PUBLISHED BY SUPERSTAFF AND ITS AGENTIC AI DIVISION, AGENTIC TRAINERS

INVESTOR & EMPLOYER BRIEFING · CENTRAL LUZON, PHILIPPINES

Pax Silica Readiness Brief

Central Luzon Workforce Supply, Wage Benchmarks, and Employer-of-Record Compliance for Incoming Pax Silica Locators

Matt Narciso
CEO of SuperStaff and Managing Director of Agentic Trainers

Second Edition · November 2026

A public planning reference for companies, investors and public-sector partners

Contents

	About this brief	3
1	Executive Summary	4
2	Pax Silica and Central Luzon: Where the Project Stands	5
3	Strategic Context, Scope and Policy Risk	8
4	Central Luzon Talent Supply	10
5	Power, Water and Social License: The Site-Diligence Agenda	14
6	Wage and Compensation Benchmarks	16
7	Employer-of-Record Mechanics and Immigration Pathways	19
8	Government Agencies and Regulatory Navigation	22
9	A Practical Entry Roadmap	24
10	About SuperStaff and Agentic Trainers	25
11	Important Notice and Disclaimer	26
12	Revision History and References	27

Figures

1. Pax Silica in the Philippines: milestones and items to watch.
2. Central Luzon at a glance: the Pax Silica site, airports, ports and expressways (schematic, not to scale).
3. Region III population by province and highly urbanized city, 2024.
4. Industry estimate of the 2026 semiconductor and electronics workforce need.
5. Published estimates of the zone's water and power demand.
6. Region III daily minimum wage after each tranche of RBIII-26.
7. Indicative entry roadmap.

> **Important notice.** This brief is general information, not legal, tax, immigration or investment advice. Please read the Important Notice and Disclaimer in Section 11 before relying on it.

About this brief

This brief is a public planning reference for companies, investors and public-sector partners evaluating Central Luzon in connection with Pax Silica and the wider Luzon Economic Corridor. It is published by SuperStaff (Logiscale, Inc.), a Philippine provider of business process and knowledge process outsourcing (BPO/KPO), Employer-of-Record services and technical hiring, through its agentic AI division, Agentic Trainers. It is not legal, tax or immigration advice.

Method and sources

Every factual statement in this edition was checked against a source opened on November 4, 2026 (Manila time), and the November 8 status update against sources opened that day; each is cited in the numbered references. We give priority to primary sources: Philippine government agencies (PSA, NWPC and DOLE, PEZA, FIRB, PIA), U.S. Department of State releases and EF Education First's own fact sheets. Where only a secondary source was available, such as a compliance guide that summarizes a government instrument or a news report of an official's remarks, we say so in the citation.

Three conventions apply throughout:

- **Dates travel with figures.** Every number carries the date of its source. The Pax Silica project is moving quickly, so status statements are current only to the date above.
- **Judgment is labelled.** Where a statement reflects SuperStaff's own operating experience rather than a published source (for example, Sections 3.3, 6.2 and 6.4), it is marked as such.
- **Quotations are verbatim.** Quotation marks are used only for words a named person or document actually used, checked word for word against the cited source.

> **Status at the time of writing (November 8, 2026).** The master framework agreement for the New Clark City zone has been submitted to Malacañang. No signing date has been set, and none is scheduled for the ASEAN Summit in Manila on November 15 to 17. Site development for the first phase of roughly 500 hectares is expected to begin in 2028 at the earliest.

1 Executive Summary

Pax Silica is a U.S.-led initiative to align semiconductor, artificial intelligence and critical-minerals supply chains among partner governments. As of October 23, 2026 it had 26 signatories, the Philippines among them[1, 2]. The Philippine contribution is a proposed 1,620-hectare economic security zone at New Clark City in Capas, Tarlac, developed by the Bases Conversion and Development Authority (BCDA) [3, 4].

