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Industry Forum—the Subic Bay Metropolitan Authority (SBMA) Labor Department in partnership with the Technical Education and Skills Development Authority (TESDA) Provincial Office of Zambales has conducted an Industry Forum on March 11, 2024 at the SBMA Corporate Board Room, Bldg. 229 to present Industry-Government partnership thru TESDA programs on skills upgrading/upskilling.

ADVISER'S CORNER

ATTY. MELVIN L. VARIAS

The Evolution of Job Fairs in the Philippines: Bridging Opportunities and Workforce

These events were typically annual affairs timed with graduation seasons, aimed at providing fresh graduates with direct access to potential employers.

The government, through the Department of Labor and Employment (DOLE), began to play a more active role during this period. DOLE started organizing larger-scale job fairs, often in collaboration with local government units (LGUs) and private sector partners, to address unemployment and support economic development.

Expansion and Specialization in the 1980s and 1990s

By the 1980s and 1990s, job fairs in the Philippines had become more sophisticated and specialized. The country experienced a boom in the business process outsourcing (BPO) industry and a surge in overseas employment opportunities. Job fairs expanded to cater not only to local employment but also to international recruiters looking for Filipino talent.

During this period, sector-specific job fairs began to emerge. For instance, there were dedicated job fairs for the IT sector, healthcare professionals, and overseas employment. The introduction of career counseling and skills assessment services at these events provided job seekers with more comprehensive support.

The Digital Revolution: Online Job Fairs

The advent of the internet in the late 1990s and early 2000s revolutionized job fairs. Online job portals like JobStreet and JobsDB started hosting virtual job fairs, allowing job seekers to apply for positions from the comfort of their homes.

This shift democratized access to ▶ turn to page 3

Job fairs in the Philippines have a rich history that reflects the country's economic shifts, workforce dynamics, and technological advancements. These events have evolved from simple gatherings to sophisticated platforms that connect job seekers with employers, playing a critical role in the nation's labor market.

Early Beginnings: Post-War Employment Initiatives

The concept of job fairs in the Philippines can be traced back to the post-World War II era. As the country began rebuilding its economy, there was a significant need to address unemployment and underemployment. Government agencies and private organizations organized employment drives to match returning soldiers and displaced individuals with job opportunities. These early job fairs were rudimentary, often held in community centers or municipal halls, and were primarily focused on manual labor and public sector jobs.

Industrialization and the Rise of Formal Job Fairs

The 1960s and 1970s marked a period of industrialization in the Philippines. With the establishment of more manufacturing plants, there was a growing demand for a skilled workforce. This era saw the formalization of job fairs, which started to be organized by schools, universities, and industry associations.

Adviser's Corner ...

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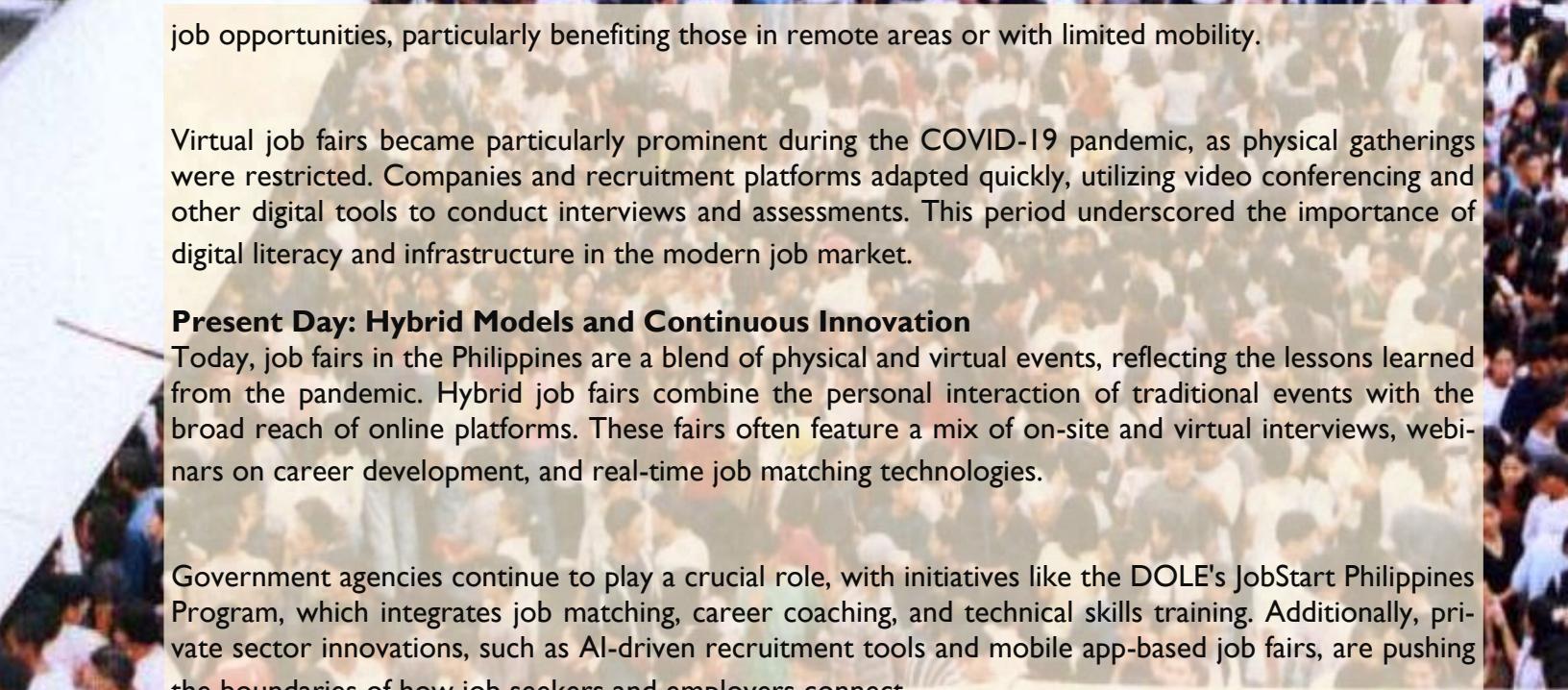


job opportunities, particularly benefiting those in remote areas or with limited mobility.

