

Gig work: Long hours, less than minimum wage

RIDE-HAILING and delivery gig workers need to spend extended hours on the road and even then, struggle to net the equivalent of minimum wage, according to Fairwork Philippines, an advocacy for platform workers.

Cheryll Ruth R. Soriano, a professor at De La Salle University and principal investigator at Fairwork, said gig workers also take on the burden of investing in their vehicles, exposing them to debt and running costs.

“During low season, when they are not able to get sustainable gigs, they have to work long hours to recoup that,” she said.

In a policy brief, Fairwork Philippines said: “Despite working for extremely long

hours, workers fail to earn a take-home pay that meets minimum wage levels, which highlights the financial insecurity experienced by platform workers.”

It pushed for a law to require platforms to ensure bookings sufficient to earn workers the equivalent of minimum wage, as well as safety nets for work-related deaths, accidents, injuries or illnesses.

“They are unable to meaningfully access and rely on government-mandated social welfare benefits if ever the need arises. As to the insurance policies extended by the platforms themselves, workers cannot effectively file for and claim insurance proceeds

due to the precarity of platform work,” it noted.

It urged the Social Security Commission to make platform workers compulsorily covered by the Social Security System (SSS) and to adjust safety nets to account for their unique work circumstances.

The study also called on Congress to pass legislation that would allow platform workers, who are mandatorily covered by the SSS, to access unemployment insurance benefits.

It urged legislation that requires companies that

hire gig workers to mandate that workers register in government-mandated social services such as SSS, Philippine Health Insurance Corp., and Home Development Mutual Fund, among others, as an initial qualification for engagement.

Gig workers are classified as third-party service providers, which can be interpreted by employers to

mean that such workers are independent contractors, pointing to the need for amendments to the Labor Code that would recognize such terms of engagement as akin to an employer-employee relationship.

Fairwork is an action-research project coordinated by the Oxford Internet Institute and the WZB Berlin Social Science Center. It evaluates the working conditions on digital platforms and issues ratings.

According to the 2022 edition of the Fairwork Philippines study, there are around 500,000 gig workers in the ride-hailing and delivery segments. — **Chloe Mari A. Hufana**



FREEPIK

OPINION

Discipline rules HR should never ignore

In disciplining workers, what common mistakes do many human resource (HR) people often make, even though they may believe they're doing a good job following due process? — Red Lady.

On top of my mind is HR's incapacity to write a solid and substantive formal charge against employees who may have committed violations. In recent months, I've seen more than 50 poorly written Notices to Explain (NTE), including those without an incident report summarizing the offense committed in a complete format with the pertinent provisions of the company's code of conduct (CoC).

These HR people think they've already complied giving due process to those concerned when the fact remains that their NTEs are lacking the Bill of Particulars to support management argument. This happens all the time when they simply put up incomplete NTEs in the hope that employees do not notice the error.

For one, how can employees give their full explanation to a charge that lacks specific details? This is a violation of the due process provision accorded to the workers. That's not all. Another issue is when management refuses to share a print copy of the em-

IN THE WORKPLACE REY ELBO

ployment contract and the CoC with all employees.

While it is not exactly illegal, such management action is a clear manifestation that they're not objective and transparent with their workers.

This happens all the time with unprincipled employers who are not interested in clearly communicating the terms and conditions of employment. If an employer fails to provide an employee with a print copy of their signed contract and the CoC, such omissions may result in complaints of unfair labor practices.

This is proof that an employer is trying to conceal malevolent employment terms from employees and to prevent them from enforcing their rights. Therefore, the only recourse is for the workers to file a case before a labor court, like the National Labor Relations Commission.

NEGLECTED STEPS

Many of us know the unpleasant task of disciplining employees is with the HR department. That's not exactly correct. Employee discipline is job number one for line executives. It is the duty of every team leader, line supervisor, and

department manager to monitor employee issues and prevent them from happening in the first place.

This follows the principle that those who have the final say in hiring must have the same capacity to discipline their workers. That's because line executives know their workers personally and interact with them daily. They need the authority to discipline people. And it follows they have the first opportunity to discover potential issues.

This doesn't mean that HR should be completely out of the picture. HR should be there as the company's internal expert so line executives become discipline experts in their own right. Above all, it's the responsibility of the HR head to provide formal training in the effective handling of the disciplinary process.

