

The Philippines affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.

The Philippine Constitution mandates the State to afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all; to guarantee the rights of all workers to self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law. They shall be entitled to security of tenure, humane conditions of work, and a living wage.

The Philippines grants rights and privileges for disabled persons to:

- a. Be part of the Philippine society by improving the well-being and integrating disabled persons into the mainstream of society;
- b. Be provided the same rights as other people to take their proper place in society; and
- c. Be rehabilitated in order to foster their capability to attain more meaningful, productive and satisfying life.

The Philippines recognizes that discrimination constitutes a violation of human rights enunciated by the Universal Declaration of Human Rights.

Article 27 Issue	DOLE Response																									
36(a). Please inform the Committee of the average earnings of workers with disabilities, as compared with the national average.	<p>The Philippine Constitution guarantees the rights of <b><u>all workers</u></b> to security of tenure, humane conditions of work and living wage. It is a state policy to rationalize the fixing of minimum wages and to promote productivity-improvement and gain-sharing measures to ensure a decent standard of living for the workers and their families.<sup>1</sup> The statutory minimum wage<sup>2</sup> fixed by the Regional Tripartite Wage and Productivity Board is composed as follows:</p> <table><tr><th rowspan="2">Region</th><th rowspan="2">Wage Order No. / Date of Issuance</th><th rowspan="2">Date of Effectivity</th><th rowspan="2">Non-Agriculture</th><th colspan="2">Agriculture</th></tr><tr><th>Plantation</th><th>Non-Plantation</th></tr><tr><td>NCR</td><td>21 - 09/14/2017</td><td>10/05/2017</td><td>₱475.00-₱512.00</td><td>₱475.00</td><td>₱475.00</td></tr><tr><td>CAR</td><td>18 - 04/26/2017</td><td>06/05/2017</td><td>₱270.00-₱300.00</td><td>₱270.00-₱300.00</td><td>₱270.00-₱300.00</td></tr></table>						Region	Wage Order No. / Date of Issuance	Date of Effectivity	Non-Agriculture	Agriculture		Plantation	Non-Plantation	NCR	21 - 09/14/2017	10/05/2017	₱475.00-₱512.00	₱475.00	₱475.00	CAR	18 - 04/26/2017	06/05/2017	₱270.00-₱300.00	₱270.00-₱300.00	₱270.00-₱300.00
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36(b). Please also provide information on the proportion of workers with disabilities who receive the statutory minimum income.																										

<sup>1</sup> Republic Act No. 6727 (An Act To Rationalize Wage Policy Determination By Establishing The Mechanism And Proper Standards Therefor, Amending For The Purpose Article 99 Of, And Incorporating Articles 120, 121, 122, 123, 124, 126 And 127 Into, Presidential Decree No. 442, As Amended, Otherwise Known As The Labor Code Of The Philippines, Fixing New Wage Rates, Providing Wage Incentives For Industrial Dispersal To The Countryside, And For Other Purposes)

<sup>2</sup> [http://www.nwpc.dole.gov.ph/pages/statistics/stat\\_current\\_regional.html](http://www.nwpc.dole.gov.ph/pages/statistics/stat_current_regional.html)

	I	19 - 11/24/2017	01/25/2018	₱256.00- ₱310.00	₱265.00	₱256.00
	II	18 - 08/11/2017	09/25/2017	₱340	₱320	₱320
	III	20 - 03/28/2017	05/01/2017	₱329.00- ₱380.00	₱314.00- ₱350.00	₱302.00- ₱334.00
	IV-A	18 - 02/28/2018	04/28/2017	₱317.00- ₱400.00	₱303.00- ₱372.00	₱303.00- ₱352.00
	IV-B	08 - 09/05/2017	09/24/2017	₱259.00- ₱300.00	₱259.00- ₱300.00	₱259.00- ₱300.00
	V	18 - 04/25/2017	06/02/2017	₱280.00- ₱290.00	₱280.00- ₱290.00	₱280.00- ₱290.00
	VI	23 - 12/16/2016	03/16/2017	₱271.50- ₱323.50	₱281.50	₱271.50
	VII	20 - 02/13/2017	03/10/2017	₱308.00- ₱366.00	₱288.00- ₱348.00	₱288.00- ₱348.00
	VIII	20 - 05/17/2018	06/25/2018	₱305.00	₱275.00	₱275.00
	IX	19 - 08/15/2016	10/01/2016	₱296.00	₱283.00	₱283.00
	X	19 - 05/23/2017	07/16/2017	₱316.00- ₱338.00	₱304.00- ₱326.00	₱304.00- ₱326.00
	XI	19 - 11/04/2016	12/16/2016	₱340.00	₱335.00	₱335.00
	XII	20 - 04/13/2018	05/11/2018	₱311.00	₱290.00	₱290.00
	CARAGA	15 - 11/10/2017	12/08/2017	₱300.00	₱300.00	₱300.00
	ARMM	17 - 04/23/2018	06/15/2018	₱280.00	₱270.00	₱270.00
As of date, no disaggregated data regarding the earnings of workers with disabilities vis-à-vis the national average is available, as they may be included in the computation of the national average. Given						