Virtual job fairs became particularly prominent during the COVID-19 pandemic, as physical gatherings were restricted. Companies and recruitment platforms adapted quickly, utilizing video conferencing and other digital tools to conduct interviews and assessments. This period underscored the importance of digital literacy and infrastructure in the modern job market.

Present Day: Hybrid Models and Continuous Innovation

Today, job fairs in the Philippines are a blend of physical and virtual events, reflecting the lessons learned from the pandemic. Hybrid job fairs combine the personal interaction of traditional events with the broad reach of online platforms. These fairs often feature a mix of on-site and virtual interviews, webinars on career development, and real-time job matching technologies.



Government agencies continue to play a crucial role, with initiatives like the DOLE's JobStart Philippines Program, which integrates job matching, career coaching, and technical skills training. Additionally, private sector innovations, such as AI-driven recruitment tools and mobile app-based job fairs, are pushing the boundaries of how job seekers and employers connect.

Conclusion

The history of job fairs in the Philippines is a testament to the country's resilience and adaptability. From humble beginnings in post-war employment drives to the cutting-edge hybrid models of today, job fairs have continually evolved to meet the changing needs of the workforce and the economy. As technology advances and the job market becomes increasingly global, Philippine job fairs will undoubtedly continue to innovate, ensuring that they remain a vital bridge between job seekers and opportunities.



Photo: June 22, 2001, The first job fair held inside the Subic Bay Freeport Zone

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ROMMEL M. AQUINO
Editor-in-Chief

JOCELYN P. ARCALES
News Editor

PATERNO E. OPULENTO
Advertising/Business

SOCORRO CRESCENCIA B. ESTEBAN
AUGUSTO J. LACASAD, JR.
Circulation/Coordinator/Driver

LONIELL M. ANINZO
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MEDIA PRODUCTION DEPARTMENT
CONCILIATION & EMPLOYEE
WELFARE DIVISION
MANPOWER SERVICES DIVISION
SERVICE CONTRACTING OFFICE
WORKFORCE DEVELOPMENT
DIVISION
Writers/Contributors

Atty. MELVIN L. VARIAS
Adviser

Atty. SEVERO C. PASTOR, Jr.
Founding Father

Printed by: Diorella Printshop International Corp.

A simple greetings for the birthday celebrant from the Legal Affairs Group



The Legal Affairs Group headed by Deputy Administrator Atty. Michael M. Quintos together with the Labor and Legal Department heads, Atty. Melvin L. Varias and Atty. Cicero Sta. Maria and their respective officers greeted the March birthday celebrant, Senior Deputy Administrator for Support Services Atty. Ramon O. Agregado in his office at Bldg. 229. The group surprised SDA ROA with a birthday cake.

SBMA pioneers in workplace reintegration of parolees, probationers

Subic Bay Freeport – The Subic Bay Metropolitan Authority (SBMA) and the Parole and Probation Administration (PPA), an attached agency under the Department of Justice (DoJ), recently signed a Memorandum of Agreement (MOA) that supports the reintegration of probationers, parolees, and pardonees into the workplace.

The MOA was signed between SBMA Chairman and Administrator Eduardo Jose L. Aliño and Department of Justice-Parole and Probation Administration (DOJ-PPA) Administrator Atty. Bienvenido O. Benitez Jr. on Thursday, at the SBMA Corporate Boardroom.

According to Aliño, the workplace reintegration program is a silver lining for those who were deprived of liberty and be part of the social mainstream again.

"If you are a parolee, probationer or pardonee, people will tend to look down on you because of the social stigma from your past actions. I honestly think though, that they should not be denied their right to work and provide financial support to their families," he said.

He added that this stigma has hindered most of them from reintegrating into a workplace, as they are usually shunned by companies due to their past records.

Atty. Benitez expressed his gratitude to the SBMA for supporting the PPA's workplace reintegration program since the agency is the first among the government-owned and controlled corporations (GOCCs) that supported the project.

He lauded the efforts of the SBMA



Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño (seated, left) and Department of Justice-Parole and Probation Administration (DOJ-PPA) Administrator Atty. Bienvenido O. Benitez, Jr. sign the Memorandum of Agreement (MOA) for the workplace reintegration program for probationers, parolees and pardonees, held at the SBMA Corporate Boardroom on Thursday, April 11. Joining them are SBMA Senior Deputy Administrator for Support Services Atty. Ramon O. Agregado and DOJ-PPA Director Marissa DC Alqueta. (Photo from SBMA Media Production Dept.)

Labor Department led by Atty. Melvin Varias, for being instrumental in the realization of this proposal to reintegrate the parolees, probationers and pardonees (also known as clients) into the workplace, to create employment opportunities and help rebuild the lives of former persons deprived of liberty (PDLs).

