

THE Department of Labor and Employment (DoLE) said it supports an International Labour Organization (ILO) initiative to expand digital and green youth skills training for those entering the construction industry, citing the need to align workforce capabilities with evolving industry demands.

In a statement on Thursday, the DoLE said the introduction of new training modules on Building Information Modeling (BIM) and green construction skills could help address skills mismatches and improve employability, particularly among young workers.

The modules were presented during the Partnership forum for DigiGreen Construction Skills on March 25 in Quezon City, attended by representatives from government, industry, labor, and academia.

Labor Undersecretary Carmela I. Torres noted that the construction sector accounts for about 10% of the workforce but is undergoing rapid transformation due to digitalization and the need for climate-responsive development.

“DoLE remains committed to supporting initiatives that strengthen employability, im-

prove job matching, promote quality apprenticeships and training-to-employment pathways, and align workforce development with the needs of an evolving labor market,” Ms. Torres said.

According to the DoLE, the launch of the BIM and Introduction to Green Construction Skills programs provides the youth with innovative competencies designed to open doors to higher-paying, future-ready roles.

These modules, implemented through the ILO-Korea Partnership Programme known as Advancing Digital and Green Skills for Youth in ASEAN, aim to equip workers with expertise most valued by modern employers.

The Philippine Statistics Authority reported that as of January, construction accounted for 9.6% of total employment and forms part of the broader Industry sector, which comprises 18.3% of the workforce.

Targeting young, low- to medium-skill workers, the ILO initiative aims to equip participants with practical skills that might improve access to higher-quality employment. — **Erika Mae P. Sinaking**

OPINION

Low-cost solutions in an oil crisis

How do organizations manage the oil crisis that is adversely affecting operation and leaving workers struggling with increased commuting costs? — Hidden Panther.

In its Pulse Survey 2026-01, the People Management Association of the Philippines (PMAP) suggests its member-organizations are focused on four top concerns — employee commuting, energy costs, logistics, and procurement and supply chain issues.

The survey covered 76 respondents who recommended pursuing cost efficiencies, enhancing supply chain resilience, supporting workforce productivity, and strengthening crisis planning. The number of respondents appears small but I believe they represent the majority view.

The most popular scheme is a four-day work week with PMAP members carefully assessing the scheme's impact on productivity, customer service continuity, operational coverage, and the resulting increase in the daily workload.

Knowing that the oil crisis adversely affects both management and its workers, I'm focusing on low-cost solutions (compared to direct subsidies) which are the most practical solutions under the circumstances. This is understandable to many companies, even if they could afford it, who would hesitate before launching any cash-based solution.

PROPOSED SOLUTIONS

Rather than employee cash incentives, employers may focus on flexibility and procedural efficiency. Here are my recommended strategies that they can implement:

One, radical flexibility in work arrangements. The most direct way to mitigate high fuel prices is to reduce the need for travel. The most popular is a compressed work week scheme of four 10-hour days, eliminating 20% of the weekly commute without reducing total work hours.

Another option is remote work for jobs that allow it. It's like increasing the number of work-from-home days, which immediately cuts employee commuting expenses and reduces the organization's office utility load.

Also worth considering are staggered work shifts, allowing employees to start earlier or later to help them avoid peak traffic, improving fuel efficiency by reducing time spent idling in congestion. In some organizations this is called Flextime.

There's the practice of “hot desking,” currently practiced by Nissan Philippines, which revives a system popular in Europe in the 1990s. It's a workplace setup where employees don't have assigned desks.

Instead, they use any available workspace when they come to the office on a first come, first served basis.

Ericson del Castillo, vice-president for human resources at Nissan, says the “hot desking” experiment runs for three times a week. Instead of occupying two floors, they're reducing it to only one floor starting 2027. However, this scheme is best suited to sales organizations, consulting firms, and hybrid workplaces where the workers are not required to report daily.

Two, organizing and facilitating commuter networks. Using a basic app, any firm can act as a hub for commuting and logistical coordination without spending significant capital. It could be developed by a company's IT expert who may be requested to create an employee ride-sharing or car pool app.

