

Name: **MAYRA MALCO NICOLAS**

Country: **The Philippines**

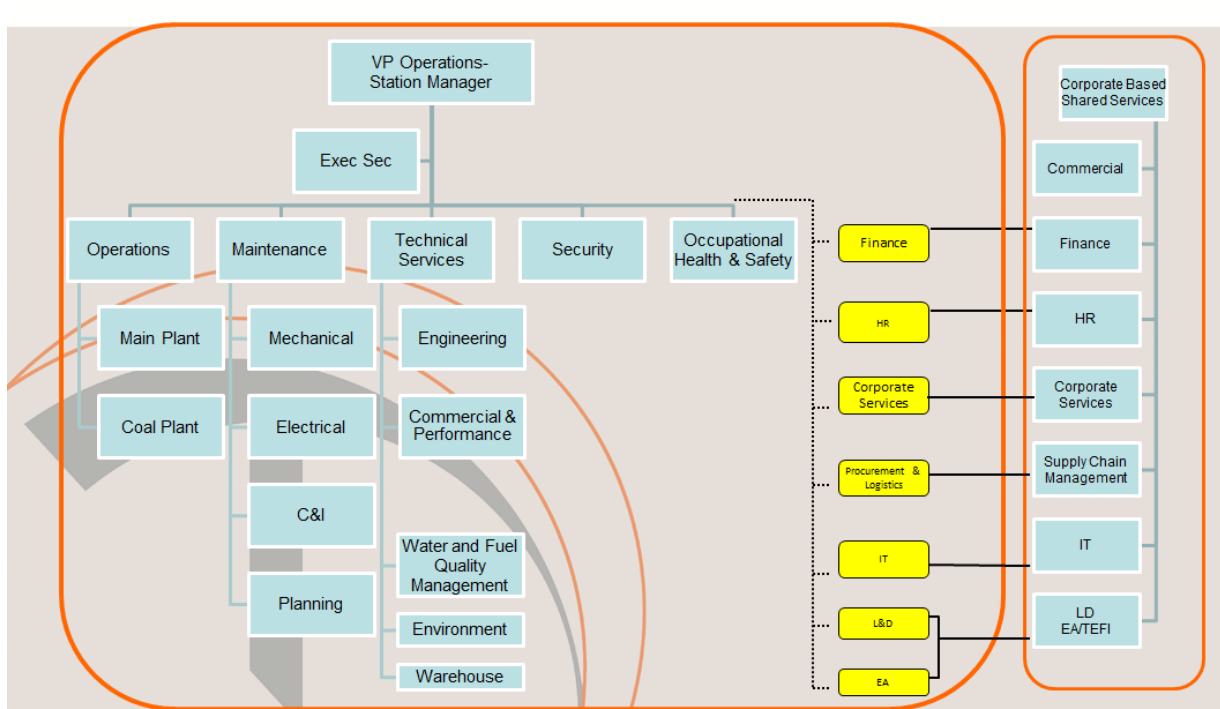
Company Name: **TeaM Energy Corporation**

One of the largest independent power producers in the Philippines, born out of a partnership between Japanese firms Tokyo Electric Power Company and Marubeni Corporation. With over 2,000 megawatts (MW) of installed generating capacity, we operate two clean coal facilities; namely, the 1,184 MW Pagbilao Power Station in Quezon, and the 1,200 MW Sual Power Station in Pangasinan. In addition to these, we have a 20% share in the 1,200 MW natural gas-fired plants in Ilijan, Batangas. All these efforts are aimed at addressing the country's energy needs towards sustainable economic growth and development.

As the **Recruitment and Selection, ER and IR Manager** of TeaM Energy Corporation my main duties are the following:

- Contribute to the overall effectiveness of the human resources management function by developing and implementing Human Resources (HR) policies, systems and processes in relation to hiring and selection, onboarding, employee relations and industrial relations.
- Monitor implementation of HR policies, systems and processes and recommend improvements, innovation or changes for more effective human resources management.