According to the general conditions of the agreement, the SBMA and the PPA will jointly develop a workplace reintegration program for these clients that specifies its objectives and includes a register of the knowledge, skills, and competencies that these persons already have or acquired for skills-matching.

The SBMA and the DOJ-PPA will jointly monitor and evaluate the Workplace Reintegration Program.

The agreement also states that the supposed employment shall not constitute an employee-employer relationship between the SBMA and the clients, but shall be a partnership or joint venture between the agency and the DOJ-PPA, even beyond the scope of the agreement.

As the MOA also provides, the clients shall be personally responsible for any and all liabilities, injury to his/ herself or to property/ies or persons attributable to his/ her own fault or negligence while in the employ of employer establishment.

Meanwhile, SBMA Senior Deputy Administrator for Support Services Atty. Ramon O. Agregado said that the SBMA is more than willing to help these clients get back into the workplace, adding that providing equal employment opportunities for them would be an

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Workplace reintegration ...

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honorable undertaking for the agency.

"For our part, we will facilitate the endorsement of potential and qualified clients through a Register of Eligibles (ROEs) to Subic Bay Freeport Zone locator-companies under the Workplace Reintegration Program," he said.

He added that the SBMA will provide a quarterly update to the DOJ-PPA on the program, and coordinate and work closely with the administration in order to provide the needed support to achieve the MOA's objectives.

According to Atty. Benitez, the DOJ-PPA also plans to propose the program to Clark Development Corporation (CDC) and John Hay Management Corporation (JHMC).

Article source: mysubicbay.com.ph



Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño (2nd, left) and Department of Justice-Parole and Probation Administration (DOJ-PPA) Administrator Atty. Bienvenido O. Benitez, Jr. sign the Memorandum of Agreement (MOA) for the workplace reintegration program for probationers, parolees and pardonees, held at the SBMA Corporate Boardroom on Thursday, April 11. Joining them are SBMA Senior Deputy Administrator for Support Services Atty. Ramon O. Agregado and DOJ-PPA Director Marissa DC Alqueta. (Photo from SBMA Media Production Dept.)



Subic Bay Metropolitan Authority (SBMA) Chairman and Administrator Eduardo Jose L. Aliño and Department of Justice-Parole and Probation Administration (DOJ-PPA) Administrator Atty. Bienvenido O. Benitez, Jr. were joined by their respective agency personnel-representatives during the signing of the Memorandum of Agreement (MOA) for the workplace reintegration program for probationers, parolees and pardonees, held at the SBMA Corporate Boardroom on Thursday, April 11. Personnel from the SBMA Labor Department (right photo) was headed by its manager, Atty. Melvin L. Varias (standing, 4th, right) together with the Division Chiefs/Officers-in-Charge of the Manpower Services Division, Conciliation and Employee Welfare Division, Service Contracting Office, and the Workforce Development Division. Meanwhile, the PPA was headed by PPA Director Marissa DC Alqueta (standing, 4th, right) together with the PPA Zambales Field Office representatives. (Photo from SBMA Media Production Dept.)

SBMA and TESDA HOLDS INDUSTRY FORUM

By: Augusto J. Lacasad, Jr.

For the continuing life-long individual skill upgrading inside the Subic Bay Freeport Zone (SBFZ) and the province of Zambales, the Technical Education and Skills Development Authority (TESDA) Zambales and the Subic Bay Metropolitan Authority (SBMA) through its Labor Department conducted an Industry Forum on March 11, 2024 at the SBMA Board Room, Bldg. 229, SBFZ. The agenda focused on the Enterprise-based Training or EBT, where training programs will be implemented within the company's actual workplace. Training programs can be in the form of apprenticeship, learnership and dual training system.

EBT is one of the training venues and preferred training delivery mode by the industry or employers for it provides a learner with hands-on experience and exposure to the real world of work by providing the learner with opportunities to acquire the expected learning outcomes while in the shop floor and by being part of the production process.

To kick-start the program, a Memorandum of Agreement (MOA) between TESDA and the Industry Partner must be signed to make the EBT official.

Coincidentally, the first Subic Bay Freeport Locator who signed a MOA with TESDA under the Enterprise-based Training program is Nidec Subic Philippines Corporation on June 29, 2023. (See page 9 for the related EBT article).

Meanwhile on the forum, participants, mostly the biggest players in the various SBF Industries, attended. They are: 1. Datian Subic Shoes, Inc. – a footwear manufacturer considered as the employer with the most number of employees inside the SBFZ; 2. Mikuni Terminals Mechatronics Philippines Corporation— a manufacturing firm inside the SBFZ that is into Mechatronics Assembly Products— ATM Module Components, and the like; 3. Sanyo Denki Philippines, Inc. – a



Industry Forum: SBMA's Chief of Staff, Atty. Von F. Rodriguez (1st, R) presides the meeting with TESDA Provincial Director, Renato Dela Cruz Jr., SBMA Labor manager Atty. Melvin L. Varias and the different representatives of stakeholders and locators inside the Subic Bay Freeport Zone.

pioneering electric component production company. 4. Consumare, Inc. – the first, and the only handicraft company in the SBFZ. 5. Jobin SQM Inc. – the first Solar Energy provider in Subic Bay; 6. Absolute Service – a pioneer in the SBFZ in providing international service content creation and preparation, from content development support to traditional production services and digital output. 7. JC Salas Builders and Design Service, Inc. – a local, but renowned architectural firm inside the SBFZ; 8. Wistron Infocomm (Philippines) Corporation – A pioneer in ODM (original design manufacturer) providing a variety of support services related to design, manufacturing, and after-sales service for information and communication technology (ICT) products; 9. Nicera Philippines, Inc. – the first firm in SBFZ that produced infrared sensors, ultrasonic sensors and ferrite cores, modules and finished products of human detection sensors and LED

power supplies; 10. MSK Group of Companies – the largest firm in the zone in the industry of general construction; 11. Philippines Jinboway Technology Ltd. Corporation – considered as the company with the most number of employees in insulated bags production, and, 12. Subic Bay Freeport Chamber of Commerce – an independent, nonprofit, membership-funded organization founded in 1995 to serve and represent the interests of its member businesses.