Related to this is giving preferred, free office parking slots for those employees who organize carpoolers. If the company already owns vans or vehicles, repurposing them for “last-mile” transport from major transit hubs to the office and vice-versa can be a high-impact, low-cost move.

Employee-passengers may contribute a certain amount that corresponds to fares they're spending every day. They can elect someone from their group to bring the vehicle to their residence within Metro Manila.

Three, relying on kaizen and lean principles. An oil crisis often ripples into supply chain costs. Organizations can turn to kaizen and lean principles to protect their margins and reduce employee stress. This could be implemented by organizations focusing on the eight wastes, especially unnecessary transport and motion.

This ensures that every liter of fuel or kilowatt of energy used is contributing directly to value. Related to this is a preference for virtual meetings. Eliminating inter-office travel for meetings or site visits saves fuel and increases “active” work time. This includes off-site and out-of-town training programs.

Also, it's best to localize procurement where practical. Shifting to local vendors could cut the “freight” component of supply costs, with any savings passed on to customers.

Four, adjusting policy and culture. This includes having a relaxed dress code, especially during the dry season. Allowing more casual, breathable clothing can allow the company to raise the office thermostat by a few degrees, significantly reducing cooling costs.

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IN THE WORKPLACE REY ELBO

Labor dep't backs ILO program modernizing construction skills

Power Maintenance Updates
by **MERALCO ADVISORY**

The following are scheduled power interruptions necessary for the regular maintenance and upgrade of our power distribution facilities, to ensure the delivery of safe and reliable electricity to your areas. Rest assured that Meralco is doing everything to quickly restore your electricity according to schedule.

SUNDAY, MARCH 29, 2026

RIZAL PROVINCE (ANTIPOLO CITY)
BETWEEN 12:01AM AND 5:00AM – PORTION OF CIRCUIT MASINAG 45WN
Portion of P. Oliveros St. in Purok 1 from One Amari Place to and including Elmar Village, Sierra Vista Subd. Phases I, II & III, Maria Corazon Subd., Sitio Tomana and One Amari Place; J. Cruz, J. Magpoc, Jasmin, Joseña, Oliveros, Tamengo, V. Bacong and Sulucan Sts. in Bgy. Cupang.

REASON: Line reconducting, installation of facilities and replacement of poles in Maria Corazon Subd., Bgy. Cupang, Antipolo City, Rizal Province.

BULACAN (CALUMPIT; HAGONAY; MALOLOS CITY; PAOMBONG; AND PULILAN)
BETWEEN 2:00AM AND 3:00AM AND THEN BETWEEN 9:00AM AND 10:00AM – THE WHOLE OF CIRCUIT CALUMPIT 322YQ
Portion Calumpit – Paombong Road from San Marcos Elementary School in Bgy. San Marcos, Calumpit to and including Bgys. Pinalagdan, Sto. Rosario, Kapitangan and San Isidro 1 & 2 in Paombong; Bgys. San Marcos, Calumpang, Pio Cruzcosa, Palimbang and Longos in Calumpit.

BETWEEN 3:00AM AND 9:00AM – THE WHOLE OF CIRCUITS CALUMPIT 312YQ, 313YQ, 315YQ, 316YQ, 317YQ AND 325YQ
Portion of McArthur Highway from Calumpit – Hagonoy Road from Bgy. Longos, Malolos City to Apalit Bypass Road in Bgys. Frances, Gatbuca, Sapang Bayan, Meysulao, San Miguel, Balungao, Sucol, Corazon, Bagbag, Caniogan, Palimbang, Calizon, Iba O Este, Iba Este and Poblacion in Calumpit.

Portion of Pulilan Regional Road from McArthur Highway to near North Luzon Expressway (NLEX) Pulilan Exit including Bgys. Caniogan, Sto. Niño and Pungo in Calumpit; Bgys. Dampol II-A & B in Pulilan.

Portion of Longos Road from McArthur Highway in Bgy. Longos, Malolos City to and including Purok 2, 3, 4, 5, 6 & 7 in Bgy. Iba-Ibayo, Hagonoy; Purok 1, 3, 4, 6 & 7, San Jose Ville and Garden Grove Homes Subd. in Bgy. Longos, Calumpit; Bloomfields Residences, Christian Life Homes, Purok Hangga, Purok Kamistisuhan, Purok Poblacion, Purok Tabing Ilog, Purok Tambubong and Wellford Homes; and Carmen De Luna St. in Bgy. Longos, Malolos City.

