

# Third of PHL workforce in active job search — study

ABOUT a third of employees in the Philippines are looking for new employment with higher salary potential, according to the online job portal JobStreet.

In its Unlocking the Future of Recruitment study released on March 1, JobStreet said 34% of 97,324 respondents from the Philippines, Indonesia, Hong Kong, Malaysia and Thailand are actively looking for new jobs with higher salaries.

“Filipinos are more optimistic about judging their position in the labor market as 78% feel positive and confident about their negotiating positions,” it said. “The figure is slightly higher than the global average of 68%.”

About 46% in the Philippines said they prefer hybrid work, 28% are looking for fully remote work, and 26% said they wanted to work on-site.

Peter Bithos, chief executive officer of SEEK Asia, JobStreet’s parent company, said employers should know how to attract new talent as the

world recovers from the coronavirus pandemic.

“There are people on both sides of the equation and employers need to know how to find more talent to continue generating revenue,” he told a press conference on Wednesday.

He said employers continue to prioritize digital and technology skills to cater to their changing needs.

Philip A. Gioca, country manager for JobStreet Philippines, said Filipinos now look for workplaces that allow a work-life balance.

“If the workplace is toxic, even if the job pays well, they will not take it,” he said at the event. “Filipino workers now value a balanced life to eliminate mental health issues.”

In September, Labor Secretary Bienvenido E. Laguesma adjusted the implementing rules and regulations of the Telecommuting Law to strengthen protections for work-from-home (WFH) employees should they opt not to work in the office.

Workers in a WFH scheme are not classified as field personnel, except when their hours of work “cannot be determined with reasonable clarity,” according to the revised rules.

Former President Rodrigo R. Duterte signed the law in 2018, establishing the legal basis for all WFH arrangements.

The jobless rate eased to 5.4% last year, the lowest since the 5.1% recorded in 2019 or before the coronavirus pandemic.

Job quality hit a three-year low as underemployment, a measure of workers looking for more work, hit 14.2%, against the 14% recorded in 2019.

“While hiring growth may slow down during times of uncertainty, there is no doubt that it is still a jobseekers’ market right now,” Mr. Bithos said. “It is important for employers to know how to attract, recruit and retain talent.” — **John Victor D. Ordoñez**

## OPINION

### Well-regarded worker’s mistake cost company millions

**‘m the human resource manager of a medium-sized factory. Normandy (not his real name) is a consistent, hardworking person who has been in my department for the past seven years. He received five employee awards in the last five years and became a hall of famer last year. He was due for promotion to a supervisory post until he committed a grave mistake that cost the company millions of pesos. How do we manage his case? — Rainbow Connection.**

My short answer is — it’s a judgment call. But first, you must decide based on Normandy’s total personal circumstances. Be prudent. Don’t let this single incident color your judgment regardless of the cost. Most people don’t deliberately cause damage. Therefore, the millions in losses that your company incurred could be the result of an accident that was not necessarily attributable to Normandy.

It’s human nature to do good. The philosopher Jean-Jacques Rousseau (1712-1778) believed “that human nature is essentially good,” which I consider to be the basis for the legal presumption of innocence until proven otherwise.

## IN THE WORKPLACE

REY ELBO

**ELBONOMICS: The best way to solve problems is to anticipate them all the time.**

especially when an organization does not have a *pokayoke* or an error-proofing system that minimizes or eliminates mistakes.

Normandy may also have been given excessive work assignments beyond his capacity to accomplish. If not, he could have been burdened with unreasonably tight deadlines. Or, he may have personal or family issues that distracted him from his tasks. He may have a sick spouse or child. He may be having marital problems or worries about his financial obligations.

## FIVE SOLUTIONS

Above all, think of all the good things that Normandy has done for your organization. Are they enough for your management to ignore the losses? Why or why not? Calculate the actual and potential losses and weigh them against what you can do with him. Quantify the damage in absolute terms so that you can have an accurate description of what you’re trying to address. Estimates could give you a wrong impression about the losses.

As soon as you’ve established all the facts and figures, explore the following steps: **One, review the provisions of your code of conduct or related policies.** Find out if there’s anything about negligence. Usually, cases arising out of employee negligence fall into two types: gross negligence (willful recklessness or inattention) or simple negligence (careless mistake). They carry different penalties which may include restitution for damages. This policy should be your guide.