As of November 3, 2026, the master framework agreement had been drafted and submitted to Malacañang, but no signing date had been set. Asked about a November signing, BCDA President and CEO Joshua Bingcang said: "Nothing concrete, nothing is finalized."[5, 6] On November 7, U.S. Ambassador Lee Lipton said: "No such announcement on the Pax Silica Economic Security Zone was ever planned." President Donald Trump is confirmed for the ASEAN Summit in Manila on November 15 to 17, and Philippine Ambassador to Washington Jose Manuel Romualdez said a deal is unlikely to be finalized during the visit[7, 8]. The first phase covers about 500 hectares. BCDA has described development as three to five years away and has elsewhere targeted a start in the first quarter of 2028[9, 3]. Officials now describe the zone as focused on processing critical minerals and manufacturing high-technology components for AI and semiconductors rather than on hyperscale data centers[5, 9].

That timeline frames this brief. Companies that eventually locate in the zone will need people in the Philippines well before they have a registered local entity: site assessment teams, permitting and regulatory liaisons, engineering and design support, and early administrative staff. In that pre-entity phase, an Employer of Record (EOR) is one of the main ways to employ staff lawfully, alongside a branch, a representative office or early incorporation (Section 7).

This brief consolidates what is publicly and reliably known about:

- the project's status, institutions and policy risk (Sections 2 and 3);
- Central Luzon's labor supply and education pipeline (Section 4);
- the power, water and social-license questions a locator's board will raise (Section 5);
- the statutory wage floor and employer on-costs (Section 6);
- EOR, immigration and entity-formation mechanics (Section 7);
- the permitting stack (Section 8);
- a phased entry roadmap (Section 9).

Bottom line. The agreement is unsigned and the site will not break ground for some time. For a company that is seriously evaluating the Philippines, this period is best used to understand the labor, compliance and infrastructure landscape and to build local relationships through arrangements that remain useful whether or not the zone proceeds on schedule.

KEY FIGURES

1,620 ha
Pax Silica zone at New Clark City, Capas, Tarlac

~500 ha
First phase; site work targeted for Q1 2028

26
Coalition signatories as of Oct 23, 2026

12.99 M
Region III population, 2024 Census

PHP 600
Region III non-agriculture daily minimum wage since Apr 16, 2026

28th / 123
Philippines, EF English Proficiency Index 2025

Sources are cited in the sections that follow: Sections 2.1, 2.2, 4.3, 6.1 and 3.4.

2 Pax Silica and Central Luzon: Where the Project Stands

2.1 Status of the agreement and the site

- **Framework agreement.** BCDA has submitted the legal framework to the President. Palace Press Officer Claire Castro relayed BCDA's description of it as the framework "governing the use of the 1,620-hectare advanced manufacturing park in New Clark City"[6]. Trade Undersecretary Ceferino Rodolfo had said the government remained optimistic about a November 2026 signing[10]. On November 3, Bingcang said no date had been fixed, while adding: "We want this project to push through starting with the signing of an agreement."[5] On November 7, Lipton said decisions "will be made in full consultation with the government of the Philippines at the appropriate time"[7].
- **Sovereignty and immunity.** Officials are expected to include a clause explicitly preserving Philippine sovereignty over projects in the zone, and expatriates employed there would have no diplomatic immunity[5]. Rodolfo has said: "All of them at the level of the locators will comply with Philippine laws."[10]
- **Scope.** Officials have clarified that the zone will not host data centers as such, and that its purpose is to add value to Philippine minerals and to manufacture advanced components used in AI and semiconductor products[5, 11]. In August, Bingcang qualified this: any data centers on the site would serve semiconductor locators there, not hyperscale operators serving global clients[9].
- **Size and phasing.** The zone covers 1,620 hectares of New Clark City, which itself spans about 9,450 hectares in Bamban and Capas, Tarlac[3, 12]. In Bingcang's words: "The first phase will be around 500 hectares. We see that in three to five years."[9] BCDA has also targeted the first quarter of 2028 for the start of site development, which will proceed in three phases[3, 10].
- **Investor interest.** In June 2026 Bingcang told the Inquirer that more than 50 companies were interested and that one firm was at an advanced stage of due diligence, which he called the project's "first tenant" without naming it[13]. In July, BusinessWorld reported Finance Secretary Frederick Go as

saying that Taiwan-based Foxconn would serve as the anchor investor[14]. No locator lease has been publicly signed.