Imagine an incompetent HR head that doesn't know proper disciplinary procedure or legal requirements. What happens? Surely, HR can't give what it doesn't have. The following checklist will be helpful for both HR and line executives:

One, collect accurate and objective data about an incident. Summarize this in an Incident Report duly supported by written statements by a complainant and witnesses. Ideally, these statements must be in the form of

a notarized affidavit to strengthen the value of its contents.

The Incident Report and the notarized statements must form part of a clearly worded NTE, which must be easily understood by the employee concerned. It might be better if the NTE is written in Tagalog-English, if the employee's educational level warrants it.

Two, cite the specific and pertinent provisions of the CoC. Don't give a broad, hazy, or imaginary explanation of the offense. Mention the title, article, and section of the CoC to make the case. Employees charged with offenses will be double-checking those provisions in the hope of finding certain loopholes and using them in their own defense.

In addition, the NTE may also include applicable Supreme Court decisions to strengthen the case. Further, specific provisions of both the Criminal Code and Civil Code may be highlighted, like for example if the violation is theft or drug use.

Three, allow the employee to explain within five calendar days. I have seen some incompetent HR people demanding that their NTEs be answered within 24 to 48 hours. This alone is a clear manifestation that this type of HR doesn't know the basic rules, even though it takes less than a minute to verify labor standards on the internet.

Many times, labor jurisprudence allows the extension of the five-calendar-day period for special circumstances.

LAST RESORT

Given all this, terminating an employee should be a last resort. Humanitarian considerations should cause employers to think twice before dismissing an employee. Throwing people out deprives them of the means to support their families, robbing them of their dignity as human beings, and makes it difficult for them to find a new job.

More so if a worker subject to discipline has been in the company for long with no previous adverse record. Bringing matters to a labor court is an expensive and emotional process for the worker and a drag to the integrity of an employer.

In conclusion, it boils down to having line executives being proactive in preventing their people from committing mistakes. This can only happen if an organization has a seasoned HR head.

Bring REY ELBO's Superior Subordinate Supervision program to your management team. Contact him on Facebook, LinkedIn, X or e-mail elbonomics@gmail.com or via <https://reyelbo.com> for details.



PAL partners with Airbus for predictive maintenance

FLAG CARRIER Philippine Airlines (PAL) and its subsidiary PAL Express have partnered with European aerospace company Airbus SE to support predictive maintenance and health monitoring across their fleet.

“This collaboration with PAL highlights the potential in Southeast Asia for data-driven efficiency in fleet management,” said Airbus Head of Commercial Services for Asia-Pacific Balinda Zhang in a statement on Thursday.

Airbus will equip PAL's fleet, including A320 Family (A321ceo and A321neo), A330ceo, and A350 aircraft, with S.FP+ solution or S. Fleet Performance + suite.

“Our partnership with Airbus to implement S.FP+ will help PAL in elevating operational efficiency. Leveraging Airbus' predictive maintenance solutions will enhance our fleet's reliability and high-performance standards,” PAL Senior Vice-President Roland A. Narciso said in a media release.

The solution is expected to advance PAL's operational capabilities, Airbus said, adding that the S.FP+ solution is designed to minimize unplanned maintenance.

According to Airbus' website, S.FP+ is a digital solution that helps improve technical operations, aircraft dispatch, and unscheduled event anticipation and fleet reliability. — **A.E.O. Jose**



JG Summit to inject P17.1B into petrochemical unit to cover debts

JG Summit Holdings, Inc. will inject up to P17.1 billion into its petrochemical unit JG Summit Olefins Corp. (JGSOC) to cover maturing obligations, the company said on Thursday.

The company's board approved the proposal during a meeting on Nov. 13, JG Summit said in a disclosure to the stock exchange.

“This infusion is primarily intended to pay off JGSOC's maturing obligations. The above capital infusion will be subject to regulatory approvals, if any,” it said.

The petrochemicals business led by JGSOC widened its nine-month net loss to P11.4 billion amid “unfavorable global market conditions.”

January-to-September revenue climbed by 53% from a low base in 2023, carried by “higher plant run rates along with the full adoption of the pricing tool from its business-wide transformation program.”

For the first nine months, JG Summit saw a 16% increase in net income to P17.9 billion, while core profit rose by 39% to P20.3 billion.