**Two, determine the culpability of other workers and their boss.** Most of the time, we should not focus on the acts or omissions of one person. The immediate boss must take command responsibility. Jurisprudence has established that as a general rule, employers are given “wide latitude of discretion” in terminating managers who failed to supervise their workers.

**Three, observe due process every step of the way.** Everything starts with utmost confidentiality and legal objectivity. In this case, both Normandy and his boss must be charged separately with different violations. The boss may be charged with loss of confidence or neglect of duty. The process includes the filing of an incident report, issuance of notice to explain, administrative hearing, management deliberation and issuance of a decision.

**Four, allow Normandy to negotiate on the resolution of the case.** If the decision is to terminate his employment, agree to a resignation or an honorable exit so that all parties may be spared of any emotional anguish. The same thing can be applied to Normandy’s boss who might be in the best position to recover the damages from.

**Last, explore the options for restoring the damage.** How could an ordinary worker like Normandy pay back the millions lost by the company? The best thing you can do is to forfeit his unpaid salary and benefits. I have also seen many organizations apply command responsibility to the immediate boss. Department managers can’t wash their hands of this case.

## PRECEDENT

Consider the fact that your action will establish a precedent. Workers and managers who find themselves in the same situation may use the same arguments in resolving future issues. This is best handled when you properly document the procedure and its results.

Another thing. Performance problems can happen anytime even if the workers and their managers have done an excellent job in the past. There’s no assurance that people with excellent work performance in the past will make mistakes. That’s because work scenarios are constantly changing. Somehow along the way, workers and their management may have misunderstood the requirements.

If you’re in HR, it’s the best time for you to remind people of the company’s expectations.

Bring REY ELBO’s popular program called Superior Subordinate Supervision to your management team. Or chat him on Facebook, LinkedIn or Twitter or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyselbo.com>



## Caterpillar reaches tentative deal with union, averting possible strike

CATERPILLAR, INC. said on Wednesday it had reached a tentative agreement with a union that represents workers at four of its facilities, dodging a possible walkout at a time when companies across the US are dealing with widespread labor shortages.

The construction equipment maker’s new six-year agreement, which needs to be put to a vote by employees, comes after some union workers had threatened a strike as they negotiated wage increases, improved safety measures and better healthcare benefits.

Caterpillar, which has been struggling with margin pressures as input costs keep rising, has more than 100,000 employees around the world. Labor unions in the United States have, in the meanwhile, stepped up efforts to ensure cost-of-living adjustments keep pace with inflation.

“Members at four locals in Illinois and Pennsylvania will review the tentative agreement and vote at upcoming ratification meetings,” United Auto Workers (UAW) said in a statement.

The UAW will schedule a ratification vote soon, Caterpillar said in a statement, adding that the current agreement would be extended until the voting was complete.

The contract covers roughly 7,000 union employees represented by the UAW at three manufacturing plants in central Illinois and a parts and distribution center in York, Pennsylvania.

In January, union workers at the four Caterpillar facilities voted almost unanimously to authorize a strike, according to one local union’s Facebook page.

Contract negotiations between the UAW and the Irving, Texas-based manufacturer began on Jan. 5, the company said. — **Reuters**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [rapoo@protechcorp@gmail.com](mailto:rapoo@protechcorp@gmail.com)

Company: **RAPOO PRO TECHNOLOGY CORPORATION**  
Address: **8TH FLOOR ROBINSONS CYBERGATE PLAZA, EPIFANIO DE LOS SANTOS AVE., PIONEER, MANDALUYONG CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Customer Financial Officer  
20 Chinese Speaking Business Financial Officer  
20 Chinese Speaking Admin Financial Officer

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [intergenerationprimeholdings@gmail.com](mailto:intergenerationprimeholdings@gmail.com)

Company: **INTERGENERATION PRIME HOLDINGS INC.**  
Address: **11TH FLOOR TOWER 1 THE ENTERPRISE CENTER 6766 AYALA AVENUE, SAN LORENZO, MAKATI CITY**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [hrc@compliance.infovine@gmail.com](mailto:hrc@compliance.infovine@gmail.com) or [infovine.legal@gmail.com](mailto:infovine.legal@gmail.com)