- **BCDA projections.** BCDA estimates an initial US$10 billion of locator investment, US$40 to 70 billion at full development, between 130,000 and 190,000 direct jobs, and between 500,000 and 800,000 indirect and induced jobs[3, 10]. These are agency projections, not commitments.

> *"Nothing concrete, nothing is finalized."*
>
> — Joshua Bingcang, BCDA President and CEO, on the framework signing, November 3, 2026 [5]

2.2 Who is involved: the coalition and the key institutions

Pax Silica is a multilateral initiative, not a bilateral U.S.-Philippines treaty. The U.S. Department of State launched it in December 2025 with seven founding signatories, and its declaration is non-binding[13, 9]. The State Department's roster, accessed November 4, 2026, lists 26 signatories: Argentina, Australia, Chile, Costa Rica, El Salvador, the European Union, Finland, Germany, Greece, India, Israel, Italy, Japan, Kazakhstan, the Netherlands, Norway, Panama, Paraguay, the Philippines, Qatar, the Republic of Korea, Singapore, Sweden, the United Arab Emirates, the United Kingdom and the United States. Taiwan is listed as a non-signatory participant[1, 2]. Paraguay became the 26th signatory on October 23, 2026, so readers should check the roster before citing it[2].

The Philippines joined in April 2026 as the 13th signatory. The State Department described the New Clark City site as "the first of its kind"[4]. On the U.S. side the initiative is led by Jacob Helberg, Under Secretary of State for Economic Affairs, whose office issues the releases that are the most reliable primary record of coalition developments[1, 2].

On the Philippine side, several institutions are involved, each with a different role:

Institution	What it is	Role in Pax Silica
Bases Conversion and Development Authority (BCDA)	Government corporation created in 1992 under Republic Act 7227 to convert former U.S. military bases to civilian use. It redeveloped Fort Bonifacio into Bonifacio Global City and is the landowner and developer of New Clark City[15]	Lead Philippine counterparty on the framework agreement; landlord and master developer of the zone. President and CEO: Joshua Bingcang[16, 17]
Department of Trade and Industry (DTI) and Board of Investments (BOI)	Trade department; BOI is its investment-registration arm and the alternative to PEZA for locators that are not export-intensive (Section 8.2)	Undersecretary Ceferino Rodolfo, BOI Managing Head, signed the declaration for the Philippines and explains the framework publicly[4, 16]
Department of Finance (DOF)	Finance department	Has pushed for signing within 2026[14]
Philippine Economic Zone Authority (PEZA)	Incentive authority for registered export and ecozone enterprises (Section 8)	Not confirmed as the zone's administering authority (Section 8.5)

Institution	What it is	Role in Pax Silica
Office of the President	Executive branch	Featured by President Ferdinand R. Marcos Jr. as central to his industrial agenda in the July 27, 2026 State of the Nation Address, with BCDA named as lead agency[17]

Two caveats apply. First, the coalition list changes often, so it should be checked on state.gov before it is cited. Second, which agency will administer the zone day to day, and how approvals will be sequenced, depends on terms the framework agreement has not yet made public (Section 8.5).

2.3 What this means for workforce planning

Locators do not usually wait for a master agreement before starting site selection, environmental and permitting diligence, or early engineering scoping. In our experience this work can begin a year or more before a local entity is registered (our judgment). During that period a company typically needs a small, senior and fully compliant team in the country. Incorporating a Philippine entity for two or three people takes time and fixed cost. An EOR is one way to bridge that gap, and Section 7 sets out the alternatives.

