

# Philippine hiring declines 9% in August – foundit

THE PHILIPPINES registered a 9% decline in hiring in August resulting from challenges faced in various sectors, according to talent platform foundit.

“The Philippines exhibits a recovering job market, underscoring the continuous need for learning and growth in alignment with changing hiring trends,” foundit Chief Executive Officer Sekhar Garisa said in a statement.



He added that the results of the foundit Insights Tracker report indicate the critical need

for employee re-skilling and upskilling not only for the Philippines but also for Malaysia and Singapore.

In the six months to August, the Philippines was estimated to have recorded a 5% decrease in job demand.

“Despite this decline, the month-on-month uptick of 3% suggests a reviving job market, hinting at the potential for recovery in the near future,” the talent platform said.

The Philippines had the highest job demand growth in retail with 45%, which foundit said was driven by store expansions.

However, the Philippines registered a 35% decline in demand in the logistics industry after a 24% decline in demand for purchasing, logistics, and supply chain professionals.

It posted a 22% decline in hiring in the information technology (IT) and telecommunications/internet service provider industries due to the uncertain global economic conditions.

Growth was flat in the hospitality and business process outsourcing and information IT-services industries, despite a 6% increase in demand for customer service specialists.

Demand for marketing and communications professionals fell 23% year on year, reflecting adjustments in marketing strategy as market dynamics evolve.

The report focuses on the demand for specific skills, available positions, and the salary ranges in the Malaysia, Singapore and the Philippine markets, seeking to identify hiring patterns in the three Asian markets. — **Justine Irish D. Tabile**

OPINION

## Best way to celebrate employee birthdays

**We remember employee birthdays by sending them greeting cards signed by their colleagues within their department. However, I find this as overly mechanical and old school. Is there a better way? — Pink Lily.**

Every employee program, no matter how it is entrenched in the organization, must be energized or reenergized from time to time to make it meaningful not only for the employees but for management as well. This requires even the sending of birthday cards to celebrants. In that context, the human resources (HR) department must take the lead so that new ideas and opportunities are concretized.

HR must be flexible so all managers are taught how to energize their direct reports. The trouble is that very few HR professionals appear to be conscious of the need to think of new ways of doing things. At times, you may encounter opposition when people talk about how to make things simpler.

If you're in HR, you should be the first one to wear the change agent hat. You must think of ways to refresh employee policy and at

### IN THE WORKPLACE REY ELBO

#### ELBONOMICS: All employee issues can be traced to a problem manager.

ing the company's plans and programs, its performance against competition, and how it is managing challenges.

#### BIRTHDAY CLUB

Keeping people in the dark makes them feel unimportant to management. When there's an absence of proactive two-way communication, the rumor-mongers, the malcontents and the agitators will twist tidbits of information to suit their agenda, especially if you don't have a labor union.

To manage this issue, it's best to start organizing a monthly birthday club. This is an informal and unstructured (with certain exceptions found below) dialogue over a cup of coffee or soft drinks. To guide you on how to do this, explore the following steps:

**One, establish a monthly town hall meeting.** If you already have such a program, adjust it so the target participants become the birthday celebrants. Make attendance voluntary. For budget purposes, have them confirm their attendance one month in advance on a “first come, first served” basis. The justification for this is to determine the size of the venue.

**Two, request the chief executive officer (CEO) to grace the occasion.** If the CEO is not available, delegate the task to the executive vice-president or chief operating officer or any member of the senior management team. It's also advisable for the town hall meeting to be attended by all senior executives so they can share their insights.

**Three, limit the meeting to two hours, more or less.** Time management is the biggest challenge. But you can manage everything if you start on time. The schedule may include a 30-minute mass, 10-minute CEO message and 30-minute open forum. The remaining 50 minutes is reserved for a modest snack and fellowship.

**Four, allow anonymous employee ideas or questions.** You can implement this using free software that's commonly used in training. One caveat though. Inform the employees beforehand that their comments may be edited for brevity and clarity. More important, all employee issues must be settled first at the department level before they are raised in a birthday club meeting.

**Five, summarize the CEO's message and the exchanges in the Q&A.** If the summary is approved by the CEO, the memo can be circularized in bulletin boards found in common areas and published in the company's intranet. This process may also be enhanced with the inclusion of the event's photographs and its highlights in the company newsletter.

**Last, act with reasonable urgency to settle employee issues.** Hearing from all employee ideas and publishing them are not enough. All work-related issues must be acted upon with dispatch by management. If management does not agree with certain issues or cannot approve a request, the reasons for the denial should be explained in plain language to avoid misinterpretation.

#### LINE MANAGERS

Even if HR faithfully organizes the monthly birthday club, establish and maintain proactive, two-way communication with employees with the active help of all line leaders, supervisors and managers. They're the key to maintaining industrial peace. They're the first line of defense for management.

They should be effective in dealing with all issues long before they reaches top management. They should enjoy the help of HR in actively monitoring even the most trivial issues between employees and their bosses. HR should be the first to know who among the line leaders might have problems judging from high turnover, transfer requests and absenteeism.

