

Aboitiz unit sponsors 50 in Cebu to train for scaffolding work

ABOITIZ Construction, Inc. will be sponsoring the training of 50 candidates in Cebu seeking to be certified as scaffolders in partnership with the School of Knowledge for Industrial Labor, Leadership, and Service (SKILLS).

SKILLS is a foundation set up by Cebu's Primary Group of Builders that provides technical vocational education to marginalized and unemployed youth and adults.

"We continue to help empower workers in the communities that we serve and provide job opportunities," said Mylynne Cabanilla-Estupin, assistant vice president for human resources of Aboitiz Construction.

The partnership, which the company signed with SKILLS on Nov. 23, will address the increasing

need for specialized workers in the construction industry.

The training program guarantees jobs for sponsored scaffolders, with the company hiring them to support its maintenance projects.

This year, Aboitiz Construction hired around 4,000 skilled workers which it assigned to its various sites. Its projects are focused on industrial, infrastructure and maintenance.

The company said it is hoping to provide maintenance services for AboitizPower's Therna Visayas, Inc.'s power plant in Toledo City, Cebu.

It specializes in constructing substation and transmission lines, power plants, petrochemical plants, mills, warehouses, and commercial facilities, among others. — **Justine Irish DP Tabile**

DMW to provide training, aid for human trafficking victims

By John Victor D. Ordoñez
Reporter

THE DEPARTMENT of Migrant Workers (DMW) plans to provide livelihood and retraining programs for jobseekers who fell victim to human trafficking schemes, an official said.

"We are working closely with the Department of Foreign Affairs (DFA) and the office of Senator Ana Theresia N. Hontiveros-Baraquel for possible retooling programs for skilled workers and our overseas Filipino workers (OFWs) who were enticed by

these fraudsters," Migrant Workers Undersecretary Hans Leo J. Caddac told *BusinessWorld* in a Zoom interview.

On Nov. 12, the DMW provided P10,000 in cash aid to workers who fell victim to an online illegal recruitment scheme allegedly run by Chinese offshore companies in Myanmar.

They were initially offered jobs in customer service and technical positions but were instead made to form relationships with potential bitcoin investors through dating apps and other social media platforms.

The 12 victims were rescued in a remote part of Myanmar

through a joint operation by Ms. Hontiveros' office and the DFA.

Meanwhile, the DMW also plans to expand the newly established OFW Hospital to provide more in-patient services.

The seven-story hospital in San Fernando, Pampanga was inaugurated in July and is intended to provide medical services exclusively for OFWs.

It will also serve as the primary referral hospital for repatriated OFWs in need of medical care.

"We want to help our OFWs reintegrate into the national mainstream and to improve services for distressed OFWs," Mr. Caddac said.

The DMW is a newly-established government agency that will be fully operational by next year.

Migrant Workers Secretary Maria Susana V. Ople said the government plans to deploy more labor attachés in 2023 to ensure the protection of OFWs.

In 2020, the Philippine Statistics Authority (PSA) reported that there were 1.77 million land and sea-based OFWs, down from the 2.18 reported in 2019 before the coronavirus pandemic.

Cash remittances from overseas workers rose to \$2.84 billion in September from \$2.74 billion a year earlier, according to the Bangko Sentral ng Pilipinas.

OPINION

Worker suspected of selling trade secrets

An anonymous letter came to the chief executive officer (CEO) informing him of a worker believed to be selling the company's sales strategies and other related confidential information to a competitor. The CEO gave the letter to the human resources (HR) department and the department head involved for proper disposition. How do we handle this case? — *Half Moon.*

"Employee loyalty begins with employer loyalty," says American businessman, author and columnist Harvey Mackay. "Your employees should know that if they do the job they were hired to do with a reasonable amount of competence and efficiency, you will support them." So, what happens if you don't support them?

This happens when employees feel aggrieved due to meager income, an unfair work situation, or inhumane treatment, among other things. People who believe that they're being taken advantage of often take matters into their own hands. But selling trade secrets to a competitor is an extreme case.