Central Luzon's existing IT-BPM and electronics manufacturing base is a separate, established track from Pax Silica. It is also where much of the region's technical talent, English-language service capability and compliance infrastructure already sits, which is why the region is a credible workforce source for the zone rather than an untested labor market.

2.4 Status at a glance and what to watch



Events are evenly spaced, not to time scale. Solid: reported to date. Dashed: targets and items to watch.
Sources: State Dept; Inquirer; Philstar; PTV; GMA (Oct 13 and Nov 3, 2026); Philstar and Manila Times (Nov 8, 2026); CMFR; runway target per CIAC data as compiled on Wikipedia.

Figure 1. Pax Silica in the Philippines: milestones and items to watch.

Milestone	Status (November 4, 2026)	What to watch
Framework agreement	Submitted to Malacañang; no signing date set. The full text of the agreement is not yet published[5, 6]. Update, November 8: no signing is scheduled for the November 15 to 17 ASEAN Summit[7, 8].	Palace and BCDA announcements

Milestone	Status (November 4, 2026)	What to watch
Zone regulatory regime	Unresolved: PEZA, a BCDA-administered arrangement or a bespoke structure (Section 8.5)	Text of the signed agreement; any implementing executive order or legislation
Anchor tenant	Foxconn named by the Finance Secretary as anchor investor (July 2026); no signed lease made public[14, 13]	BCDA and locator announcements after signing
Environmental clearance	No public Environmental Impact Statement or ECC application found as of this writing	DENR-EMB filings for the New Clark City site
Site development	First phase of about 500 ha; start targeted for Q1 2028; "three to five years"[9, 3]	Phase 1 engineering and procurement announcements
Resettlement	BCDA reports a "general understanding" with affected communities; about 50 housing units planned[18]	NCIP and community statements; free, prior and informed consent process
Region III minimum wage	Wage Order RBIII-26 fully in force since April 16, 2026[19]	Any new Region III wage order (RBIII-26 passed its first anniversary on October 30, 2026)
Coalition membership	26 signatories; Paraguay joined October 23, 2026[2]	State Department releases

3 Strategic Context, Scope and Policy Risk

The mechanics in the rest of this brief sit inside a geopolitical project, and a locator's board will ask about the project before it asks about wage orders. This section sets out what is known, what is contested and what cannot yet be known.

3.1 What the zone is scoped to be

Philippine officials describe the zone as a site for processing critical minerals and manufacturing high-technology components for AI and semiconductors, not a hyperscale data-center campus[5, 11, 9]. Bingcang has said the minerals themselves would be processed at source and brought to Clark for further processing, and that mining will not take place in the zone[20]. This scoping shapes the rest of the brief. The workforce a locator should plan for is process operators, chemical and metallurgical engineers, equipment and maintenance technicians, environment, health and safety (EHS) officers and cleanroom staff (Section 4.6), and the power and water questions in Section 5 concern industrial process loads.

3.2 Sovereignty, immunity and the binding layer

The coalition declaration is non-binding: Rodolfo has described it as voluntary and said participating countries may end their commitments[9, 16]. For a locator, the binding layer will be the framework agreement and whatever Philippine instruments implement it. Officials expect that agreement to

preserve Philippine sovereignty over the zone, and expatriate staff would have no diplomatic immunity[5]. For workforce planning, the prudent assumption is that every employment, immigration and labor rule in Sections 6 to 8 applies in full inside the zone unless the signed agreement says otherwise. Foreign personnel should be processed through the standard visa pathways in Section 7.4.

3.3 Policy continuity risk (our judgment)

The initiative is led from the U.S. Department of State[1] and hosted by a Philippine administration whose term ends in 2028, and the framework agreement is unsigned. Political change in either country could alter the project's pace or shape. The planning posture that holds up across scenarios is to build workforce readiness and relationships through instruments that keep their value with or without Pax Silica (EOR arrangements, PEZA or BOI registration, Central Luzon hiring), and to treat as bankable only incentives written into signed, legally binding instruments.