“During the Enterprise-based Training, the partnership with TESDA shall cover the development phase such as training and needs assessment of workers, skills development and competency assessment and certification”, TESDA Zambales Provincial Director Renato Dela Cruz Jr. said during the forum. He explained further that the Agreement will have a duration of two (2) years and that no fees shall be col-

Industry Forum ...

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lected from the workers/employees for the conduct of competency assessment and certification. PD Dela Cruz also shared the following duties of his office, to include:

- Grant TESDA scholarship to employees and immediate family members of the partner-industry;
- Provide technical assistance pertaining to skills development and competency assessment and certification of workers/employees
- issue the corresponding National Certificate (NC) to graduates of the program

Also, in the MOA, the partner-industry shall:

- Work with TESDA in defining parameters for possible industry immersion of trainers;
- Participate in the development of competency standards in trade areas or qualifications that are needed by industries in Zambales, Olongapo City and the SBFZ;
- Encourage its workers/employees to undergo competency assessment and certification of TESDA;
- Provide the venue and the necessary tools, equipment, materials for the conduct of competency assessment, subject to relevant policies.

Overall, the company would benefit in this program because the graduate-trainees will now become trainers that will pass the skillset acquired during the program to other workers not only in their company but with the entire Freeport Zone community.

SBMA Labor Center partners with the Zambales Association of PESO Managers, Inc.

By: Victoria F. Perez

The SBMA Labor Department was invited by the Zambales Association of PESO Managers, Inc. (ZAMPI) during its Regular Monthly meetings at the Palauig Municipal Hall, Palauig, Zambales on February 16 and at Castillejos Municipal Building, Castillejos, Zambales on March 20, 2024. The meeting was presided by its president Mario Esquillo of PESO Olongapo with the ZAMPI Officers, Vice-President Alona Ruth Ancho of PESO San Antonio, Secretary Arianne Miller of PESO San Felipe, Treasurer Analyn Mana of PESO Candelaria, Auditor Mheldina Movilla of PESO Sta. Cruz, PIOs PESO Botolan Jade Leonorio and PESO Subic Jane Solano, Bus. Managers PESO Cabangan Rosalina Agdipa, PESO San Narciso Gloria Alarcon and PESO Iba Elvira Custino, Provincial PESO Manager Mor O. Lim and Advisers Josephine Barcena of PESO Masinloc, Ivy Garcia of PESO San Marcelino, Teresita Lising of PESO Iba, and Chief Reynante Lugtu of DOLE Zambales Provincial Field Office.

The said meetings discussed about updates on the Public Employment Service Office (PESO) programs to include the schedule of Job Fairs in the province, the capability development training program and supervisory development course for its members. Invited National Government Agencies like Overseas Workers Welfare Administration (OWWA), Technical Education and Skills Development Authority (TESDA), Department of Labor and Employment (DOLE) also talked about their respective projects in relation to employment within the area.



TESDA'S ENTERPRISE-BASED TRAINING WITH NIDEC SUBIC, A SUCCESS!

By: Amy L. Dimacali

Nidec Subic Philippines Corporation is one of the very first Subic Bay Freeport Zone (SBFZ) locator who signed a Memorandum of Agreement on Enterprise-Based Training (EBT) with the Technical Education and Skills Development Authority (TESDA) on June 29, 2023 at the Nidec Subic Facility.

The program promotes industry responsive education and skills training as a stem in nation building thereby improving productivity and improving lives.

In line with the signed MOA, a training on Electrical Installation and Maintenance NC II was conducted by TESDA among the 14 employees (trainees) of Nidec Subic Philippines Corporation and 2 employees (trainees) under their Manpower Agency on November 6, 2023 to January 6, 2024 at Nidec Subic Training Room. It was facilitated by Mr. Jeac Caguineman, Trainor from TESDA, Iba Zambales. The competency assessment was done in TESDA Center, Iba, Zambales on January 25, 2024.

On February 15, 2024, Nidec Subic Philippines Corporation and TESDA Zambales together with representatives from SBMA, Labor Department awarded the National Certificates to graduated trainees together with their family members at 2nd Floor Presentation Room, Nidec Subic Philippines Corp. The graduated trainees will become trainors to pass the skills/training they acquired during the said program to their co-employees in Nidec Subic Philippines Corp.

The issuance of training certificates were presented by Mr. Takeshie Yamamoto, President of Nidec Subic Philippines Corporation, Ms. Marissa Tamayo, General Manager of Nidec Subic Philippines Corporation, Ms. Carol Adamos, Admin Manager of Nidec Subic Philippines Corporation; Dir. Renato dela Cruz, Jr., Provincial Director, TESDA, Iba, Zambales, Dr. Eugene Peñaranda, Center Administrator, TESDA, Iba, Zam-



EBT: A Success—16 employee-graduates have earned their Electrical Installation and Maintenance NC II from TESDA, a 2-month training program held at Nidec Subic Philippines Corporation factory site. (Photos from NIDEC Subic Philippines Corp.)



bales, Mr. Jeac Caguineman, Trainor, TESDA Iba, Zambales; Mr. Rommel M. Aquino, Division Chief, Manpower Services Division, SBMA Labor Department; Ms. Amy L. Dimacali, HRMO IV, Workforce Development Division, SBMA Labor Department

and Mr. Augusto J. Lacasad, Jr. Manpower Development Officer II, Workforce Development Division, SBMA Labor Department.