Most disgruntled workers would simply leave and join another company. This case is extraordinary. Of course, not all disgruntled workers are lucky enough to have a replacement job waiting for them. Maybe they don't have what it takes to be an interesting find for another employer.

What I'm driving at is the need to discover why your suspect is resorting to that extreme measure of selling for profit the company's trade secrets. This is for us to prevent a recurrence of this unfortunate situation. It may take some time to understand all the reasons, but it is a fair guess that your suspect is extremely angry with your management and organization.

SOLUTIONS
Don't rush to judgment on this. It is a very serious allegation to make against an employee. You should not be emotional in managing this case as you don't want the matter to escalate.

Handle everything logically and legally while keeping the following in mind:

One, investigate the matter quickly and quietly. First thing to do is to take the anonymous letter with a grain of salt.

IN THE WORKPLACE REY ELBO

ELBONOMICS:
Humanity is a universal concept that transcends race and religion.

How did the letter come about? Was it through regular post or private courier? What if the letter turns out to be a hoax? Or what if that poison pen letter was intended to malign an innocent person?

If you take the bait, how would you protect the interests of your organization in the event of a wrongful prosecution? Are you ready and able to pay for damages in case a suspect turns out to be innocent? The answers to these questions are often enough for some organizations to ignore the issue.

Two, alert everyone on the proper handling of proprietary information. Do this while you're trying to investigate the circumstances of this case. Review all policies with lawyers to make the protec-

tion of company data everyone's responsibility of everyone. This includes requiring all managers and workers to sign non-disclosure agreements.

The rule of thumb is to limit the spread of information only to those who need to know. The fewer people with access to confidential information, the better for the organization.

Last, treat managers and workers the right way. When you treat everyone with dignity and respect, it becomes more difficult for them to be disloyal to the organization. Train your line managers and supervisors to engage their direct reports about their motivations and career expectations. As much as possible, make salary and benefits a non-issue.

If your company can't afford to pay much, think of alternative ways to compensate for that. It may include giving them challenging work assignments that help build their confidence and the skills necessary for career advancement. If not, empower the workers to solve organizational problems that have proved difficult to manage.

Another option is to offer soft rewards like flexible work schedules. Try to maintain a friendly work atmosphere and an enjoyable environment.

COMPLEX ISSUE

You can't keep from receiving anonymous letters. Receiving one is a symptom pointing to a complex issue like the possibility of a labor dispute with an employees' union. Sometimes, the case may stem from a personality clash between two or more managers.

Maybe it has something to do with the organization's succession plan. Perhaps some manager is engaged in empire building, requiring one of the workers to be framed in order to taint the reputation of a leading candidate for promotion. The potential causes are endless. You may not be able to discover them all.

Whatever the case, if you're playing it fair and square with the workers, it should be easy for them to reciprocate being treated well. Maintaining a generally humane policy is the only thing here that you can control.

Chat your workplace questions with REY ELBO on Facebook, LinkedIn or Twitter or send them to elbonomics@gmail.com or via <https://reyelbo.com>



Russian gas exports to Europe collapse to a post-Soviet low in 2022

MOSCOW — Russian gas exports to Europe via pipelines plummeted to a post-Soviet low in 2022 as its largest customer cut imports due to the conflict in Ukraine and a major pipeline was damaged by mysterious blasts, Gazprom data and Reuters calculations showed.

The European Union, traditionally Russia's largest consumer for oil and gas, has for years spoken about cutting its reliance on Russian energy, but Brussels got serious after the Kremlin sent troops into Ukraine in February.

State-controlled Gazprom, citing Chief Executive Officer Alexei Miller, a long-standing ally of President Vladimir Putin, said its exports outside of ex-Soviet Union will reach 100.9 billion cubic metres (bcm) this year.

That is a fall of more than 45% from 185.1 bcm in 2021 and includes supplies to China via the Power of Siberia pipeline, through which Gazprom supplied 10.39 bcm last year.

Russian direct gas exports to Germany, Europe's largest economy, were halted in September following blasts at the Nord Stream pipelines in the Baltic Sea.