3.4 How Central Luzon compares with regional alternatives

A locator weighing where to place the same functions will often shortlist Malaysia, Vietnam and India alongside the Philippines. The comparison below is indicative. Cross-country wage comparisons vary widely by role and source, so we have not reduced them to a single figure.

Factor	Philippines (Central Luzon)	Malaysia	Vietnam	India
Pax Silica status	Signatory; host of the first designated economic security zone[4]	Not a signatory[1]	Not a signatory[1]	Signatory[1]; no designated zone found in State releases reviewed
Semiconductor role	About 10% of global assembly, test and packaging (ATP) output; 500+ semiconductor and electronics companies; about 3.2 million direct and indirect jobs[21, 22]	Advanced backend processing and manufacturing[21]	Scaling mass electronics assembly[21]	Emerging; large national incentive programs (not assessed here)
EF English Proficiency Index 2025	569; ranked 28th of 123[23, 24]	581; ranked 24th[25]	500; ranked 64th[26]	484; ranked 74th; global average 488[27]
Labor cost	Section 6 of this brief	Not assessed in this brief	Not assessed in this brief	Varies widely by city

On English proficiency, the Philippines ranked 28th of 123 countries and regions in the 2025 EF English Proficiency Index, in EF's "high proficiency" band, and, as BusinessWorld reported, second among its regional peers after Malaysia[23, 24]. (An earlier draft of this edition used scores from EF's 2024 index for some countries. This edition uses EF's 2025 fact sheets for all four.)

3.5 What this section cannot tell you yet

The framework agreement's investment terms, any bespoke incentives, the trade treatment of zone output, and any supply-chain or export-control commitments for locators are not public. When the framework was submitted in October 2026, BCDA was still discussing the terms with its U.S. partner[6, 17].

Treat secondhand descriptions of those terms as unverified until the text is released, and review the signed agreement with counsel before relying on any of them.

4 Central Luzon Talent Supply

4.1 The regional case

The case for Central Luzon rests on connectivity, an existing technical labor base, active government promotion of this specific site, and two infrastructure inputs, power and water, that are not yet settled and that Section 5 treats in detail.



Schematic map, not to scale. Drawn from public geographic knowledge; positions approximate. Zone size: BCDA via Philstar (Jul 24, 2026).

Figure 2. Central Luzon at a glance: the Pax Silica site, airports, ports and expressways (schematic, not to scale).

Connectivity. Clark International Airport has a design capacity of 12 million passengers a year. It handled about 2.4 million in 2024, and cargo volume rose by about 32 percent that year to 58,459 tonnes. A second runway is targeted to be operational by the fourth quarter of 2029[28]. Subic Bay is a natural deep-water harbor with depths of up to 13.7 meters and a container capacity of 600,000 TEU. A two-berth expansion is planned, and the port is linked to Clark by the 45-kilometer Subic-Clark toll road[29]. Together with the Central Luzon Link Expressway (CLLEX) and the planned North-South Commuter Railway, the region's transport network was built for freight and commuter movement well before Pax Silica.

Technical depth. The region offers a labor force of several million within commuting range of the site (Section 4.2), an established semiconductor and electronics manufacturing base (Section 4.4), and a university and technical-vocational pipeline (Section 4.5).

English proficiency. The Philippines ranks 28th of 123 in the 2025 EF English Proficiency Index, in the high-proficiency band[23].

> *"I think why they want to locate in the Philippines is always because of our workforce."*
>
> — Frederick Go, Secretary of Finance, July 2026 [14]

4.2 Labor market at a glance

According to the Philippine Statistics Authority's preliminary April 2025 Labor Force Survey results for Central Luzon, the region had a labor force of about 5.8 million people aged 15 and over and a labor force participation rate of 62.0 percent. Of these, about 5.6 million were employed (an employment rate of 96.9 percent). Unemployment was 3.1 percent (about 177,200 people) and underemployment 8.5 percent (about 479,100 employed people who wanted more hours or additional work)[30]. The national participation rate in April 2025 was 63.7 percent[31].