this, the table below shows the average daily basic pay of wage and salary workers by major industry group from 2015 – 2016:

**TABLE 18 - Average Daily Basic Pay of Wage and Salary Workers by  
Major Industry Group,  
Philippines: 2015 - January 2017  
(in Pesos)**

MAJOR INDUSTRY GROUP	2015	2016	2017
	Ave	Ave	Jan
<b>ALL INDUSTRIES</b>	<b>378.71</b>	<b>400.95</b>	<b>414.64</b>
<i><b>Agriculture</b></i>	<i><b>194.38</b></i>	<i><b>209.32</b></i>	<i><b>210.13</b></i>
Agriculture, Hunting and Forestry	192.99	208.25	210.21
Fishing and Aquaculture	218.48	225.95	208.58
<i><b>Non-Agriculture</b></i>	<i><b>408.37</b></i>	<i><b>430.21</b></i>	<i><b>441.44</b></i>
<b>Industry</b>	<b>355.09</b>	<b>376.40</b>	<b>382.10</b>
Mining and Quarrying	330.82	356.11	306.07
Manufacturing	358.66	383.65	373.64
Electricity, Gas, Steam and Air Conditioning Supply	665.33	742.32	821.61
Water Supply; Sewerage, Waste Management and Remediation Activities	465.14	443.19	407.26
Construction	341.03	360.22	379.50
<b>Services</b>	<b>432.15</b>	<b>455.70</b>	<b>468.56</b>
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	314.33	330.50	334.57
Transportation and Storage	395.60	438.81	424.69
Accommodation and Food Service Activities	325.97	338.58	346.15
Information and Communication	601.15	661.83	688.77
Financial and Insurance Activities	600.37	679.29	659.53
Real Estate Activities	523.13	730.98	586.70
Professional, Scientific and Technical Activities	707.53	713.22	682.59
Administrative and Support Service Activities	547.66	582.86	567.40

		Public Administration and Defense; Compulsory Social Security Education Human Health and Social Work Activities Arts, Entertainment and Recreation Other Service Activities Activities of Households as Employers; Undifferentiated Goods and Services-producing Activities of Households for Own Use Activities of Extraterritorial Organizations and Bodies	582.19 760.88 558.70 442.20 196.22  785.83	609.89 783.11 597.05 456.77 203.82  829.12	639.61 801.00 653.27 496.69 220.06  696.22	
		<p><i>Notes: 1. Excludes those paid on commission basis, honorarium and boundary as in the case of jeepney/bus/tricycle drivers.</i></p> <p><i>2. The province of Leyte was not covered in January and April 2015 LFS. Data for July 2015 and onwards already include the province of Leyte.</i></p> <p><i>3. Annualized data for 2015 refer to the average of the four survey rounds that exclude Leyte. These should not be compared with the 2014 annualized data as the latter exclude the January round. The use of the four survey rounds for the 2015 annualized data was based on the results of a referendum conducted among members of the IAC on Labor and Productivity Statistics.</i></p> <p><i>4. Starting April 2016 round, the Labor Force Survey (LFS) adopted the 2013 Master Sample Design as well as the population projections based on the 2010 Census of Population and Housing (2010 CPH) while previous survey rounds were derived using the 2000 CPH population projections.</i></p> <p><i>5. Annualized data for 2016 was computed as the average of the four survey rounds using January 2016 rounds figures that was based on the 2010 CPH population projections.</i></p> <p><i>a Starting July 2015 LFS data, Activities of Households as Employers; Undifferentiated Goods and Services-producing Activities of Households</i></p>				