Bring REY ELBO's leadership program called “Superior Subordinate Supervision” to your organization. Chat your workplace issues on Facebook, LinkedIn, X (Twitter) or e-mail [elbonomics@gmail.com](mailto:elbonomics@gmail.com) or via <https://reyelbo.com>



## PHL salaries mostly flat in 2023

SALARIES across industries and specializations in the Philippines were largely flat this year, according to online job portal JobStreet.

In its 2023 Salary Guide report, JobStreet said 97.6% of industries reported steady salaries, while 1.2% posted increases and 1.2% decreases.

“With minimal year-on-year fluctuations, Filipino talent can predict their median salary more accurately,” it said.

“The stability of wages is also good news for employers, who can more easily estimate the salary range they must offer to attract and retain talent.

Healthcare reported the highest median salary increase in the past year at 3.8%, equivalent to P1,254, while the materials industry saw the highest increase in median salaries of 57.1%, or equal to a P40,000 increase.

Accounting and finance positions saw the biggest decline in median salary with a 26.7% drop, while the insurance industry collectively posted the biggest drop in median salary at 49.5%.

JobStreet noted that job seekers reported that the absence of financial incentives, work-life balance, and retirement and insurance benefits were dealbreakers in deciding whether to accept job offers.

Dannah Majaorcon, managing director of JobStreet Philippines, said employers must diversify their benefits packages and other forms of compensation to attract more skilled professionals and workers.

“While salary is still a huge contributor (in motivating talent) to apply for or stay in a company, they are also enticed by other benefits that allow them to balance their job and life,” she said. — **John Victor D. Ordoñez**

## Starbucks worker opposed to union challenges US labor board structure

STARBUCKS Corp. employee who wants to dissolve a union at a New York store filed a lawsuit on Wednesday claiming the structure of the federal agency overseeing a nationwide union campaign targeted at the coffee chain is unconstitutional.

The worker, Ariana Cortes, filed the lawsuit in Washington, DC federal court after an official at the US National Labor Relations Board (NLRB) dismissed her petition seeking to decertify the union at the Buffalo, New York, store where she works. Ms. Cortes is represented by the conservative National Right to Work Foundation.

Ms. Cortes claims that restrictions in US labor law on the president's ability to remove the NLRB's five members from office violate the US Constitution.

NLRB spokeswoman Kayla Blado declined to comment on the lawsuit. Starbucks is not involved in the case.

Federal law only allows NLRB members, who are appointed by the president and confirmed by the Senate, to be removed for “neglect of duty or malfeasance in office.”

The NLRB typically has three members from the president's party and two from the opposing party. The members' five-year terms are staggered, so it can take years for control to change hands under a new presidential administration. The NLRB currently has a 3-1 Democratic majority, with one vacancy.

Ms. Cortes says the president should be able to remove NLRB members at will because they wield executive power by enforcing federal labor law, including overseeing union elections, issuing subpoenas and making rules.

The lawsuit seeks to strike down the limits on the president's removal powers. Ms. Cortes said she also will move to block the NLRB from ruling on her petition pending the outcome of the lawsuit.

The National Right to Work Foundation represents workers in legal disputes with unions and has criticized recent rulings by the Democrat-led labor board making it easier to unionize.

The Buffalo store is one of more than 360 Starbucks locations in the US to unionize since 2021. — **Reuters**

## Britain's migration advisor recommends scrapping visa rules for key occupations

LONDON — The British government's independent migration advisor recommended abolishing one of the main routes for businesses to hire migrant workers in sectors where there are severe staff shortages.

The Migration Advisory Committee (MAC), which was commissioned to conduct a review of the Shortage Occupation List (SOL), said making it easier to recruit low-wage workers increased the risk of exploitation.

Business lobby groups have previously called for the government to expand the number of occupations on the list to help firms facing significant issues recruiting staff post-Brexit. But the committee also said low-wage migrants were more likely to result in a net fiscal cost for Britain, and the high administrative burdens of the scheme made it uneconomic for many businesses.

“These concerns mean that we are not convinced that the SOL provides a sensible immigration solution to shortage issues in low-wage sectors, and so our preference is for the government to abolish it,” the committee said in a report.

Employers can hire migrant workers at 80% of a job's usual “going rate” in Britain for occupations on the list, which includes roles such as bricklayers and care workers.

Being a shortage occupation can allow employers to bypass the general minimum salary threshold for a skilled worker visa of 26,200 pounds (\$31,610), meaning sectors with a going rate below that level particularly benefited from being on the list, MAC said.

MAC recommended no employer should be able to pay below the going rate, which it said helped to protect resident workers from undercutting and reduced the exploitation of migrants.

A spokesperson for Britain's Home Office said the government would consider the findings of the report and respond, “in due course.” — **Reuters**

## Over 13K delivery riders now have Pag-IBIG

In a span of only three months after Pag-IBIG Fund entered partnerships with the country's top transport networks to provide better access to its membership, 13,128 delivery drivers and riders have registered as Pag-IBIG members and now enjoy the agency's benefits.