Indicator	Central Luzon (April 2025)	Philippines (April 2025)
Labor force participation rate	62.0%	63.7%
Employment rate	96.9%	95.9%
Unemployment rate	3.1% (~177,200)	4.1%
Underemployment rate	8.5% (~479,100)	14.6%
Labor force (15+)	~5.8 million	50.74 million

Sources: PSA Region III[30]; national figures[31].

The underemployment figure deserves attention. Roughly half a million Central Luzon workers already have jobs but want more hours or better-matched work. They form a distinct pool from the unemployed, and in our experience they can often be recruited quickly for structured roles (our judgment).

4.3 Population and proximity by province

Region III had a population of 12,989,074 in the 2024 Census of Population, the third largest of the country's 18 regions[32]. New Clark City lies in the municipalities of Bamban and Capas in Tarlac, linked to the rest of the region by the Subic-Clark-Tarlac Expressway (SCTEX) and CLLEX[12].

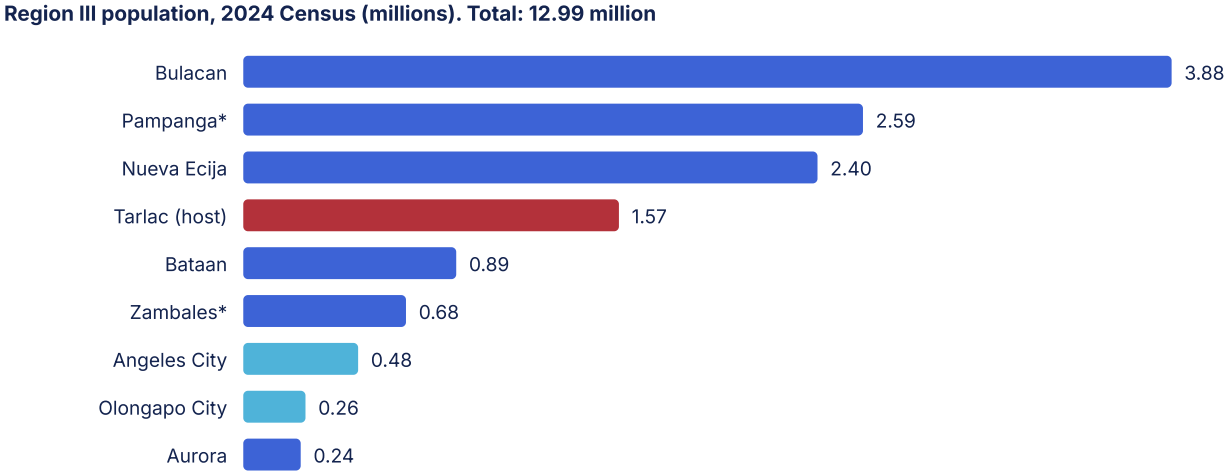


Figure 3. Region III population by province and highly urbanized city, 2024.

Province	2024 population	Proximity to New Clark City
Bulacan	3.88 million	Largest provincial population; connected via the North Luzon Expressway corridor toward Metro Manila
Pampanga*	2.59 million	Adjacent; Clark Freeport Zone and Angeles City
Nueva Ecija	2.40 million	Connected via CLLEX; Central Luzon State University
Tarlac	1.57 million	Host province; Capas and Bamban are the host municipalities
Bataan	0.89 million	Southwest of Clark; Freeport Area of Bataan
Zambales*	0.68 million	West of Clark via the Subic-Clark corridor
Aurora	0.24 million	Smallest and most distant; limited expressway access

*PSA counts the highly urbanized cities separately: Angeles City (about 483,000) is excluded from Pampanga and Olongapo City (about 265,000) from Zambales[32].