Overall, the program was a very successful one.

PAG-IBIG FUND holds Employers and Coordinators Forum in Subic Bay Freeport Zone

By: Dyan Montallana

Pag-IBIG Monthly Savings Rates For Mandatory Members

Type of Member	Employee's Share	Employer's Share
Employed Member - Private	P200	P200
Employed Member - Government	P200	P200
Self-Employed (Business owners and professionals, self-employed workers, contractors, exhibitors, traders, among others)	P400	
Self-Employed (Other Earning Groups) (Market vendors, transport sector workers, domestic workers, service providers, and informal sector workers)	1% of earnings if earning P1000 to P1500 a month 2% of earnings if earning above P1500 a month	
Overseas Filipino Worker (OFW)	P200	None
Overseas Filipino Seafarer (Employed by a Philippine shipping agency)	P200	P200
Kasambahay (Earning at least P10,000 per month)	P200	P200
Earning less than P10,000 per month	The Kasambahay's employer shall shoulder both shares of salary if monthly salary is P1000 to P1500 3% of salary if monthly salary is above P1500 but not more than P2000 4% of salary if monthly salary is above P2000 but not more than P3000	

With employed members shoulder share of Employee and Employer

The 2% Employee Share and 2% Employer Share are based on a Maximum Fund Salary (MFS) of P10,000 effective February 2024.

For even bigger savings, dividends and cash loans, members and private employers may save more than the required amount.

Pag-IBIG

Pag-IBIG REGULAR SAVINGS

You deserve Pag-IBIG



Pag-IBIG Regular Savings

Years of Saving in Pag-IBIG	New Rate: P200 from Member +P200 from Employer	Old Rate: P100 from Member +P100 from Employer
2 Years	P 10,157.87	P 5,078.93
5 Years	P 27,587.33	P 13,793.67
10 Years	P 63,642.87	P 31,821.44
15 Years	P 110,766.02	P 55,383.01
20 Years	P 172,354.10	P 86,177.05

Employee Share + Employer Share + Dividends Earned. Computations based on 5.5% Annual Dividend Rate.

DOUBLE your SAVINGS

Pag-IBIG REGULAR SAVINGS



PHILIPPINE PAG-IBIG FUND



On March 8, 2024, the Pag-ibig Fund Subic Bay Branch in partnership with the Subic Bay Metropolitan Authority (SBMA) Labor Department and the Subic Bay Workforce Development Foundation, Inc., conducted an Employers and Pag-ibig Fund Coordinators Forum at the Labor Department Training Room, Bldg. 662, 2nd Floor, Left Wing, Taft St., Subic Bay Freeport Zone.

Topics discussed were as follows: Increase in Monthly Savings conducted by Ms. Mary grace V. Reyes; Virtual Pag-ibig Employer Interface presented by Ms. Sharon F. Ravelo; Virtual Pag-ibig Accounts for Employees made by Mr. Adrian M. Roca; and Loyalty Card Plus presented by Ms. Christina G. Pablo.

Meanwhile, Atty. Melvin L. Varias, Manager of the SBMA Labor Department gave a welcome remarks to Eighty Eight (88) participants mostly representatives of the Subic Bay Freeport Zone locators.

LEGAL AFFAIRS GROUP JOINS COOK-OFF CONTEST TO CELEBRATE WOMEN'S MONTH

By: MSD

The Legal Affairs Group, composed of the Legal and Labor Departments, as headed by its Deputy Administrator, Atty. Michael M. Quintos, joined the 2024 Women's Month Celebration via the Cook-Off contest featuring regional cuisines.

The Group was represented by Rodante Tungol of the ODA for Legal Affairs and Annalyn del Rosario of the Legal Department during the Cook-Off contest. The duo showcased their cooking skills via the dish called Binungor—a typical dish of the indigenous Kalinga people in Cordillera mountains of the Philippines. Binungor is food for warriors and hunters. It is believed to make one's blood active and the body ready for action when eaten. Its main ingredients are agurong (river snails) and sichut (hot chili) mixed with rabbong (bamboo shoots), banana blossoms, and mushrooms (tengang daga). This dish truly represents the biodiversity of Kalinga.

Other dishes were prepared by the various Strategic Business Units of SBMA, to include: Taguto—an Eastern Visayas dish by the Public Services Group; Bringhe—region III delicacy prepared by the Finance Group; Kinunot—a Bicol region dish made by the Team Tourism; Ginataang Manok sa Luyang Dilaw (Oriental Mindoro) representing the MIMAROPA region IVB prepared by the Aviation Group; Lingayen's Lechon-Bagoong and Vigan's Okay was prepared by the Port Operations Group; Piaparan na Manok prepared by the CHAD group while the Business and Investment Group made a Western Visayas dish called Chicken Binakol.

The event captured the culinary expertise of participants including the flavors and aroma of delicious cuisines from different parts of the country but at the end, the Legal Affairs Group's "Binungor" bested all of the entries.

The event was held at the Mini Golf Course inside the Subic Bay Freeport Zone on March 22, 2024. A Gender and Development sponsored program by SBMA.