Organization Chart: *Human Resources (HR) is part of the Corporate Shared Services Group*



Current Labor Situation in the Philippines



(source (<https://psa.gov.ph/> Philippine Statistics Authority ref. no 2020-246 Employment Situation in July 2020 which was released September 3, 2020 .

July 2020 Labor Force Survey (LFS)

Philippines	July 2020 ^P	July 2019 ^r	April 2020 ^P
Population 15 years old and over (in 000)	74,061	72,446	73,722
Labor Force Participation Rate (%)	61.9	62.1	55.6
Employment Rate (%)	90.0	94.6	82.3
Underemployment Rate (%)	17.3	13.6	18.9
Unemployment Rate (%)	10.0	5.4	17.7

^P Preliminary

^r Revised estimates based on 2015 POPCEN-Based Population Projection

- Unemployment rate in July 2020 was estimated at 10%. This is higher than the unemployment rate of the same month a year ago placed at 5.4%, but is lower than the record high 17.7% during April 2020.
- While most parts of the country eased the restrictions for community quarantine, these five (5) regions still reported double-digit unemployment rates are the following:
 - National Capital Region (NCR) : 15.8%
 - Region IV-A (CALABARZON), 12.4 %;
 - Region VII (Central Visayas), 11.7 %
 - Region I (Ilocos Region), 11.1%;
 - Region III (Central Luzon), 10.9%
- **Arts, entertainment, and recreation** was the most affected sector in July 2020 with a drop in employment rate of 72.9 percent year-on-year, and a drop of 41.4 percent compared to the second quarter of 2020. Employment rate in **accommodation and food service** activities came next which dropped by 35.9 percent from last year, although there was an increase of 4.7 percent from April 2020
- Labor force participation rate is lower among women at 48.5 percent, compared to men at 75.3 percent. However, women and men have the same employment rates of 90 percent as of July 2020 but more men (19.0 percent) are underemployed than women (14.5 percent)

QUARANTINE CLASSIFICATIONS

ECQ <small>ENHANCE COMMUNITY QUARANTINE</small>	MECQ <small>MODIFIED ENHANCE COMMUNITY QUARANTINE</small>	GCQ <small>GENERAL COMMUNITY QUARANTINE</small>	MGCQ <small>MODIFIED GENERAL COMMUNITY QUARANTINE</small>
<p>No movement regardless of age & health status</p>	<p>Limited movement within ECQ zone for obtaining essential services & work</p>	<p>Limited movement to services & work within GCQ zone</p>	<p>Permissive socio-economic activities with minimum public health standards</p>
<p>Minimal economic activity *</p>	<p>Operation of selected manufacturing and processing plants up to 50% workforce</p>	<p>Operation of government offices * Industries up to 75% of workforce</p>	
<p>No transportation activity *</p>	<p>Limited transporting services for essential goods & services</p>	<p>Limited transporting services to support government and private operations</p>	
<p>Suspension of physical classes</p>	<p>Suspension of physical classes</p>	<p>Flexible learning arrangements; operate at limited capacities to cater to students</p>	