To our knowledge, the PSA does not publish employment by detailed occupation at provincial level. A precise public count of, for example, available process engineers within 50 kilometers of Capas therefore does not exist, and any figure presented that precisely should be treated with caution. The best public proxies are the regional labor-force data above and the concentration of semiconductor, electronics and IT-BPM employers already operating in the region.

4.4 An existing technical and industrial base

Central Luzon already hosts semiconductor and electronics manufacturers affiliated with the Semiconductor and Electronics Industries in the Philippines Foundation (SEIPI), including onsemi in Tarlac, the same province as the Pax Silica site[33]. Nationally, more than 500 semiconductor and electronics companies account for about 10 percent of global ATP output[21, 22]. Production, quality and engineering teams already working in the region are the clearest evidence that it can staff technical roles at scale.

The Clark Freeport Zone is also an established IT-BPM location outside Metro Manila[34]. Its office stock, telecommunications backbone, management layer and workforce accustomed to structured, compliance-heavy employment can be used directly for EOR and shared-services work linked to Pax Silica.

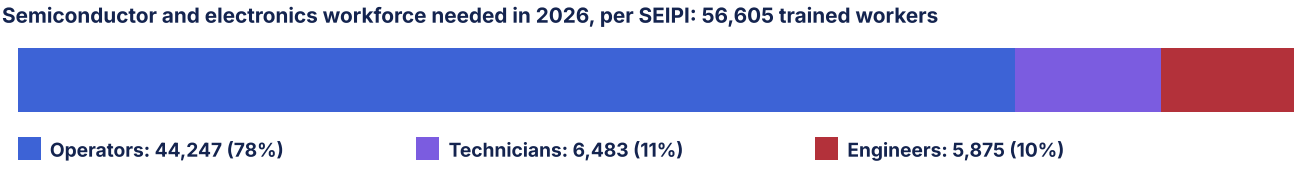
4.5 The education and technical-vocational pipeline

- **Holy Angel University** (Angeles City, Pampanga) has more than 21,000 students. The Commission on Higher Education recognizes its Industrial Engineering program as a Center of Development[35].
- **Angeles University Foundation** and **Don Honorio Ventura State University** (Pampanga) offer engineering, IT and business programs.
- **Central Luzon State University** (Nueva Ecija) has a College of Engineering.
- **Bulacan State University** and **Tarlac State University** supply engineering, IT and business graduates to the regional labor market.
- **TESDA in Central Luzon** counted 498 technical-vocational institutions offering 1,965 programs as of December 2023, including electrical, mechanical and instrumentation trades[36].

Taken together, the region has a multi-tier pipeline: four-year engineering and computing graduates at the top and a large technical-vocational base below, supplying the technician, engineering-support and administrative roles a locator needs.

4.6 The workforce mix a minerals-and-components zone implies

The zone's stated scope (Section 3.1) points to a workforce weighted toward production operators and technicians, with a smaller but critical engineering layer. The semiconductor and electronics industry already reports a shortfall. SEIPI estimated that in 2026 the sector needs 56,605 trained workers: 44,247 operators, 6,483 technicians and 5,875 engineers[37]. Any Pax Silica hiring will compete for the same pool (Section 6.4).



Source: SEIPI estimate, as reported by Gulf News (2026).

Figure 4. Industry estimate of the 2026 semiconductor and electronics workforce need.

For planning purposes, a locator's early Philippine headcount is likely to fall into four groups:

1. **Pre-entity and site team:** permitting and LGU liaison, environmental and EHS specialists, project management, finance and administration.
2. **Engineering:** process, chemical, metallurgical, electrical and facilities engineers.
3. **Technicians and operators:** equipment maintenance, instrumentation, cleanroom and production staff, many of them TESDA-certified.
4. **Digital and data operations:** IT support, cybersecurity, data and quality-system roles, and the teams that supervise automated or AI-assisted workflows (Section 9.1).

