

Gov’t urged to make TUPAD a public jobs program

THE GOVERNMENT needs to convert its displaced-worker aid initiative, known as TUPAD (Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers) into a public jobs program, labor analysts said.

Benjamin B. Velasco, an assistant professor at the University of the Philippines Diliman School of Labor and Industrial Relations, said TUPAD needs to become a hiring program providing paid work to the unemployed for at least 100 days per year.

“Instead of street sweeping, (the government should prioritize) green jobs such as tree planting, river and beach cleanups,” Mr. Velasco said via Facebook chat.

TUPAD was designed a community-based safety net scheme that provides temporary employment to the unemployed, the underemployed, and seasonal workers.

He added that relying on the so-called gig economy of virtual assistants, food delivery riders, and home-based work produces “different forms of underemployment with precarious incomes and little in labor standards and social protection. (It) does not provide a pathway out of underemployment.”

Mr. Velasco said the Philippines needs an industrial policy or state-led program to develop designated industries to improve job quality.

He added that another pathway to improving job quality is strengthening skills training through the Technical Education and Skills Development Authority.

The unemployment rate inched up to 3.9% in March, equivalent to 1.93 million jobless.

The government’s Trabaho Para sa Bayan (TPB) Plan is a 10-year roadmap that aims to increase the labor force participation rate to 68.2% by 2034.

Labor Secretary Bienvenido E. Laguesma said via Viber that the TPB Plan will address labor market inefficiencies like education-job mismatches, skills-job mismatch and geographical mismatches.

He added that an interagency council will oversee the implementation of the plan “which will also address the issue of underemployment and unemployment, among others.”

“The rise in the underemployment rate is likewise indicative that there are work or jobs available, but the challenge is to have quality jobs or jobs that are more permanent and full-time,” Mr. Laguesma said.

Federation of Free Workers President Jose G. Matula said job quality is deteriorating as “more workers are not earning enough or are in jobs that do not match their qualifications.”

“Underemployment and low wages are silent crises. The solution is not just creating jobs — but ensuring they are dignified, secure, and sufficient to sustain families,” Mr. Matula said in a Viber message.

He added that government must also allocate a P100 billion stimulus to fund micro, small, and medium enterprises giving access to capital, wage subsidies, and digitalization support. — **Adrian H. Halili**

OPINION

New hire with Latin honors given clerical tasks

I’m a recent graduate with top honors from a prestigious university. When I was hired by a major corporation, our department head assigned me to work in the back office, encoding and filing documents. After one month, I realized that management was not doing justice to my academic achievements. I’m planning to resign and look for another job. Is that a wise decision? — Pink Lotus.

Of course, not! Resigning from a job due to unfulfilled expectations would not bring you any happiness or career success, from both a short-term and long-term perspective. Don’t confuse a slow start with a dead end. At the very least, you should talk to your management about your concerns to be properly enlightened about your current situation.

Having an impeccable academic record from a top university but with zero corporate experience often leads to expectations that success must be instant and dramatic. It’s not as simple as that.

First, you should prove your worth by doing menial tasks and excelling at them. Efficiency is one gauge, but so

IN THE WORKPLACE REY ELBO

is improving the work process, among other things.

At that early stage, you should not expect to lead a project team, manage an irate customer, or make a difficult decision for the department. You need to start at the bottom even if you think you don’t deserve it.

You must prove your worth in entry-level jobs and gradually move up with the help of consistent wins, big and small, along the way.

Therefore, if you’re not sure, you need to clarify management’s intentions. I’m sure they have a road map for all new employees. If there’s none, then create one for yourself and seek management approval. Some major industries, have a Management Development Program (MDP), which is often a career map for people singled out as having potential.

MDPs are typically one-year structured training programs to help young people achieve their full potential while trying to work their way up. It is beneficial

for employers as it creates a pool of management talent whose potential is validated. They’re soon assigned to different departments, say, after three months or as soon as opportunities come in.

BE STRATEGIC

What should you do? Think long and hard. Keep your arrogance in check. Be humble but strategic. A resignation can give you the impression that you’re in control of your dreams. You may very well not be. It may not adversely affect your image on a resume to take a one to three-month break after graduation. But that’s not the point.

After all, being assigned to the back office is not permanent. In many cases, an MDP has a maximum one-year period, sometimes 15 months. There’s nothing to worry about. As soon as you’ve proven your interest and value, and there’s a job vacancy elsewhere, you’ll be assigned to an area of your choosing.

That’s on the condition that you pass the interview requirement imposed by those departments. In the meantime, do the following:

One, do a deep dive of the organization. Know personally the people

who have the influence or power to move mountains. Discover the cultural dynamics and the unwritten corporate rules. Understand how and where the real value is created, and how that propels the career advancement of young professionals.

Two, use your current assignment as a career laboratory. Learn how the business works. Find a connection between encoding and its impact on the business. Ask yourself: Why can’t we “assign” this job to customers using technology? Calculate the potential savings from dedicating your time and talent elsewhere. Better if you can think of a low-cost solution.