“We are very happy that a growing number of delivery riders are now part of the more than 15.6 million active members of Pag-IBIG Fund. As members of Pag-IBIG Fund, they now have secure savings and shall gain access to our affordable home loans. This is in line with our efforts to provide inclusive housing to all Filipino workers under the Pambansang Pabahay para sa Pilipino Housing or 4PH Program of President Ferdinand R. Marcos, Jr.,” said Secretary Jose Rizalino L. Acuzar, who leads the Department of Human Settlements and Urban Development (DHSUD) and the 11-member Pag-IBIG Fund Board of Trustees.

Earlier this year, Pag-IBIG Fund partnered with transport network & app-based courier companies Angkas, foodpanda, Grab, Lalamove and Pick-A-Roo. With the partnerships,

delivery riders are provided better access to Pag-IBIG Fund membership to allow them to enjoy the agency's benefits that include its Regular and MP2 Savings, short-term cash loans, affordable home loans and the Pag-IBIG Loyalty Card Plus.

Pag-IBIG Fund Chief Executive Officer Marilene C. Acosta, meanwhile, expects that the number of delivery riders who shall become Pag-IBIG Fund members will continue to rise, especially with the agency's ongoing Pag-IBIG Asenso Rider Raffle Promo, a special raffle promo for delivery riders.

“We remain committed to our mandate of bringing the benefits of Pag-IBIG Fund membership to more Filipino workers. This includes our delivery riders, whose service have become vital in our daily lives. That is why in addition to bringing them better access to Pag-IBIG Fund membership, we are also providing our delivery riders the opportunity to win special prizes to help them with their livelihood with the Pag-IBIG Asenso Rider Raffle Promo. All these are among the many ways how we bring our Lingkod Pag-IBIG Brand of Service – Tapat na Serbisyo, Mula sa Puso - to our members,” Acosta added.

### JOB HIRING

**5 - TRAVEL AGENT**  
**10 - TRAVEL COORDINATOR**

**Qualifications:**

- Graduate of Bachelor's/College Degree in any field
- At least 1 year of working experience in a related position
- Flexible, trustworthy and willing to work under pressure
- Proficient in speaking and writing in English & Korean Hangul
- Good interpersonal and communication skills
- Can work with minimum supervision

**SNOWIT SERVICES CORPORATION**  
UNIT 50 ROSE INDUSTRIES BLDG., PIONEER STREET, KAPITLYO, PASIG CITY

Please send your Resume/CV at  
Email: [snowitservices@gmail.com](mailto:snowitservices@gmail.com)

### WE ARE HIRING!!

**BETUR, INC.**  
307 Union Bank Plaza, Marikina Ave., cor. Davao Road, Origin Center, San Antonio, Pasig City  
Kindly send your CV/Resume: [sherry.hermedilla@coins.ph](mailto:sherry.hermedilla@coins.ph)

2-HEAD OF DESIGN	1-METADERYBY CTO
1-VP FOR PRODUCT	1-VP FOR OPERATIONS
1-VP FOR WALLET OPERATIONS	1-GAMING CENTER CONSULTANT
1-PRODUCT MANAGER	1-WEB DEVELOPER
1-CHIEF OPERATING OFFICER	1-SECURITY LEAD
1-CRYPTO BUSINESS DEVELOPMENT MANAGER	
1-DIRECTOR FOR HUMAN RESOURCES AND ADMINISTRATION	

**Qualifications:**

- Preferably with Master's Degree in Human Resource, Master's Degree in Business Administration, Master's Degree in a technical field (e.g. Computer Science) or a design-related field
- With at least 3-4 years' work experience to the position applying for
- Excellent team management skills, ability to delegate tasks, and advanced technological skills set
- Highly proficient in Mandarin, bilingual and other foreign language

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67 FLORENCE CENTRAL 3RD ST., COR. 99 AVE., BONIFACIO GLOBAL CITY, FORT BONIFACIO, CITY OF TAGUIG  
Mail your CV at [breezyvalley13@gmail.com](mailto:breezyvalley13@gmail.com)

- 1 = GUEST RELATION OFFICER-MANDARIN SPEAKING
- 1 = GUEST RELATION MANAGER-MANDARIN SPEAKING
- 1 = GENERAL MANAGER

**QUALIFICATION**

- Bachelors/College Degree in any fields
- Must be proficient in speaking, reading in Mandarin and Bilingual language
- Flexible, honest, trustworthy and willing to work under pressure
- With background to any related position

### NOW HIRING!!!

**CELINNE BEAUTY CENTER INC.**  
507-C CALANTAS ST., SAN ANTONIO, MAKATI CITY  
Mail your CV at [celinnebeauty2023@gmail.com](mailto:celinnebeauty2023@gmail.com)

- 3 = VIETNAMESE MARKETING OFFICER
- 1 = VIETNAMESE SUPERVISOR

**QUALIFICATION**

- Preferably with Bachelor's/College Degree in any related fields
- Must be proficient in speaking, reading in Mandarin, Vietnamese and Bilingual language
- With at least 1 year work experience related to the position applying for
- Have extensive knowledge of marketing, and strong time management and organizational abilities