

Labor reforms pushed to sustain poverty fight

By **Chloe Mari A. Hufana**
Reporter

LABOR REFORMS are needed to sustain the momentum of receding poverty and to ensure the economy’s benefits reach rural areas, analysts said.

Such measures need to address job insecurity, wage stagnation, and rural underdevelopment, which continue to be reflected in the poverty statistics, they said.

The Philippine Statistics Authority (PSA) recently reported that poverty incidence declined 2.6% in 2023 from 2021, with Indigenous Peoples remaining the most vulnerable group after 32.4% were classified as poor.

Poverty incidence among fisher-folk was 27.4%, farmers 27%, children 23.4%, and self-employed and unpaid family workers 16.1%.

Senior citizens, formal labor, and migrant workers, and individuals residing

in urban areas were found to have the lowest poverty incidence at 7.8%, 8.3%, and 10.3%, respectively, the PSA added.

Analysts cautioned that these indicators may not reflect a genuine reduction in poverty, as they rely on government-defined thresholds that have been criticized for being too low.

Assistant Professor Benjamin B. Velasco of the University of the Philippines Diliman School of Labor and Industrial Relations noted the need for policies promoting decent, stable employment instead of short-term aid programs.

“The path to poverty reduction is inclusive growth, and for that, decent jobs must be created – jobs that pay enough, are secure in employment, and come with rights and social protections. But our policies do not enable this,” he told *BusinessWorld* via Messenger chat. “Wages are depressed, many jobs are contractual, and informal workers remain excluded from labor protections.”

The decline in poverty incidence may simply be explained by an inappropriate definition of who is poor, he added.

“The decline in poverty cannot be explained by wage adjustments since minimum wages fall below poverty thresholds in all regions (using the average work month of 22 days),” he said.

He noted that there were no changes in the rules on contractualization – the practice of denying workers a pathway to permanent employment status, which is known as “endo” – or outsourcing and subcontracting.

“If at all, there have been more gig workers who are denied regular employment, and thus their status is self-employed,” he added.

Federation of Free Workers President Jose G. Matula called for urgent policy changes to address regional disparities, particularly in Mindanao and other rural areas that continue to experience high poverty rates despite economic growth in urban centers.

“Economic growth remains concentrated in the National Capital Region and other urban areas, while rural regions – especially in Mindanao – suffer from underdevelopment, poor infrastructure, and a lack of economic opportunities. Without targeted investments in these areas, poverty will remain entrenched,” he told *BusinessWorld* via Viber.

His proposals to create a more inclusive economy include a national wage hike to ensure fair compensation for workers across all regions; a P100 billion-rural stimulus fund to generate employment and support agricultural modernization; and stronger protections for informal and contractual workers to transition them into stable, formal employment.

Marie Annette Galvez-Dacul, executive director of the University of Asia and the Pacific Center for Food and Agri Business, cited the urgent need for comprehensive policies to address rural poverty, particularly among farmers and fisherfolk.

Career Opportunity in BIPO Service Philippines Inc
CHANNEL SALES MANAGER

Job Description:

- Set and meet sales targets for the targeted market. Devise sales strategies like market penetration, upselling, and new - segment expansion, and adjust targets with market and company changes.
- Set individual goals, conduct regular performance reviews, and motivate the team through incentives and career growth
- Continuously monitor market trends and competitor moves. Keep track of industry tech, regulatory, and consumer - preference changes.

Job Qualifications:

- At least 10 years of sales experience, with relevant experience in management
- Experience in B2B and B2C sales is preferred for a broader view.
- Strong leadership and team - management skills are required.

Applications may be sent to: Jemarie Torlao
jemarie.torlao@biposervice.com

Company / Employer	Name of foreign national intending to apply for the position
BIPO SERVICE PHILIPPINES INC Address: Unit 1004 10f, The Megatower Edsa, Corner Julia Vargas Ave Mandaluyong City 1555, Metro Manila Nature of Business: Design, supply, implement and operate all forms of business processes and services to enable clients sharpen their strategic business focus.	Name: YU CHENGCHENG Address: One Uptown Residence, BGC Taguig Nationality: Chinese Intended Period of Employment: Three (3) Years
BIPO Service Philippines Inc hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment – National Capital Region located at 967 Maligaya Street, Malate Manila .	

US Supreme Court to hear Catholic group’s bid for Wisconsin unemployment tax exemption

WASHINGTON — The US Supreme Court is hearing a bid by an arm of a Catholic diocese in Wisconsin for a religious exemption from the state’s unemployment insurance tax in the latest religious rights case to reach the justices.

The Catholic Charities Bureau — a nonprofit corporation operating as the social ministry arm of the Catholic diocese in the city of Superior — and four entities that the bureau oversees have appealed a lower court’s decision rejecting their tax exemption bid.