(top photo) The Legal Affairs Group with their representatives during the cook-off contest held at the Mini Golf Course, Subic Bay Freeport Zone. (below photo) One of the judges of the contest watch over the preparation of Binungor dish entry of the Group.

CAREER HORIZONS, OPPORTUNITIES UNVEILED AT SUBIC BAY FREEPORT

By: The Manpower Services Division

The SBMA Labor Department in partnership with the Rotary Club of Metro Olongapo District 3790 and in collaboration with the Department of Labor and Employment (DOLE) Provincial Office of Zambales and the Public Employment Service Office (PESO) Olongapo City conducted a job fair dubbed as "Career Horizons, Opportunities Unveiled" at the Subic Gym on February 23, 2024. The event highlighted the various career opportunities being offered by the Subic Bay Freeport Zone locators and Olongapo City businesses amongst job seekers within Region III.

"This is the opportune time to showcase your talents with the companies we have today," SBMA Chairman and Administrator Engineer Eduardo Jose L. Aliño said in his message to the job applicants during the job fair. "We have more than 3,000 job offerings, and as I can see it now, you, our dear job seekers will have the fair chance of landing a job now. Basta pag-ighan at galingan natin sa trabaho, malayo mararating natin", Chairman Aliño quipped.

The job fair was joined by 55 companies from Olongapo and the Freeport and offers around 3,086 job vacancies. The event was graced by the Rotary Club's President Ms. Babylyn Sagum-Enad, and RCMO Derrick Q. Manuel. PESO Olongapo Manager Mario Esquillo and DOLE Chief Reynante Lugtu shared some talks on employment opportunities as well. Meanwhile, SBMA Deputy Administrator for Legal Affairs Atty. Michael M. Quintos and Labor Department Manager Atty. Melvin L. Varias shared the stage with the rest of guests of the event.

Ten (10) job applicants were hired on the spot during the event. These job seekers were hired by Datian Subic Shoes, Inc. and

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SBMA Chairman Engr. Eduardo Jose L. Aliño (on stage) shares his experiences in looking for a job after he finished his education among job seekers during the Job Fair held at the Subic Gym.



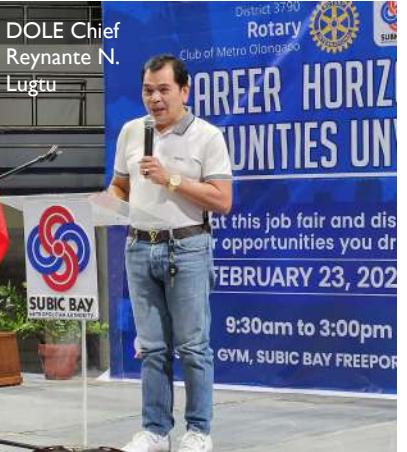
HOTS: Applicants Hired-on-the-Spot during the Career Horizons, Opportunities Unveiled Job Fair program held at the Subic Gym on February 23, 2024.

Career Horizons...

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Temeneco Corporation. In total, Five Hundred Three (503) job applicants participated comprising of 273 males and 230 females.

The job fair was hosted by Maribel Abata Kurashima of Rotary Club and Jordan Romeo Valdez of the Labor Department. The event ended at around 4:00 o'clock in the afternoon.





SCAN ME



 **SBMA Labor Department**

www.mysubicbay.com.ph.

To ease the job application process within the Subic Bay Freeport Zone (SBFZ), job seekers may scan the QR Code above that will direct them to the online submission of job application for the current job vacancies of locators within the SBFZ.

Republic Act 7227 or the Bases Conversion and Development Act of 1992 mandates that all persons seeking employment within the SBFZ must first register with the SBMA Labor Center.

ADVISORY

TO ALL JOB APPLICANTS:

ISANG PAALA-ALA NA ANG PAG-SUSUMITE NG JOB APPLICATION AY LIBRE AT WALANG BAYAD.

KUNG MAY LUMAPIT SA INYO AT NAGPAPAKILALANG TAGA "SBMA LABOR CENTER" O NAGSASABING MAY KAKILALA SA LABOR CENTER AT IPAPASOK KAYO SA TRABAHO AT MANININGIL NG KAUKULANG BAYAD, **MAAARI LAMANG PONG IPAGBIGAY ALAM SA RECEIVING SECTION, MANPOWER SERVICES DIVISION, (047) 252.4273 SA SUBIC GYM OR SA OFFICE OF THE DEPARTMENT MANAGER, (047) 252.4254, BLDG. 255.** MAAARI NYO RIN PO KAMING I-EMAIL SA: labor@sbma.com or msd@sbma.com

UPANG MALAMAN ANG MGA EMPLOYMENT OPPORTUNITIES SA SUBIC BAY FREEPORT ZONE, MAGTUNGO LAMANG PO SA AMING RECEIVING SECTION SA MAY SUBIC GYM O MAG-LOG-ON SA: www.mysubicbay.com.ph, mysubicjobs.blogspot.com or sa *Facebook page ng SBMA Labor Department*.

MARAMING SALAMAT PO!