Portion of Calumpit – Hagonoy Provincial Road from Mc Arthur Highway in Bgy. Balungao, Calumpit to and including portion of Bgys. Bulusan, Gugo, Sta. Lucia, Sto. Rosario, Mercado, San Agustin, San Isidro, San Jose, San Juan, San Nicolas, Carillo, Palapat, Sagrada Familia, San Miguel, San Pascual, San Roque, San Sebastian, Sta. Cruz, Sta. Elena, Sta. Monica and Tampok in Hagonoy; Bgys. Meyto, Panducot, San Jose and Sta. Lucia in Calumpit.

Portion of Calizon Road from Calumpit – Hagonoy Provincial Road to and including portion of Bgys. Bulusan, Calizon and Meysulao in Calumpit.

Portion of Sta. Cruz Road from San Jose - San Nicolas Bridge to and including portion of Bgys. San Pascual, San Roque, Sta. Cruz and Sto. Rosario in Hagonoy.

REASON: NGCP maintenance work inside NGCP - Calumpit substation and Malolos - Calumpit & Calumpit - Tabang 69kV transmission lines

CAVITE (NOVELETA; ROSARIO; AND CAVITE CITY)
BETWEEN 5:00AM AND 6:00AM AND THEN BETWEEN 6:00PM AND 7:00PM - THE WHOLE OF CIRCUITS ROSARIO 42RS AND 43RS
Portion of Gen. Trias Drive and Marseille St. from Meralco – Rosario substation to Manila – Cavite Road including the whole town of Rosario excluding Cavite Export Processing Zone.

Portion of Manila – Cavite Road from Marseille St. to and including the whole of Cavite City; Bgys. Sta. Rosa I, Salcedo I & II, San Juan I, San Rafael I – IV and Poblacion in Noveleta.

BETWEEN 6:00AM AND 7:00AM AND THEN BETWEEN 6:00PM AND 7:00PM - THE WHOLE OF CIRCUIT ROSARIO 46RS
Cavite Export Processing Zone in Rosario.

REASON: NGCP preventive maintenance and testing work inside NGCP Rosario - substation.

MONDAY, MARCH 30, 2026

MAKATI CITY (POBLACION)
BETWEEN 9:00AM AND 2:00PM – PORTIONS OF CIRCUIT MAKATI 413MAK
Portion of F. Zobel, Carmel, Lourdes and Fatima Sts. from Candelaria St. to and including D'Oliman St. in San Miguel Village.

REASON: Installation of facilities and line reconducting works along F. Zobel St. and Candelaria St. in San Miguel Village, Bgy. Poblacion, Makati City.

CAVITE (AMADEO; AND TRECE MARTINEZ CITY)
BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT SILANG 32WS
Portion of Pangil Road from Indang Road in Bgy. Pangil, Amadeo to and including Merits Field - Lhabab Chorten in Bgy. Conchu, Trece Martirez City; and 1608 Poultry Farm in Bgy. Pangil, Amadeo.

REASON: Replacement of poles and installation of facilities in Bgy. Pangil, Amadeo, Cavite.

BULACAN (PAOMBONG; AND HAGONAY)
BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT MALOLOS II 324YV
Portion of Bgy. Binakod including Sitio Lantad in Paombong.
Portion of Bgy. Masukol including Sitio Balut I, Sitio Balut II, Sitio Gitna, Sitio Hulo, Sitio Pulo, Sitio Wawa I and Sitio Wawa II in Paombong.
Portion of Bgy. San Jose including Purok 4 and Sitio Pantay in Paombong.
Portion of Bgy. San Roque including Sitio Balut, Sitio Batasan II and Sitio Pulo in Paombong.
Portion of Bgy. Sta. Cruz including Purok 1, Purok 2, Purok 3, Purok 4, Purok 5, Purok 6, Sitio Bitas I and Sitio Bitas II in Paombong.
Portion of Bgy. Pugad including Purok 1, Purok 2, Purok 3, Purok 4 and Purok 5 in Hagonoy.
Portion of Bgy. Tibaguin including Purok 1, Purok 2, Purok 3, Purok 4, Purok 5 and Purok 6 in Hagonoy.