Sweden and Denmark have both concluded that four leaks on Nord Stream 1 and 2 were caused by explosions, but have not said who might be responsible. North Atlantic Treaty Organization Secretary-

General Jens Stoltenberg has called the damage an act of sabotage.

Russia accused British navy personnel of being behind the blasts, a claim that London said was false.

Russian gas exports via the Nord Stream 1 pipeline totaled record-high 59.2 bcm last year.

The 100.9 bcm of Russian gas pipeline supplies, which Gazprom defines as exports to "far abroad", or outside the former-Soviet Union, is one of the lowest since the collapse of the Soviet state in 1991.

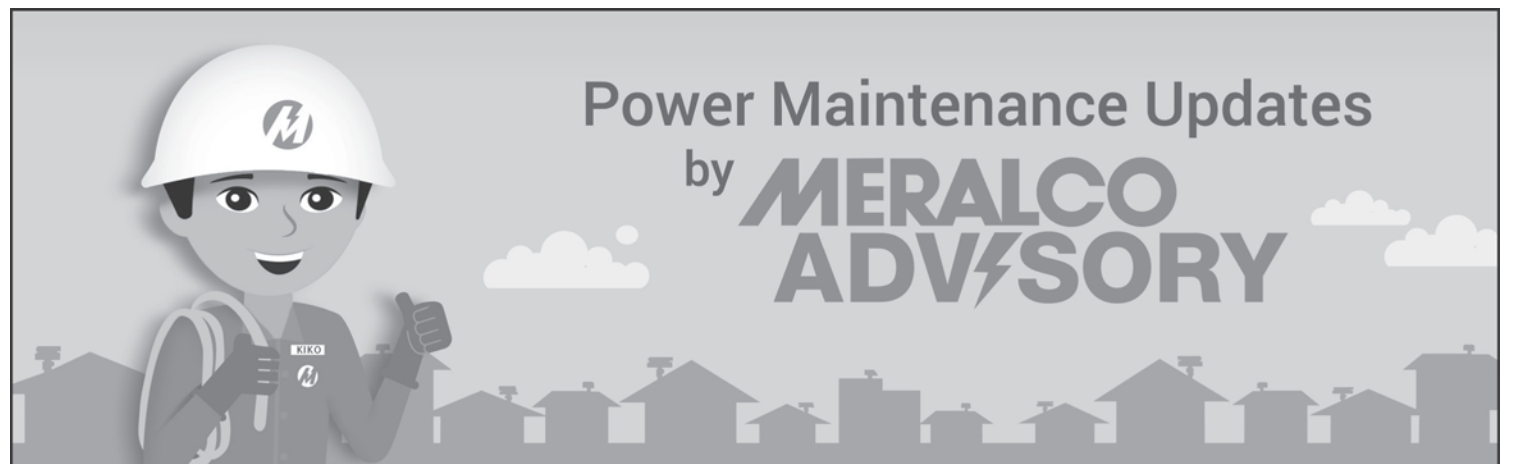
One of Gazprom's previous post-Soviet lows of gas sales to "far abroad" was at 117.4 bcm in 1995, according to Gazprom Export.

Russia, meanwhile has been increasing its sea-borne liquefied natural gas (LNG) sales, thanks mostly to Novatek-led Yamal LNG plant in the Arctic.

According to the Rosstat government body, Russia's LNG production rose by almost 10% in Jan. — Nov. to 29.7 million tons.

And Russia has managed to offset lower gas imports to Europe by higher energy prices at its budget revenues from oil and gas jumped by over a third in the first 10 months of the year.

Gazprom also said that its 2022 gas output is seen at 412.6 bcm, which is down from 514.8 bcm in 2021, when it reached a 13-year high. — **Reuters**



The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

THURSDAY, JANUARY 5, 2023

CAVITE (IMUS CITY)

BETWEEN 12:01AM AND 5:00AM — PORTION OF CIRCUIT IMUS 422WK

Portion of Daang Hari Road from Anabu Road in Bgy. Anabu II-D to near SPCH Main Ave. in Bgy. Pasong Buaya II.