At issue is whether the denial of the tax exemption violated the US Constitution’s First Amendment guarantee of free exercise of religion, as well as its separation of church and state.

The Supreme Court, with its 6-3 conservative majority, has taken an expansive view of religious rights in a series of rulings in recent years. President Donald Trump’s administration is supporting the Catholic Charities Bureau and the other challengers in the appeal.

During the Great Depression, Wisconsin in 1932 became the first

US state to enact an unemployment compensation law, which collects taxes from employers and provides a temporary source of income to jobless workers.

Three years later, Democratic President Franklin Roosevelt signed into law the landmark Social Security Act of 1935 that established, among other programs, a cooperative federal-state unemployment insurance plan that would eventually lead to all US states enacting their own unemployment relief programs.

The federal government and all states exempt certain religious entities from having to pay into unemployment insurance programs. Most of these laws, including Wisconsin’s, require that organizations be “operated primarily for religious purposes” to be eligible for a religious exemption.

The Catholic Charities Bureau since 1917, it said on its website, has provided “services to the poor, the disadvantaged, the disabled, the elderly and children with special needs as an expression of the social ministry of the

Catholic Church in the Diocese of Superior.”

Wisconsin state officials in 1972 determined that the group was subject to the state’s unemployment insurance tax. But after a subsidiary of the Catholic Charities Bureau in a separate case was deemed by a state court to be tax exempt, the bureau and four of its other subsidiaries in 2016 also sought religious exemptions.

Among the subsidiary groups involved in the case before the Supreme Court are organizations that provide services to people with disabilities including job placements and training, as well as daily living services and home visitation, according to court papers. The Catholic Charities Bureau and these subsidiary groups do not require their employees to be of any particular religion, nor do they seek to instill Catholic beliefs in those who benefit from their services.

The Wisconsin Supreme Court in 2024 rejected the tax exemption bid, finding that although the groups “assert a religious motivation behind their work,”

their activities were “primarily charitable and secular” and thus were not “operated primarily for religious purposes.”

The challengers have argued that the Wisconsin Supreme Court’s ruling violates the First Amendment “by favoring some religions over others, entangling courts in religious questions, and interfering with church autonomy.”

Secular advocacy groups told the Supreme Court that a win for Catholic Charities Bureau would be far-reaching.

The legal rationale offered by the Catholic Charities Bureau “would allow all religiously affiliated organizations, including six of the 10 largest health systems in the US, to exempt themselves from unemployment insurance and numerous other government regulations,” the Freedom from Religion Foundation said in a written brief.

That would put hundreds of thousands of employees “at risk of losing their unemployment benefits overnight,” it added. — *Reuters*

Career Opportunities in Huawei Technologies Phils. Inc.
Sales Director (1 Vacancy)

Position Title: Account Director

Job Description:
Responsible for the achievement of the overall operating indicators of the sales department. Develop and execute the department market plan. Build and maintain the customer relationship to effectively support the achievement of business goals. Explore opportunities, manage sales project operations, organize resources to implement projects, and be responsible for project success and profitability. Improve transaction quality and customer satisfaction.

Qualification (Education, Experience, Professional License, Skills Certification, Specialized Training):

- Bachelor's degree and at least 10 years work experience
- Holds professional knowledge in Wireless Radio Access Network on the following technologies- GSM, UMTS, LTE, and NR.
- Have good customer communication and requirement guidance capabilities. Strong communication skills, strong coordination skills, and certain negotiation skills
- Understand the methods and capabilities of project operation, and be responsible for the project profitability in terms of technical solutions.
- Highly proficient in Chinese and English language considering the clients include both local and Chinese clients.

Applications may be sent to: Jeanne Robles
Email: ph_recruitment@huawei.com

COMPANY/EMPLOYER	NAME OF FOREIGN NATIONAL INTENDING TO APPLY FOR THE POSITION
COMPANY NAME: Huawei Technologies Phils. Inc. ADDRESS: U-5302 53/F PBCom Tower 6795 Ayala Avenue Cor. VA. Rufino St., Makati City NATURE OF BUSINESS: Information & Communications Technology	NAME: LI, REN ADDRESS: TAGUIG CITY NATIONALITY: CHINESE INTENDED PERIOD OF EMPLOYMENT: Three (3)Years
Huawei Technologies Phils. Inc. hereby declares that the above-named foreign national is able, willing and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment- National Capital Region located at 967 Maligaya Street, Malate Manila .	

Career Opportunity in EASY BIO PHILIPPINES, INC.
DIRECTOR FOR SWINE INTEGRATION

Job Description

- Monitor the farm production performance and biosecurity standards to achieve the targeted production performance
- Improves and enforces biosecurity policy in the farm to maintain high standards of animal welfare.
- Works hand in hand with the Farm Manager and Swine Farm Veterinarian to determine treatment of the affected hogs/swine.
- Prepares and presents performance and productivity reports to the management.