	<p><i>for Own Use is included in Other Service Activities.</i></p> <p><i>Source of basic data: Philippine Statistics Authority, Labor Force Survey, Public Use Files.</i></p> <p><u><i>Definition:</i></u></p> <p><i>Basic Pay - pay for normal time prior to deduction of social security contributions, withholding taxes, etc. It excludes allowances, bonuses, commissions, overtime pay, benefits in kind, etc.</i></p>
37. Please provide data on the effectiveness of the 5 per cent quota system for employment as it applies to different types of impairment, together with data on the employment/unemployment of persons with disabilities disaggregated by sex, age, ethnicity, type of disability and educational level.	<p>The 5% quota system for employment of persons with disabilities stipulated in Republic Act No. 7277<sup>3</sup> has been amended by Republic Act No. 10524<sup>4</sup> where Section 5 now reads as: “At least one percent (1%) of all positions in all government agencies, offices or corporations shall be reserved for persons with disability: Provided, That private corporations with more than one hundred (100) employees are <b>encouraged to reserve at least one percent (1%) of all positions for persons with disability.</b>”</p> <p>Pursuant to Article 27.1(g) of the Convention, the Philippine Government employs persons with disabilities. As of August 2017, there are 7,250 PWD (3,973 males and 3,277 females) workers out of the 2.42 million personnel in the Philippine bureaucracy that was recorded. In terms of geographical distribution, Region 6 has the highest number of employed PWDs followed by the National Capital Region and Region 5 with 1,638, 1,398, and 779, respectively.</p> <p>Pursuant to Article 27.1(h) of the Convention, the private sector employs 3,504 PWD workers out of the estimated 4.38 million establishments employing 20 or more workers across the three major industries as of June 2016. Majority of the employed PWDs work in the services sector (56%), industry (42%), and agriculture (2%).<sup>5</sup></p> <p>Incentives<sup>6</sup> are also provided to private corporations which employ PWD entitling them to an additional deduction, from their gross income, equivalent to twenty five percent (25%) of the total amount paid as</p>

<sup>3</sup> An Act Providing For The Rehabilitation, Self-Development And Self-Reliance Of Disabled Persons And Their Integration Into The Mainstream Of Society And For Other Purposes.

<sup>4</sup> An Act Expanding The Positions Reserved For Persons With Disability, Amending For The Purpose Republic Act No. 7277, As Amended, Otherwise Known As The Magna Carta For Persons With Disability.

<sup>5</sup> <https://www.psa.gov.ph/content/20152016-integrated-survey-labor-and-employment-part-i-modules-employment-occupational>

<sup>6</sup> As provided under Section 8(a) and (b) of Republic Act No. 7277

	salaries and wages to PWDs, subject to necessary clearances and certifications from National Government Agencies.																												
NCDA Issues																													
Programs and services to promote employment opportunities and career advancement for persons with disabilities in the labor market, as well as assistance in finding, obtaining, maintaining and returning to employment.	<p>With the intention to support the PWDs to be productive members of the society, DOLE provides interventions through various programs. In 2016, DOLE reached out to 5,531 PWD beneficiaries by providing livelihood assistance through the Tulong Alalay para sa Taong may Kapansanan (TULAY) program. TULAY is a self-employment program which provides PWDs technical and financial assistance to venture into self-employment projects either individually or as a group.</p> <p>Another notable program which promotes employment opportunity to PWD is Job Fairs. With warm support from the Local Government Units and private companies, PWDs are encouraged to participate to help them acquire proper employment. Actual monitoring of various job fairs conducted in NCR are as follows:</p> <table><tr><td>Venue</td><td>SM Fairview, Quezon City</td><td>Valenzuela City Convention Center</td><td>Inner Lobby, Quezon City Hall</td></tr><tr><td>Date</td><td>August 20, 2015</td><td>June 10, 2016</td><td>July 21, 2017</td></tr><tr><td>Participating Employers</td><td>237</td><td>15</td><td>11</td></tr><tr><td>Job Vacancies</td><td>2000</td><td>800</td><td></td></tr><tr><td>Registered PWD Applicants</td><td>127</td><td>84</td><td>62</td></tr><tr><td>Qualified Applicants</td><td>78</td><td>40</td><td>27</td></tr><tr><td>Hired on the spot</td><td>0</td><td>7</td><td>4</td></tr></table>	Venue	SM Fairview, Quezon City	Valenzuela City Convention Center	Inner Lobby, Quezon City Hall	Date	August 20, 2015	June 10, 2016	July 21, 2017	Participating Employers	237	15	11	Job Vacancies	2000	800		Registered PWD Applicants	127	84	62	Qualified Applicants	78	40	27	Hired on the spot	0	7	4
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Programs and services to promote employment of persons with disabilities in the private sector.	The Philippine Government, through the Department of Labor and Employment, has been implementing programs that promote decent employment not just to regular jobseekers but also to PWDs. In fact, various positions in the private sector which accepts PWD applicants are posted in the Philjobnet, the official job portal of the Philippine Government. In 2017, 27 job vacancies from 19																												