The conglomerate's revenue improved by 10% to P277 billion due to healthy demand for travel and leisure activities, a higher preference for value food and beverage products, and increased utilization rates in the group's petrochemical plants.

In January, JGSOC inaugurated a P150-billion expanded petrochemical facility in Batangas City. JGSOC is engaged in the production of polymer grade ethylene, polymer grade propylene, pyrolysis gasoline, mixed C4, pyrolysis fuel oil, and other products and their by-products. The company markets its petrochemical products to over 30 countries.

On Thursday, JG Summit stocks dropped by 2.67% or 60 centavos apiece. — **Revin Mikhael D. Ochave**

NOTICE OF INVITATION FOR A PUBLIC SEALED BIDDING PROPERTIES FOR SALE

Security Bank Corporation (“SBC”) invites all interested parties to bid on an “As-Is, Where-Is” Basis the sale of the following properties on a cash or installment basis:

Lot no.	Location	Classification	Status	Title no.	Area (sq.m.)	Floor price
1	Lots 33 & 34 Blk. 1, Glowdel St., First Bulacan Industrial City, Brgy. Tikay, Malolos, Bulacan (Site 1)	Industrial Lot with warehouse and Rice extrusion, boiler	With Possession/ Title under the Bank's name with annotation	039-2022023456 039-2022023457	Lot: 4,415 Warehouse: 3,240 Office: 156 Open Shed: 558	PHP333,190,000.00
2	Lots 42-A-1-A-2-A, 42-A-1-A-2-B, 42-A-1-A-2-C, 42-A-1-A-2-D, 42-A-1-A-2-E, 42-A-2, 29-A, 42-A-1-B, 29-B, 27, & 28, Glowdel St., First Bulacan Industrial City, Brgy. Tikay, Malolos, Bulacan (Site 2)	Industrial Lot with warehouse and ricemill machineries	With Possession/ Title under the Bank's name, with annotation	039-2022023815 039-2022023816 039-2022023817 039-2022023818 039-2022023819 039-2022023820 039-2022023821 039-2022023822 039-2022023823 039-2022023824 039-2022023825	Lot: 10,360 Warehouse: 4,599	PHP444,500,000.00
3	8390 Dr. Arcadio Santos Ave., Brgy. San Antonio, Parañaque City	Commercial Lot with 8-storey building with existing leasing tenant	With Possession/ Clean Title	010-2024000528	Lot: 4,000 Showrm: 1,259.48 Bldg: 20,281.70	PHP1,237,000,000.00

Note: For bidder who will submit 2 or more bids, each bid must be in separate envelopes, with indicated corresponding Lot No., for proper Identification.

Schedule of Activities	Date	
Period of securing property information and bid guidelines: Sales Unit Property Management Division 19th Floor, Security Bank Centre 6776 Ayala Avenue Makati City	November 11 to 25, 2024	The sealed bids, together with the bid bond in the form of Manager/Cashier's check (Payable to “Security Bank Corp.” must be submitted to the indicated address within the period of submission of bids.
Deadline of submission of bids	November 29, 2024, 2:00 pm	
Opening of bids	November 29, 2024, 3:00 pm	

For more information (including scheduling of site visits), please contact the Sales Unit Property Management Division at 19th Floor Security Bank Center Building 6776 Ayala Avenue Makati or call or call tel. no. (+632) 8867-6788 locals 5052, 7543, 8902, 8995 and mobile nos. (+63) 998-8417431 and (+63) 919-0875957.

All properties are sold on “As Is, Where Is” basis. It is incumbent upon the bidder to conduct due diligence to ascertain its physical condition and status of relative documentation (any cases, presence of any occupants, boundaries, improvements, easements, claims, titles, tax declarations, restrictions etc.) prior submission of bid. The winning bidder will take possession of the property only upon award subject to Bank's approval, payment, and the execution of the Contract to Sell / Deed of Absolute Sale.

Interested bidders may secure a copy of the Bid Guidelines for the bidding of the subject properties starting on November 11, 2024 by requesting for a copy through email, and providing the following details in the email body: (1) Company name (if applicable); (2) Contact person; (3) Position; (4) Department or Group. Email subject should read: “BID GUIDELINES for PUBLIC SEALED BIDDING FOR SECURITY BANK Properties”

Security Bank assumes no obligation to compensate or indemnify any bidder for any expenses incurred during the bidding process.