Three, build friendly, enduring, and warm ties. Impressing them with your academic credentials doesn’t matter unless you give them value as friends. Even if you possess unique skills in the organization, you’ll find yourself on the losing end if they see you as an opportunist.

Four, volunteer for difficult projects that matter. If there are none, busy yourself with low-hanging fruit. Make the small wins a launch pad for your career moves. What’s important is growing exponentially with small im-

provements. It’s the best way to leverage your talent over time.

ONE-YEAR TIMELINE

Give yourself at least one year to discover the fit between you and the organization. Your formal performance appraisal may be due by that time. That’s assuming you’ve followed the advice of your boss. Most organizations do a periodic monthly one-on-one engagement dialogue. If that happens, that means you’re being closely monitored for something unacceptable.

If things don’t progress after one year, then plan your exit strategically. Start by sending out your resume to major organizations, preferably outside of your industry. Do it without emotion. Hatred can translate to a negative vibe that might derail your chances of getting a job elsewhere.

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Grab, MOVE IT roll out voter education campaign with COMELEC

As a committed partner of Filipinos in nation-building, Grab Philippines and local motorcycle taxi platform MOVE IT have partnered with the Commission on Elections (COMELEC) to launch #RIDETOVOTE — a two-phase voter education and empowerment campaign ahead of the May 12 midterm elections.

Grab is leveraging its digital ecosystem — including its superapp, highly-engaged social media pages, and robust influencer network — to disseminate vital voter information in partnership with COMELEC. These include checklists for election day, identification reminders, and guidance on voting do’s and don’ts — all geared at helping the Filipino electorate prepare for the elections.

Grab Philippines Country Head Ronald Roda states: **“As a partner in nation-building and progress, Grab Philippines recognizes that an informed and empowered electorate is the cornerstone of a strong democracy. Through this partnership with COMELEC, we reaffirm our commitment to supporting the Filipino people not only in their everyday journeys, but also in their collective journey toward a more inclusive and prosperous future. We stand with every Filipino in ensuring that their voice is heard, their choice is informed, and their vote helps shape a better Philippines for generations to come.”**

TRANSPORT ACCESSIBILITY TO ENCOURAGE VOTER TURNOUT

Beyond education, the #RideToVote also includes a transport accessibility component designed to tackle one of the potential barriers to voter turnout: access to transportation to and from voting centers.



From left to right: Commission on Elections Commissioner Ernesto Ferdinand Maceda, Jr. and Chairman George Erwin M. Garcia, Grab Philippines Country Head Ronald Roda, MOVE IT General Manager Wayne B. Jacinto, and Grab Philippines Chief Corporate Affairs Officer Atty. Booe Bonifacio



Grab Philippines Chief Corporate Affairs Officer Atty. Booe Bonifacio demonstrates to COMELEC Chairman George Erwin M. Garcia how Grab users can access election reminders as part of the platform’s #RideToVote campaign.

On election day, voters can use the promo code RIDETOVOTE via the Grab app to get P50 off GrabCar rides from 7:00 a.m. to 7:00 p.m. — making four-wheel transport more affordable for solo voters or families heading to the same voting center. Meanwhile, MOVE IT is offering the promo code BOTONAMI from May 10 to 12, giving P20 off motorcycle taxi rides — ensuring voters who prefer two-wheel transport also have an accessible and budget-friendly option.

As part of its commitment to transport accessibility on election day, Grab will also deploy booking assistance stations in 10 of the country’s busiest voting centers — primarily located in Metro Manila and Cebu. These stations will be manned by trained

brand ambassadors who will assist voters in booking either GrabCar or MOVE IT rides and help them access safe, convenient, and reliable transportation at discounted fares.

EARLY VOTING HOURS FOR SENIOR CITIZENS, PERSONS WITH DISABILITIES, AND PREGNANT VOTERS

In a targeted inclusion effort, COMELEC is also launching Early Voting Hours for senior citizens, Persons with Disabilities, and pregnant voters. From 5:00 a.m. to 7:00 a.m., these vulnerable sectors will be given first access to voting centers, easing their experience at the polls.

Registered senior citizens and Persons with Disabilities on the Grab platform will receive a special promo code via a Grab in-app message. This code, fully sponsored by Grab, enables them to claim FREE rides during Early Voting Hours, ensuring convenient and accessible transportation on election day.

COMELEC Chairman George Erwin M. Garcia underscored the vital role of a whole-of-nation approach and strong public-private partnerships in enhancing voter participation. **“Safeguarding our democracy is a shared responsibility — one that demands the active involvement of government, the private sector, and the Filipino people themselves. We deeply value this partnership with Grab and MOVE IT, as it demonstrates how collaboration can address real challenges, such as transportation barriers that often hinder voter turnout, particularly for vulnerable sectors. Through this initiative, we are sending a clear message: every Filipino voice matters, and we are fully committed to making the voting experience more accessible, inclusive, and truly empowering.”**