	private companies were posted (refer to Table B). As of 13 June 2018, job postings have increased to 39 job vacancies from 24 participating companies (refer to Table A).																								
Job fairs should have a PWD desk	Pursuant to the Implementing Rules and Regulations of RA 10524 or the Magna Carta for Persons with Disability, a designated area has been allocated to accommodate PWD applicants during job fairs.																								
Programs and services provided for persons with disabilities	<p>Persons with Disabilities are among the priority beneficiaries of the DOLE Integrated Livelihood Program (DILP) or Kabuhayan Program. The DILP is a grant assistance for capacity building on livelihood for the working poor, vulnerable and marginalized workers either for individual or group livelihood projects/undertakings.</p> <p>A total of 17,357 PWDs have been provided with livelihood assistance since 2008 up to 2017 as follows:</p> <table border="1"> <thead> <tr> <th>Year</th><th>No. of Beneficiaries Assisted</th></tr> </thead> <tbody> <tr><td>2008</td><td>1,863</td></tr> <tr><td>2009</td><td>1,697</td></tr> <tr><td>2010</td><td>1,286</td></tr> <tr><td>2011</td><td>1,660</td></tr> <tr><td>2012</td><td>1,769</td></tr> <tr><td>2013</td><td>1,788</td></tr> <tr><td>2014</td><td>2,235</td></tr> <tr><td>2015</td><td>1,755</td></tr> <tr><td>2016</td><td>1,536</td></tr> <tr><td>2017</td><td>1,768</td></tr> <tr> <td><b>TOTAL</b></td><td><b>17,357</b></td></tr> </tbody> </table> <p>The Philippines Government, through the Department of Labor and Employment, and in consultation with various stakeholders has crafted the IRR for the implementation of Republic Act No. 10524 or the Magna Carta for Persons with Disabilities. A summary of the IRR are as follows:</p> <p>a. General Policies, Objectives and Coverage</p> <ul style="list-style-type: none"> <li>➤ To work on equal basis with others and to work fully into the mainstream of society</li> </ul>	Year	No. of Beneficiaries Assisted	2008	1,863	2009	1,697	2010	1,286	2011	1,660	2012	1,769	2013	1,788	2014	2,235	2015	1,755	2016	1,536	2017	1,768	<b>TOTAL</b>	<b>17,357</b>
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	<ul style="list-style-type: none"> <li>➤ To provide PWDs equal opportunity for employment and equal remuneration for work of equal value</li> <li>➤ This act covers all government agencies and participating private organizations.</li> </ul> <p>b. Reserved Positions</p> <ul style="list-style-type: none"> <li>➤ For government Agencies - at least one percent (1%) of all positions in all government agencies, offices or corporations shall be reserved for persons with disability.</li> <li>➤ For non-government agencies - private corporations with more than one hundred (100) employees are encouraged to reserve at least one percent (1%) of all positions for persons with disability.</li> </ul> <p>Another program is the Katulong at Gabay sa Manggagawang may Kapansanan (KAGABAY) Program which is a rehabilitation (with physical/medical components) and economic assistance program which aims to facilitate the reintegration of the persons with work-related disabilities (PWRDs) into the economic mainstream through the provision of free vocational or entrepreneurial trainings in coordination with training organizations nationwide. To assist the PWDs in setting up micro enterprises or home-based business, free starter kits are also provided which range from Php 20,000 to 30,000.</p> <p>On the other hand, the physical/medical component provides a balanced program of remedial treatment, vocational assessment and preparation designed to meet the individual needs of the PWDs to restore them to suitable employment and to develop their mental, vocational or social potential. Rehabilitation services may come in the form of medical-surgical management, hospitalization, appliance and supplies; physical restoration, psychosocial counseling, psychiatric evaluation, skills training, hearing and visual impairment rehabilitation. The program also provides free rehabilitation appliances to PWDs.</p> <p>A Quick Response Program (QRP) extends assistance to public and private sector workers or their dependents in the event of work-related contingencies. The program provides assistance to workers in the form of psychosocial counseling and assistance in the filing of EC claims with the Systems.</p>
Programs and services provided for OFWs with disabilities, and number of OFWs who received	The Department, through the Overseas Workers and Welfare Administration (OWWA), provides Death and Disability Benefit which is a self-administered Insurance Benefit Program for OWWA members. The death benefit, burial gratuity and disability assistance are integrated into one package of financial benefits.