Qualification

- Bachelor's /College Graduate in Agriculture or any related field.
- Has a strong leadership and management skills
- Excellent communication and interpersonal skills.

Applications may be sent to:
JESSICA JOY B. TOLENTINO
recruitment@easybiophilis.com

Company/ Employer	Name of Foreign national intending to apply for the position
EASY BIO PHILIPPINES, INC. Unit 2202 B, C & D East Tower Tekit Towers, Exchange Road, Ortigas Center, San Antonio, Pasig City Manufacturing of Agricultural Products, Retail and Wholesale Distributor and Importer	LEE, JIWOON Unit 43C Grand Hyatt Residences, 8th Ave. cor. 35th St., Bonifacio Global City, Brgy. Fort Bonifacio, Taguig City Korean national Three (3) Years
EASY BIO PHILIPPINES, INC. hereby declares that the above-named foreign national is able, willing and qualified to perform the service and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the Department of Labor and Employment- National Capital Region located at 967 Maligaya Street, Malate Manila .	

Career Opportunity in Orico Auto Finance Philippines Inc.
1 Vacancy

Company Name and Address
Orico Auto Finance Philippines Inc.
Unit 2104 The Podium West Tower, 12 ADB Avenue, Ortigas Center, Barangay Wack-Wack, Greenhills East, 1550 Mandaluyong City, Metro Manila
Contact details of the Company Kristine M. Tomas | kristine.tomas@oafp.ph
Job Title General Manager

Job Description

- MAINLY RESPONSIBLE FORMULATING OVERALL STRATEGY, MANAGING PEOPLE AND ESTABLISHING POLICIES TO MEET THE COMPANY'S TARGET
- EXPECTED TO IMPROVE EFFICIENCY AND INCREASE PROFITS WHILE MANAGING THE OPERATIONS OF CREDIT, COLLECTIONS, AND IT DEPARTMENTS
- OVERSEES THE CREDIT OPERATIONS AND ENSURE THE MITIGATION THE RISK OF COUNTERPARTIES FAILING TO PERFORM THEIR FINANCING OBLIGATIONS.
- ENSURES PROPER COMPLIANCE/OBSERVANCE OF ALL REGULATORY CREDIT RISK POLICY
- PRIMARILY RESPONSIBLE FOR THE DEVELOPMENT OF COLLECTION STRATEGIES AIMED TO ENHANCE COLLECTION PRODUCTIVITY, REDUCE FLOW RATES, MANAGE CREDIT LOSSES, AND KEEP DELINQUENCY RATE WITHIN TARGET
- IDENTIFIES BUSINESS OPPORTUNITIES THROUGH THE ADOPTION AND UTILIZATION OF TECHNOLOGY
- RESPONSIBLE IN MANAGING LOWER-LEVEL MANAGERS AND REQUIRES REPORTING TO UPPER MANAGEMENT ON A REGULAR BASIS.

Basic Qualification

- MUST HAVE A BACHELOR'S DEGREE IN ANY BUSINESS-RELATED COURSE
- MUST HAVE AT LEAST 10 YEARS WORK EXPERIENCE IN A MULTINATIONAL FINANCING COMPANY
- STRICTLY REQUIRES FLUENCY IN BOTH ENGLISH AND JAPANESE LANGUAGE
- MUST POSSESS IN-DEPTH BUSINESS PROCESS AND FUNCTIONS KNOWLEDGE
- MUST POSSESS STRONG ANALYTICAL, STRATEGIC AND PROBLEM-SOLVING SKILLS.

Monthly Salary Range PHP PHP 200,000 – 250,000

Workplace Address Mandaluyong
Name of Foreign National Kazunari Hirakawa
City of Residences Markina City
Nationality Japanese
Duration of Employment 2 years

The foreign national is able, willing, and qualified to perform the service for which his employment is desired.

The Orico Auto Finance Philippines Inc. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the **Department of Labor and Employment – 967 Wasmiya Building Maligaya Street, Malate, Manila**.

Career Opportunity in SyCip Gorres Velayo & Co. (SGV & Co.)
1 Vacancy

Company Name and Address
SyCip Gorres Velayo & Co.
6760 Ayala Avenue, Makati City, Philippines
Contact details of the Company Julie Ann R. Rubia | Julie.Ann.R.Rubia@ph.ey.com
Job Title Strategy Associate

Job Description

- Conduct comprehensive primary and secondary research to identify critical insights.
- Write reports and delivery compelling presentations to/or clients.
- Cultivate and maintain relationships with clients to ensure ongoing collaborations.
- Attend and participate in internal trainings.
- Collaborate with peer, supervisors, and mentors to deliver and ensure high quality output.
- Complete the required and assigned web-based learnings.