* except for utility services and critical economic sector

Data Source: IATF-EID RESOLUTION NO. 35 | May 16 - May 31, 2020



PangasinanPDRRMO



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#LigtasAtAktibo

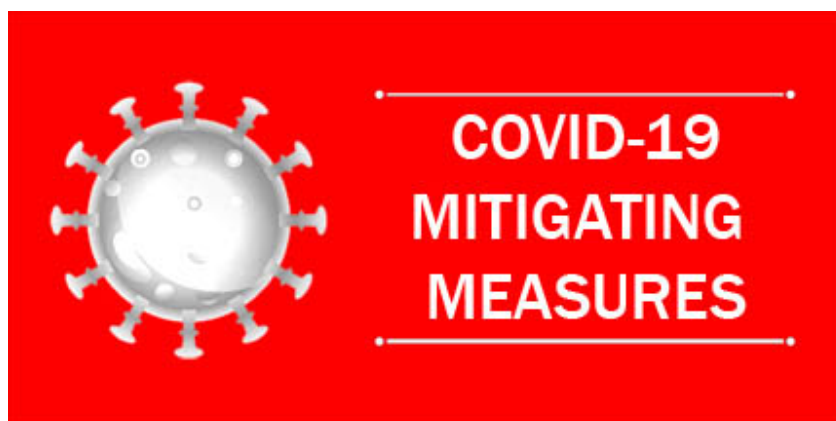


Republic of the Philippines

DEPARTMENT OF LABOR AND EMPLOYMENT

The Philippines Government thru the Department of Labor (DOLE) has the following directives related to the COVID19:

- October 30, 2020 : DTI-DOLE-DILG Joint Advisory no. 20-01 Series of 2020: Implementation of new Policy's Direction as the Country's Policy Shifts from Total Risk Avoidance to Risk Management and on the further re-opening of the economy
- October 30, 2020: Dept. Order 219-20 Guidelines on the Implementation of Tulong Panghanapbuhay Para sa Ating Disadvantaged Displaced/Workers (TUPAD) under the Bayanihan to Recover As One Act.
- October 30, 2020: Dept. Order 218-20 Guidelines on the Implementation of COVID-19 Adjustment Measures Program (CAMP) under the Bayanihan to Recover As One Act.
- May 1, 2020: DTI and DOLE Interim Guidance on Workplace prevention and control of COVID-19
- August 14, 2020: Department Order No. 214-20 Guidelines on Processes and Proceedings before the office of the Secretary of Labor and Employment, Bureaus and Regional Offices in Areas Under Community Quarantine
- March 17, 2020 Dept. Order No. 209: Guidelines on the Adjustment Measures Program for Affected Workers due to the Corona Virus Disease 2019



Identified HRM issues which has been brought about by COVID19 impact and countermeasures implemented by our company.



Identified IR/HRM/HRD Issues	Existing Company Control Measures
Disruption of operations due to widespread disease/ infection of employees	<ul style="list-style-type: none"> • Business Continuity Plan, • Implementation of Pandemic guidelines & protocols, • Continuous IEC campaign
State of Mental Health of employees	<ul style="list-style-type: none"> • Company's Mental Health Policy • Mental Health coverage included the Health insurance; • Employee Assistance Program (EAP)
Ageing Workforce	<ul style="list-style-type: none"> • Succession Planning & Talent Pipeline Management • Implemented program to Attract and Retain Best Talents



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Click this image if you are using your **personal or home internet** connection

Attended ERPM Class 2011 in AOTS Learning Center Osaka, Japan

Implemented the Pagbilao Power Station '**Golden Circle Club**' a Retirement Planning Program that prepares the employees for mandatory (65 years old) or early (50 years old) retirement.



This program helped managed the anxiety of exiting/retiring employees;

Assisted them in making better plans for their health & wellness;

Smoothen the progress of making better plans for their finances in the future.

It also warranted the continuous organizational knowledge transfer of the talent pipeline which supported enhanced manpower planning, talent acquisition and retention.

Challenges encountered were the following: financial health of the retirees, learning to adopt a financial planning mindset (long-term needs vs. short-term wants) and diligently executing a comprehensive savings and investment plan. Physical health conditions & reluctance of the retirees also posed as impediments.

A retirement onboarding program entitled "**Retire from Work and not from Life,**" has been tailored as entry level for "soon-to-be-graduates." They can start as early as five (5) years before their actual retirement.

The Program provides assistance in making their own road map, establishing their own personal business model and action priorities. Entrepreneurship opportunities or other investment prospects were made accessible based on their identified set skills and interests.



Participation in health and wellness activities were continuously supported by the company and as well as discovering their diverse marketable expertise and competencies.

The group called "**GOLDEN CIRCLE**" composed of retiring employees provides a venue to share personal experiences, strategies, and information about their work life transition journey creates a happier, engaged, and fulfilled future-ready individuals.