disability benefits.

The components of the program are the following:

- 1. Death Benefit** - insurance benefit to survivors of deceased OFWs who were active OWWA members at the time of death. The beneficiary is entitled to **Php100,000.00** for deaths due to natural causes and **Php200,000.00** for accidental death. / *Implemented since 1998*
- 2. Burial Gratuity** - in addition to the death benefit, a funeral grant of **Php20,000.00** is given to the beneficiaries of the deceased OFW to assist them for the decent burial of their loved ones. / *Implemented since 1998*
- 3. Disability Benefit** - this could be availed of by the OFWs for any accident-related disabilities ranging from **Php2,500.00 - Php25,000.00 for partial disability** and from **Php50,000.00 - Php100,000.00 for total/permanent disability**. / *Implemented since 1998*

The Department also provides the Supplemental Medical Assistance Program for OFWs (MED plus). MED plus is designed to provide supplemental medical relief for active OWWA and PhilHealth member-OFWs who are afflicted with dreaded diseases and were hospitalized, either at the jobsites or in the Philippines. It is a financial assistance aimed to provide eligible avalees with relief in the payment of their hospital/medical bills that is equivalent to the PhilHealth benefits under its case rate system, but not to exceed **Fifty Thousand Pesos (Php50,000.00)** per member. / *Implemented since April 2017*

Finally, a Workers Assistance Program is extended to OWWA members, active or non-active, and/or families, who are not eligible under any of the existing OWWA social benefit programs and services. It seek s to provide disability assistance for OWWA members who were victims of crimes or accidents with disability/dismemberment coverage from **Php10,000.00 to Php20,000.00** and **Php5,000.00 to Php10,000.00** for active and non-active OWWA members respectively. / *Implemented since May 8, 2017*

A summary of the program availments are as follows:

PROGRAM	2017	January-May 2018	TOTAL
Disability Benefit	995	381	1,376

	<table><tr><td>Medplus</td><td>138</td><td>120</td><td>258</td></tr><tr><td>WAP-disability assistance</td><td>61</td><td>394</td><td>455</td></tr></table>	Medplus	138	120	258	WAP-disability assistance	61	394	455
Medplus	138	120	258						
WAP-disability assistance	61	394	455						
Number of workers with disabilities regularized, if any.	There are no disaggregated data on the number of workers with disabilities regularized.								
Programs and services to ensure that persons with disabilities are able to exercise their labor and union rights on an equal basis with others.	<p>The Philippine Constitution guarantees the rights of ALL WORKERS to self-organization, collective bargaining and negotiations, and peaceful concerted activities, regardless of ethnicity, race, religion or belief, political inclination, social class, sex, gender, sexual orientation, gender identity, gender expression, civil status, disability, HIV Status and other medical condition. Further, it provides that they shall also be given the opportunity to participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.</p> <p>Specific to persons with disabilities, there is nothing that hinders them from joining and/or forming labor organizations. It is worthy to note that at present, there are more than 60 registered Workers Associations (WAs) nationwide that are formed and composed by persons with disabilities. These WAs, usually formed by group of ambulant, intermittent, self-employed, rural workers and those workers without definite employers (workers in the informal sector), are organized for mutual aid and protection of its members or for any legitimate purpose other than collective bargaining.</p> <p>As to participation in policy and decision-making processes, tripartite mechanisms – National Tripartite Industrial Peace Council, Regional Tripartite Industrial Peace Councils and Industry Tripartite Councils – were expanded to include representatives not only from the formal sector, but also from the youth, women, migrant, public, and informal sector. This is to ensure that the rights, interests and special concerns of workers in all sectors will be promoted and protected by integrating these workers’ representatives to the existing venues of participative governance.</p>								