REASON: Replacement of poles along San Jose – Masukol Road in Bgy. San Jose and Masukol in Paombong, Bulacan.

MALABON CITY (HULONG DUHAT)
BETWEEN 11:00AM AND 4:00PM – PORTION OF CIRCUIT MALABON 414YD
Portion of Fidela Soriano St. from Geoffrey St. to and including Gabriel St. including Karen, Dennis, Ma. Leni and Cherry Gail, Gervacio and Patrick Sts.

REASON: Replacement of facilities along Fidela Soriano St. in Gabriel Subd., Bgy. Hulong Duhat, Malabon City.

TUESDAY, MARCH 31, 2026

MANILA (TONDO)
BETWEEN 9:00AM AND 11:00AM – PORTIONS OF CIRCUIT TUTUBAN 42VT
Portion of Tuazon and Morga Sts. from Mel Lopez Blvd. to Juan Luna St. including Abad Santos, Asuncion, Camba, J. Nolasco, Kagitingan, Mabuhay, Moriones, Nicolas Zamora, Ortega, Sandico, San Ramon, Santa Maria, Soliman, Tagumpay and Wagas Sts.; Chowking Plaza Leon, Mercury Drug, Mary Johnston College of Nursing, Mary Johnston Hospital, Moriones Tondo Police Station, Isabelo Delos Reyes Elementary School and Manila North Harbour Port Inc.

REASON: Line reconstruction work along Moriones, Kagitingan and J. Nolasco Sts. in Tondo, Manila.

CAVITE (ALFONSO)
BETWEEN 10:00AM AND 3:00PM – PORTION OF CIRCUIT TAGAYTAY WEST 312TGW
Portion of Upli – Palulum Road and Matagbak – Palulum Road from Alilio Drive in Bgy. Upli to and including Bgy. Palulum to

REASON: Installation of primary line facilities along Upli – Palulum Road in Bgy. Palulum, Alfonso, Cavite.

TUESDAY TO WEDNESDAY, MARCH 31 – APRIL 1, 2026

MUNTINLUPA CITY (ALABANG AND CUPANG)
BETWEEN 11:00PM (TUE., 03/31/26) AND 4:00AM (WED., 04/01/26) – PORTION OF CIRCUIT FILINVEST 415FIL
Portion of Montillano St. from Purok 4 St. to Iglesia Ni Cristo – Lokal Ng Alabang including Bunye Compound, Cajiles Compound, De Mesa Compound, Estehonor Compound, Joaquin Compound, Kelly Compound, L & B Compound 2, Mariategue Compound, Mariategue Maharlika Subd., Mendoza Compound, Morning Breeze Subd., Pinagpalang Mariategue Subd., Purok 1, 1 Ext., 4, 4 Ext., 6, 6B, 7, 7B, 7C, 7 Ext. & 8, Tierra Villas Subd., BTNA Compound, Fabian Compound, Bautista Compound and Killey Compound; Daisy, Ilaya, Molina, Mendiola, Wawa and T. Molina Sts.; Alabang Medical Clinic, Alabang Medical Clinic – Annex, Saint Francis of Assisi College of Alabang Inc., San Roque Catholic School, West Bay Colleges Inc. and Alabang Elementary School in Bgys. Alabang and Cupang.

Portion of M. L. Quezon Ave. from Bayanan – Alabang Bridge in Bgy. Alabang to Dali Everyday Grocery including Arevalo Compound, Cabezas Compound, Garcip Compound, Nofuente Compound, Purok Tuklas, Purok 1, 2, 3, 4, 5 & 6 and Eliseo Compound; Arevalo and Geremillo Sts. in Bgy. Cupang.

REASON: 1. Line reconducting along Montillano St. and M. L. Quezon Ave. in Bgys. Alabang and Cupang in Muntinlupa City. 2. Relocation of facilities along Philippine National Railways (PNR) Railroad Track in Purok 4, Bgy. Alabang, Muntinlupa City.

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