Basic Qualification

- University degree in Management, Business, Economics, or related fields
- Outstanding academic performance, including coursework relevant to the role, preferably including quantitative courses in Mathematics, Business, and Economics
- Strong written, verbal, and presentation skills
- Proficiency in traditional tools such as MS Powerpoint and MS Excel
- Proficiency in quantitative & qualitative research and analysis

Monthly Salary Range PHP 22,000 – PHP 24, 000

Workplace Address Makati City
Name of Foreign National Rafatul Islam
City of Residence Taguig City
Nationality Bangladeshi
Duration of Employment 3 years

The foreign national is able, willing, and qualified to perform the service for which his employment is desired.

SyCip Gorres Velayo & Co. hereby declares that the above-named foreign national is able, willing, and qualified to perform the services and job description for this position. The company has the intention to employ the said foreign national and apply for an Alien Employment Permit with the **Department of Labor and Employment - National Capital Region** located at **967 Wasmiya Building, Maligaya Street, Manila**.

OPINION

Dealing with ‘suspicious’ commendation letters

Two of our valuable customers sent separate letters to our chief executive officer commending the work of our sales representative. The person being commended is a headache for us, having failed to achieve his monthly quota for the past three months. In fact, we’ve just started placing him on a Performance Improvement Plan (PIP). We suspect that the letter may have been solicited from the sales agent’s friendly customers. How do we manage the situation? — Boiling Point.

It’s not easy. Your challenge is reconciling the worker’s performance with the commendation letters. If they can’t be reconciled, tackle them separately with the following questions: How truthful are these commendation letters? Unfortunately, only the letter sender can affirm that.

On the other hand, how does the commendation translate to actual sales performance? The evidence must be weighed against the sales agent’s failure to achieve his quota.

Also a consideration is maintaining your company’s relationship with customers.

Indeed, it’s difficult to verify the authenticity and validity of the commendation letters. They’re valid because they depend solely on the “testimony” of the letter-writers, who may have experienced a positive experience with the worker being commended. Take the letters at face value.

One thing to consider is whether the letter-senders hold a low-ranking position. This is not to belittle their job or anything, but only to assign a value to their letters. Look into whether the letters were written by a team leader, supervisor, or even a manager from those companies, who may not have the authority to represent their organization.

If the letters were indeed worth writing, the best thing that they could have done was to have those letters co-signed by their department heads. This gives credibility to the process, especially if the letters contain detailed accomplishments of the sales agent. In addition, the letters must contain specific statements on how the worker’s actions greatly benefited their respective organizations.

If their commendation letters are bereft of details other than plain recognition or words of appreciation, then you may be right to suspect that they were solicited by your sales agent to protect him from the adverse effects of his poor work performance.

APPROACHES

Act like a professional manager in managing this issue. Be objective. Make it appear that everything is in order when dealing with the customers who sent the commendation letters. Do your best to get by with their bare facts. It should help you make a better decision. Besides, mere suspicion is worthless.

Now, here are approaches that you can explore to manage the situation.

One, acknowledge the letter-senders. Do it right away. Make your reply short and simple. There’s no need to challenge the customers’ intent by bringing up the worker’s actual poor performance. Use objective language. Express your sincere gratitude for their kind words.

Two, acknowledge the letters right away. Any delay may telegraph your suspicions, especially if they know that their “commendation” was solicited by your sales agent. If the commendation letter was done the old-fashioned way, meaning through a formal letter, then follow the same route.

Three, give your sales agent the benefit of the doubt. Inform him that you’ve

received the customers’ letters. Don’t talk to him about your doubts. Treat it as a separate issue from his actual poor performance. Stick to the facts. Proceed with the PIP. Closely monitor the salesperson’s progress and give advice as soon as cracks become evident.

Four, correlate the commendation with actual performance. It will be tempting to find a connection between the commendation letters and the sales agent’s performance. Whatever the result of your investigation, don’t bother raising the issue with the sales agent to avoid unnecessary conflict.

PERFORMANCE MANAGEMENT

Organizations seeking to maintain and improve their competitive advantage must be able to manage the behavior of their employees. At times, you must consider other extraneous factors such as customer behavior when the sales agent performs the requirements of their job.

You may be distracted by external factors that may have or may not have anything to do with the workers’ performance. That’s why organizations, regardless of their size and nature of business, must link their mission, vision, and value statements to work performance standards.

Your sales agent is a key ingredient in the success and growth of the company. Therefore, managing his performance should be the central focus of your control. It’s the systematic process by which an organization requires the active involvement of its employees, as individuals and as members of a group.

Bring REY ELBO’s 15-hour (three half-days) leadership program called “Superior Subordinate Supervision” to your management team. Learn from an effective training methodology designed to keep the lessons stuck to its core. E-mail elbonomics@gmail.com or via <https://reyelbo.com>.