Table A – Job Vacancies for PWD as of June 13, 2018

**JOB VACANCIES FOR PERSON WITH DISABILITY (PWD)**

*As of 13 June 2018*

COMPANY NAME		JOB VACANCY
1	Agility International Logistics, Inc.	HR Specialist
2	Gahfea Café and Bistro	Barista
3	Credibuild Development Corp.	Geodetic Engineer
4	Hinduja Global Solutions	Healthcare Associate
5	Concentrix	Customer Service Representative
6	3M Global Service Center	Webmethods Developer
7	Emperador Distillers, Inc.	Auditor
8	Bangko Kabayan Inc.	Community Development Specialist
		Credit Analyst
9	Simplexinternet Philippines, Inc.	Senior Web Developer
		Web Developer Trainer
10	Statlab Medical and Diagnostic Inc.	Quality Management Representative
		Radiologic Technologist
		Medical Receptionist
		Marketing Officer
		Clinic Nurse
11	SC Reserevaions (Philippines), Inc.	Reservations Sales Specialist
12	Convergys Philippines	Customer Service Representative
13	Colonnade Supermarket	Management Trainee
		Scaler
14	TRADELINK	Company Driver
		Sales Executive
15	Ryder and Sparks Prime Corporation	Aircon Technician
16	Qess Phil. Corp	Customer Service Representative
17	House of IT	Accounts Executive
18	PeoplePlusTech	Human Resource Officer
		Remote Desktop Specialist - Japanese Language Expert
		Level 2 (L2) Software Engineer
		Japanese Linguistic and Culture Expert
		Senior Backup and Storage Administrator/Manager
		UNIX Senior Storage Engineer
		Payroll Assistant
19	Sta. Clara International Corporation	Business Development Officer
20	RMS Collect Philippines Inc.	Customer Service Representative
21	Manulife Business Processing Services	Customer Service Representative
22	Open Look Business Solutions, Inc.	Audience Development Specialist
23	Gan Advanced Osseointegration Center Inc.	Dentist
		Dental Technician
24	ClientCom Inc.	Writing Consultant/Online English Writing Tutor

Source: PhilJobNet

Table B – Job Vacancies for PWD as of July 11, 2017

<b>PhilJobNet Job Postings as of 11 July 2017</b>	
<b>COMPANY NAME</b>	<b>JOB VACANCY</b>
<b>Idealcar Inc.</b>	Technician
<b>Qualfon Philippines</b>	Call Center Agents
	Chat Support Agents
<b>Medical Center Trading Corporation</b>	Certified Public Accountant
<b>Sterling BPO Philippines Inc.</b>	Verifications Specialist (Employment Screening)
<b>GlobalSign Philippines</b>	Technical Support Specialist (Spanish)
<b>HCL Technologies</b>	Customer Service Executive
<b>Investors Assurance Corporation</b>	Customer Service Representative
	Paralegal
<b>Commsec Inc.</b>	Finance/Claims Officer
<b>V-Call Center Link (VCC Link)</b>	Hotel and Airlines Reservation – Cebu City
<b>Cushman &amp; Wakefield Philippines Inc.</b>	Lease Administration Account Manager
	Lease Analyst
<b>AEB Inc. Manila Branch</b>	Receptionist/HR Assistant (Reliever)
<b>The Philippine Daily Inquirer, Inc.</b>	Reporter 2
<b>Celebes Coconut Corporation</b>	Accounting Supervisor
<b>Research Institute for Tropical Medicine</b>	Zoologist III
	Science Research Analyst
	Nurse III
	Entomologist II
	Chief Science Research Specialist
<b>Floretta Land, Inc.</b>	Property Engineer
	Building Technicians
<b>Demmie Foodshop</b>	Service Crew
<b>Ammex Isupport International Corporation</b>	Inside Sales Leader
<b>Sunrise Search &amp; Support</b>	Accounting Staff
<b>V-Call Center Link (VCC Link)</b>	Hotel and Airlines Reservation – Cebu City