- SBMA LABOR DEPARTMENT

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Subic Bay Metropolitan
Authority-Treasury
Department)**

Accomplishment Reports

Workforce Development Division 1st Quarter Report 2024

By the Workforce Development Division

Type	2023	2024	Variance Inc/Dec	
	(1st Quarter)	(1st Quarter)	Actual Numerical Value	%
On the Job Training	405	550	145	26.36%
SH Learners (K-12)	P33,500.00	P44,100.00	P10,600.00	24.03%
(Work Immersion Program)	95	120	25	20.83%
Employees Orientation Seminar (EOS)	P5,750.00	P6,000.00	250	4.16%
	44	26	(18)	(40.90%)

2024 Targets vs 2024 Accomplishments

Type	2023	2023	Variance Inc/Dec	
	(Target)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	22.61	55:00	32.39	58.89%

2023 Accomplishments vs 2024 Accomplishments

Type	2022	2023	Variance Inc/Dec	
	(Accomplishment)	(Accomplishment)	Actual Numerical Value	Percentage
OJT/SHS/DTS KPM	27.03	22:61	(4.42)	(16.35%)

Factors or Constraints Affecting Performance

The following factors affected the performance of this Office:

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

Other Accomplishments

Facilitated the PAGIBIG Fund Employers' Forum

Facilitated the TESDA Industry Forum

Deliverables / Plans / Projections for the 2nd Quarter of 2024

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

SCO UPDATES, 1st Quarter 2024

by the Service Contracting Office (SCO)

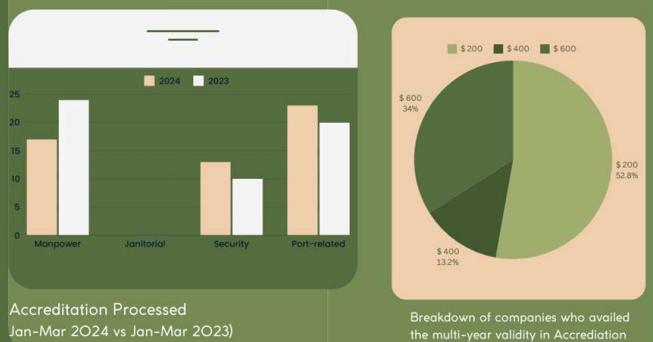
REVENUE REPORT (JAN-MAR 2024)



TOTAL REVENUE: PHP 1,099.325.00
RATE: PHP 55.00 PER USD

A total revenue of Php 1,099,325 was generated by the Service Contracting Office (SCO) for the 1st Quarter of 2024. This figure is a 10.34% increase in revenues compared to same period last year. As can be gleaned from the graph, the Accreditation Fee shared the biggest revenue source in the amount of \$19,200 or roughly 1 Million Pesos from the 53 processed application for Certificate of Accreditation. The Evaluation Clearance Fee recorded a total amount of Php 21,600.00 from 21 Contractors under Regulatory Group who renewed their Certificate of accreditation while the remaining portions of the graph are revenues from the Fines and Penalties on late renewal of Accreditation and SBMA Gatepass/ID which posted a combined amount of Php 11,725.00.

Accreditation Report



	Manpower	Janitorial	Security	Port-related	TOTAL
2024	17	0	13	23	53
2023	24	0	10	20	54



The chart represents the 53 processed applications for Certificate of Accreditation, forty-three percent (43%) of this applications are under Port-related Service providers, while thirty-two percent (32%) belongs to Manpower Service Providers and the remaining 25% is for Security Service providers. There are no recorded applicants for Janitorial Services this year.

It can be noted that more companies have now opted to avail the regular \$200 accreditation fee with a one (1) year validity in the Certificate of Accreditation, followed by the \$600 accreditation fee with a validity of three (3) years while the \$400 has a validity of two (2) years accreditation.

The Service Contracting Office (SCO) conducts Labor Standards Inspection (LSI) to Contractors and Subcontractors to ascertain compliance on general labor standards during their renewal of Certificate of Accreditation. For the 1st Quarter of 2024, a total of 255 companies were inspected. Out of this figure, Sixty-nine percent (69%) were inspected to be compliant with the general labor standards, while 31% were found with labor standards violations to include discrepancies on minimum wage, premium pay, holiday pay and Service Incentive Leave (SIL), non-payment of overtime pay and non-coverage to Social Security System (SSS), Home Development Mutual Fund (HDMF) and Philippine Health Insurance System (PHIC).

Of the 31% or 79 companies with violations, 59 companies have already complied with the noted findings with a total restitution amounting to about 1.5 Million Pesos extended to 305 affected employees as of March 31, 2024.

STATISTICS

by the Manpower Services Division (MSD)

Infographics report

Employment by Business Sector

158,969
Total Active Workforce
as of 31 March 2024

Services

Banking/Insurance/Financing, Hotel/Restaurant, Retailing/Trading, Schools, Transportation, Communications, Utilities, InfoTech Services, BPO/Data Encoding, Recreational/Leisure/Health/Entertainment, Kiosks/Canteens, Forwarding/Warehousing/Transshipment/Brokerage, Realty, Manpower/Security Agencies, Service/Support Providers, SBMA Employees, Other Government Agencies, etc.

Shipbuilding / Marine-related Services

Shipbuilding & ship repair Contractors, etc.