Portion of Anabu Road from Daang Hari Road in Bgy. Anabu II-D to and including The Elysian Subd. in Bgys. Anabu II-B and Anabu II-C.

Portion of Varsity Loop St. from Daang Hari Road to Champions Loop St. in Bgy. Pasong Buaya I.

Portion of Champions Loop St. from Vermosa Boulevard to Pasong Buaya I Road. in Bgy. Pasong Buaya I.

Portion of Pasong Buaya I Road from Champions Loop St. to and including Westfield Subd. in Bgy. Pasong Buaya I.

REASON: Reconstruction of facilities along Daang Hari Road in Bgy. Pasong Buaya I, Imus City, Cavite.

THURSDAY TO FRIDAY, JANUARY 5 – 6, 2023

QUEZON CITY (HOLY SPIRIT)

BETWEEN 11:00PM AND 11:30PM (THU., 01/05/23) AND THEN BETWEEN 5:30AM AND 6:00AM (FRI., 01/06/23) — PORTION OF CIRCUIT DILIMAN 43VU

Portion of Don Mariano Marcos Ave. — Southbound (Commonwealth) from near Don Diosdado St. to and including One Felicity Center, Chevrolet Commonwealth, MG Motors Commonwealth and Asian Institute of Computer Studies.

Portion of Holy Spirit Drive from Don Mariano Marcos Ave. — Southbound (Commonwealth) to and including Don Matias, Don Senen, Don Juan, Don Toribio, Don Jose, Don Vicente, Don Armando, Don Mario, Don Sergio, Don Gregorio, Don Primitivo, Don Vicente, Doña Felicidad, Don Romero, Don Victorino and Don Carlos Sts. in Don Antonio Heights Subd.; Blue Garden Weddings and Events Place, East West Bank, Metrobank, CTC Tube Ice, Sodeska Food Corp., Omero Printgraphix and Burger King; Southville Subd. and Montville Subd.

BETWEEN 11:00PM (THU., 01/05/23) AND 6:00AM (FRI., 01/06/23) — PORTION OF CIRCUITS DILIMAN 43VU AND 425VU

Portion of Don Mariano Marcos Ave. — Southbound (Commonwealth) from B. F. Homes Road to and including Iglesia Ni Cristo — Lokal ng Commonwealth; and Don Enrique Heights Subd.

REASON: Relocation of facilities affected by MRT – 7 construction along Don Mariano Marcos Ave. (Commonwealth) in Bgy. Holy Spirit, Quezon City.

FRIDAY TO SATURDAY, JANUARY 6 – 7, 2023

CAVITE (BACOR CITY)

BETWEEN 11:30PM (FRI., 01/06/23) AND 12:30AM (SAT., 01/07/23) — PORTION OF CIRCUIT IMUS 423WK

Portion of St. Mary St. from Molino — Paliran Road to and including Duplex Subd. in Bgy. Molino 4.

REASON: Line reconstruction work in Duplex Subd., Bgy. Molino 4, Bacoor City, Cavite.

SATURDAY, JANUARY 7, 2023

CAVITE (BACOR CITY)

BETWEEN 1:00AM AND 2:00AM — PORTION OF CIRCUIT IMUS 423WK

Portion of Sampaguita St. from Springville Ave. to and including Camella Springville Central Subd. Phases 1 & 4 and Camella Springville East Subd. Phase 2 in Bgy. Molino 3.

REASON: Line reconstruction work in Camella Springville Central Subd., Bgy. Molino 3, Bacoor City, Cavite.

CAVITE (BACOR CITY)

BETWEEN 2:30AM AND 3:30AM — PORTION OF CIRCUIT IMUS 423WK

Camella Springville South Subd. Phases 1 & 2 in Bgy. Molino III.

REASON: Line maintenance work in Camella Springville South Subd. Phases 1 & 2 in Bgy. Molino III, Bacoor City, Cavite.

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