Company: **INFOVINE INC.**  
Address: **9/F TOWER MOA COMPLEX BLDG., CORAL WAY DRIVE COR. MACAPAGAL AVE. ST., BARANGAY 76, PASAY CITY, METRO MANILA**  
Address: **8TH-10TH FLOOR ASPIRE CORPORATE PLAZA BLDG., PASAY CITY**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [2021neotmatrix.inc@gmail.com](mailto:2021neotmatrix.inc@gmail.com)

Company: **NEO INCORPORATED**  
Address: **North Tower Centrum Bldg., Aseana Avenue, Entertainment City, Baclaran, Parañaque City**

## JOB VACANCY

**60 Vacant Positions**  
15 CHINESE SPEAKING TECHNICAL CONSULTANT  
15 CHINESE SPEAKING SOLUTIONS CONSULTANT  
15 CHINESE SPEAKING MARKETING CONSULTANT  
15 CHINESE SPEAKING BUSINESS CONSULTANT

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [2021speedwellinc@gmail.com](mailto:2021speedwellinc@gmail.com)

Company: **SPEEDWELL INC.**  
Address: **5/F KING'S COURT 2 BUILDING, 2129 CHINO ROCES AVENUE, MAKATI CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Customer Financial Officer  
20 Chinese Speaking Business Financial Officer  
20 Chinese Speaking Admin Financial Officer

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [grandeverestholdings@gmail.com](mailto:grandeverestholdings@gmail.com)

Company: **GRAND EVEREST HOLDINGS INC.**  
Address: **16/F TOWER 6789, 6789 AYALA AVE., MAKATI CITY**

## JOB VACANCY

**40 Vacant Positions**  
10 Chinese Speaking Sales Marketing Specialist  
10 Chinese Speaking Digital Marketing Specialist  
10 Chinese Speaking Brand Marketing Specialist  
10 Chinese Speaking Trade Marketing Specialist

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [kingmerchantbusiness@kingmerchantbusiness.com](mailto:kingmerchantbusiness@kingmerchantbusiness.com)

Company: **KING-MERCHANT BUSINESS TRADING INCORPORATED**  
Address: **2505-E THE FINANCE CENTRE BLDG., 26TH ST., COR. 9TH AVE., FORT BONIFACIO, TAGUIG CITY**

## JOB VACANCY

**60 Vacant Positions**  
15 CHINESE SPEAKING TECHNICAL CONSULTANT  
15 CHINESE SPEAKING SOLUTIONS CONSULTANT  
15 CHINESE SPEAKING MARKETING CONSULTANT  
15 CHINESE SPEAKING BUSINESS CONSULTANT

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [visavalorconsultancy@gmail.com](mailto:visavalorconsultancy@gmail.com)

Company: **VISA VALOR CONSULTANCY INCORPORATED**  
Address: **UNIT 922 9/F CITYLAND HERRERA TOWER, 98 V.A. RUFINO, COR. VALERO ST., MAKATI CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Sales Marketing Specialist  
20 Chinese Speaking Brand Marketing Specialist  
20 Chinese Speaking Trade Marketing Specialist

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [emprialmerchantbusinesscorp@gmail.com](mailto:emprialmerchantbusinesscorp@gmail.com)

Company: **EMPERIAL MERCHANT BUSINESS TRADING INCORPORATED**  
Address: **292-C PASCUAL CASAL ST., SAN MIGUEL, 067, BGY. 646, MANILA**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [inc.ricochet@gmail.com](mailto:inc.ricochet@gmail.com)

Company: **RICOCHET INC.**  
Address: **11TH FLOOR ASPIRE CORPORATE PLAZA, DIOSDADO MACAPAGAL BLVD. ST., ZONE 10, BARANGAY 076, DISTRICT 1 PASAY CITY**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [2021tcomrxinc@gmail.com](mailto:2021tcomrxinc@gmail.com)

Company: **CRONYX INC.**  
Address: **Yin Hope Bldg., Atang Dela Rama cor. Zoilo Hilario St., Seascaple Village, Barangay 76, 1300 Pasay City NCR, Fourth District, Philippines**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [technologydynamic.studio@gmail.com](mailto:technologydynamic.studio@gmail.com)