Manufacturing

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

Construction

Construction

Manufacturing



14,255

Shipbuilding /
Marine-related
Services



21,511

Services



117,282

5,921

13.53%

3.72%

73.78%

8.97%

Employment by Year

2023

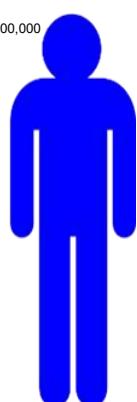
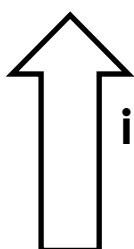
152,127

2024

158,969

4.5%

increase in
Employ-
ment
(31 Mar 2023
vs. 31 Mar
2024)



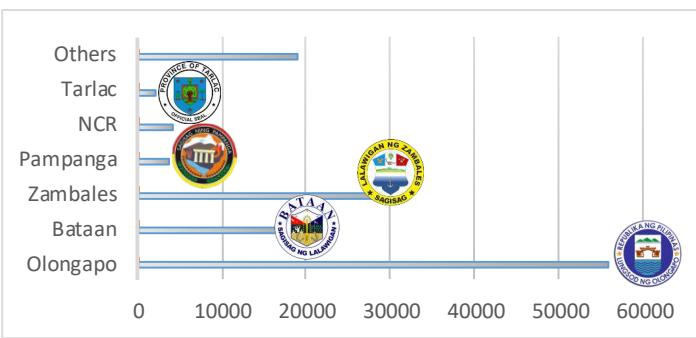
Male
114,969
72.02%



Female
44,475
27.98%

Employment by Residence

	Olongapo	Bataan	Zambales	Pampanga	NCR	Tarlac	Others
	65,857	20,292	28,084	5,160	6,724	2,082	30,770
	41.43%	12.60%	17.67%	3.25%	4.23%	1.31%	19.36%



Employment by Sex

1st Quarter 2024

CEWD Infographics

by the Conciliation and Employee Welfare Division

INSPECTION COMPLIANCE CONCILIATION & MEDIATION


Q Labor Standard Inspection



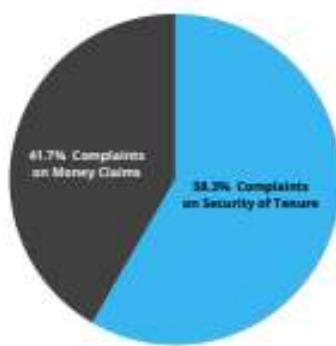
The Labor Standards Inspection for the quarter revealed that out of 131 companies, 71 were fully compliant, representing 54% of those inspected. Notably, 24 companies, accounting for 18%, had findings that require follow-up actions, such as corrective measures and possible penalties, to meet the required standards promptly. Additionally, inspections could not be conducted for 36 companies, equivalent to 28% of the intended total, due to various reasons such as being non-operational, having no employees, or not renewing their business permits.



Conciliation and Mediation



The summary below highlights the performance of the Division for the 1st quarter of the current year. A total of 15 cases, including the 3 cases carried over from the previous year, were settled amicably through conciliation and mediation, and a sum total of Php. 415,135.41 was paid to 15 affected employees. Also, four cases were reported for assistance, of which two have already been resolved and two are currently in process, a total payment of Php. 21,899 has been paid to two (2) affected employees. In addition, a sum of Php. 516,719.45 was restituted to 259 employees as a correction for Labor Standard Compliance.



No. of Cases Received	No. of Cases Resolved	No. of Cases In process	Restituted Amount	No. of Affected employees
4	2	2	21,899	2

Assistance

No. of Cases Received	No. of Carried Over Cases	No. of Cases Resolved	Restituted Amount	No. of Affected employees
12	3	15	415,135.41	15



Labor Standard Inspection Compliance

Total No. of Complied Companies	Salary Adjustments / Restitutions	No. of Affected employees
15	516,719.45	259

LABOR DEPARTMENT REVENUE SOURCES

REVENUE SOURCE	2023 (4Q)	2022 (4Q)	% increase / decrease
Work Permits (PWP, SWP, AEP)			
Provisional Work Permit (PWP)	260,162	206,828	
Special Work Permit (SWP)	46,812	39,506	
Alien Employment Permit (AEP)	809,821	644,898	
Accreditation			
Port Related Services	1,130,219	1,208,173	
Security Services	1,064,466	880,846	
Manpower Services Provider	1,235,088	837,029	
Janitorial Services	122,692	22,380	
Technical Inspection Fee	103,049	127,657	
Labor Standards Violation	118,083	85,013	
Penalty Imposition			
Tampered/Falsified ID	0	61,610	
Late Renewal ID/Gatepass	835,019	862,382	
Late Renewal of Accreditation	74,060	87,120	
Without Accreditation	48,337	55,266	
Re-Issuance of Cert. of Accreditation	0	200	
Delayed Payments—Benefits	11,280	5,660	
Non-Compliance, Labor Wages /Benefits	5,685	22,800	
OJT Fees	71,300	40,300	
Evaluation Clearance (Accreditation)	94,900	79,200	
Posting Fee / Others	9,000	13,000	
TOTAL	6,241,952	5,450,362	P792K or an increase of 14.52%

Source: SBMA FPBD's Comparative Revenue Report for the month of November 2023

Summary

Operating Revenues of the of the Labor Department for the month of November 2023 amounted to PhP515K , an increase of 8.39% or PhP40K as compared last year.

For the period ending November 30, 2023, the Department's revenue amounted to PhP6.24M, an increase of 14.52% or P792K versus last year.



District 3790

Rotary

Club of Metro Olongapo



“CAREER HORIZONS, OPPORTUNITIES UNVEILED”



SUBIC
METROPOLITAN AUTHORITY

Join us for a job fair and discover the
opportunities you dream of!

FebrUARY 23, 2024

10:00am to 3:00pm

SUBIC GYM, SUBIC BAY FREEPORT ZONE

“SBMA is aggressively attracting more businesses to locate in the Subic Bay Freeport zone and generate not only revenues for the national coffers, the agency and neighboring local government units, but also job opportunities for residents of nearby communities.”

SBMA Chairman and Administrator Engr. Eduardo Jose L. Aliño talks about employment opportunities inside the Subic Bay Freeport Zone during a Job Fair held on February 23, 2024 at the Subic Gym.