Company: **DYNAMIC STUDIO TECHNOLOGY INC.**  
Address: **5TH-8TH AND 10TH FLOOR PLATINUM TOWER BLDG., ASEANA AVENUE COR., FUENTES ST., BACLARAN, PARAÑAQUE CITY**

## JOB VACANCY

**300 Vacant Positions**  
60 CHINESE SPEAKING BUSINESS DEVELOPMENT ASSOCIATE  
60 CHINESE SPEAKING ADMIN ASSOCIATE  
60 CHINESE SPEAKING GRAPHIC DESIGNER  
60 CHINESE SPEAKING PROGRAM DESIGNER  
60 CHINESE SPEAKING DATA ENTRY CLERK

**REQUIREMENTS:**  
1. At least 21 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [2022xprotechnologycorporation@gmail.com](mailto:2022xprotechnologycorporation@gmail.com)

Company: **ZX-PRO TECHNOLOGY CORPORATION**  
Address: **16TH FLOOR ROBINSONS CYBERGATE 3 PIONEER, BRYG. BARANGKA ILAYA, MANDALUYONG CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Customer Financial Officer  
20 Chinese Speaking Business Financial Officer  
20 Chinese Speaking Admin Financial Officer

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [grandpremiumcrestholding@gmail.com](mailto:grandpremiumcrestholding@gmail.com)

Company: **GRAND PREMIUM CREST HOLDING INC.**  
Address: **16/F TOWER 6789, 6789 AYALA AVE., MAKATI CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Customer Financial Officer  
20 Chinese Speaking Business Financial Officer  
20 Chinese Speaking Admin Financial Officer

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [daprosperritasholding@gmail.com](mailto:daprosperritasholding@gmail.com)

Company: **DA PROSPERITAS HOLDING INC.**  
Address: **16/F TOWER 6789, 6789 AYALA AVE., MAKATI CITY**

## JOB VACANCY

**40 Vacant Positions**  
10 Chinese Speaking Sales Marketing Specialist  
10 Chinese Speaking Digital Marketing Specialist  
10 Chinese Speaking Brand Marketing Specialist  
10 Chinese Speaking Trade Marketing Specialist

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [rightmerchantbusiness.trading@gmail.com](mailto:rightmerchantbusiness.trading@gmail.com)

Company: **MIGHTY-MERCHANT BUSINESS TRADING INCORPORATED**  
Address: **2505-E THE FINANCE CENTRE BLDG., 26TH ST., COR. 9TH AVE., FORT BONIFACIO, TAGUIG CITY**

## JOB VACANCY

**60 Vacant Positions**  
20 Chinese Speaking Sales Marketing Specialist  
20 Chinese Speaking Brand Marketing Specialist  
20 Chinese Speaking Trade Marketing Specialist

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [amaranthushinc@gmail.com](mailto:amaranthushinc@gmail.com)

Company: **AMARANTHUS INC.**  
Address: **24A 24/F PETRON MEGA-PLAZA BLDG., 358 SEN. GIL PUYAT AVE., BRYG. BEL-AIR, MAKATI CITY**  
Address: **8TH FLOOR JBY PLATINUM TOWER, ASEANA AVE., PARAÑAQUE CITY**

## JOB VACANCY

**40 Vacant Positions**  
3 Chinese Speaking Marketing Manager  
3 Chinese Speaking Service Manager  
34 Chinese Speaking Service Specialist

**REQUIREMENTS:**  
1. At least 18 years old  
2. Proficiency in Handling customer questions about services and products  
3. Excellent Mandarin verbal Communication Skills  
4. Knowledgeable in computer  
5. Knows how to recommend potential products or services by collecting customer information and analyzing customer needs

Interested applicants may submit their application thru email at [acautomobileserviceinc@gmail.com](mailto:acautomobileserviceinc@gmail.com)

Company: **AC AUTOMOBILE SERVICE INC.**  
Address: **UB 111 PASSEO DE ROXAS BLDG., PASEO DE ROXAS, SAN LORENZO, MAKATI CITY**