5 Power, Water and Social License: The Site-Diligence Agenda

Power, water and community acceptance are the three issues most likely to appear in a locator's board and ESG review. This section sets out the published figures, the government's stated responses, and the diligence a locator can undertake.

5.1 Power

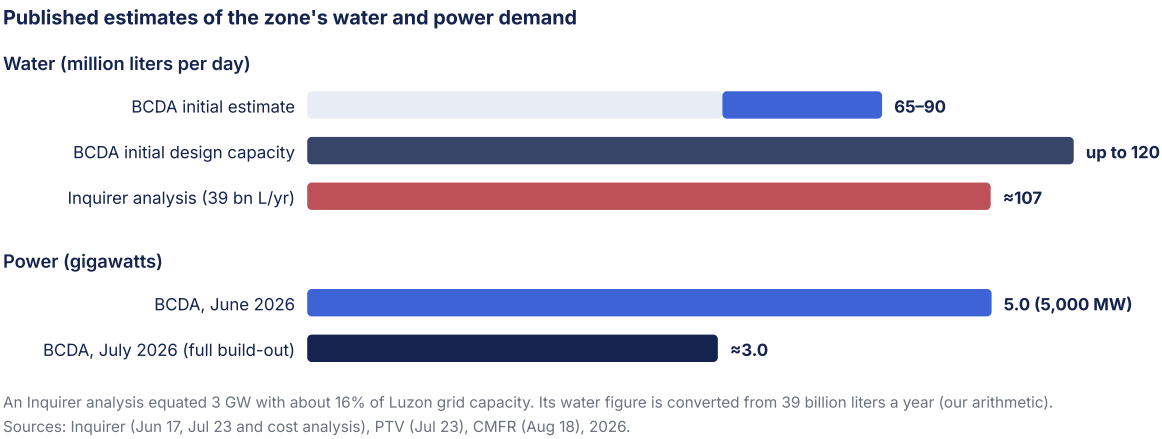
- **Price.** The Department of Energy reported that the Philippines had the highest average residential electricity rate in ASEAN in June 2026, about PHP 12.43 per kWh, slightly above Singapore. The DOE attributed this mainly to forced outages in the Visayas and summer dispatch of more expensive plants. Rates in some electric cooperative areas reached PHP 16 per kWh[38]. The figure is a residential average for a single month, but energy cost belongs in a locator's model from the outset.
- **Competing demand.** The Philippine Energy Efficiency Alliance has warned that data-center growth could push electricity prices higher if policy does not keep pace[39]. Although the zone is not scoped as a data-center campus, it will share the Luzon grid with that growth.
- **The zone's own demand.** BCDA's estimates have ranged from 5,000 MW (June 2026) to about 3 gigawatts at full build-out (July 2026)[13, 40]. Reporting during the public debate equated 3 gigawatts to

about 16 percent of Luzon's grid capacity[17]. BCDA says dedicated power plants and off-grid generation will be commissioned for the zone and that it will not draw on residential supply[16, 40].

- **Reserves.** The Institute for Climate and Sustainable Cities projected adequate but thin Luzon reserves for the second quarter of 2026[41]. Readers should check the latest Department of Energy outlook.

Diligence for locators. Commission an interconnection and load study with the National Grid Corporation of the Philippines and BCDA before committing to a footprint. Model exposure to wholesale spot prices against a contracted power supply agreement, including renewable options. Confirm retail competition and open-access eligibility at the planned load with the Energy Regulatory Commission. Price on-site generation and storage as part of the base case.

5.2 Water



An Inquirer analysis equated 3 GW with about 16% of Luzon grid capacity. Its water figure is converted from 39 billion liters a year (our arithmetic).
Sources: Inquirer (Jun 17, Jul 23 and cost analysis), PTV (Jul 23), CMFR (Aug 18), 2026.

Figure 5. Published estimates of the zone's water and power demand.

- **Estimates.** BCDA's initial estimate is 65 to 90 million liters of water a day, with an initial design capacity of up to 120 million liters a day[20]. A published Inquirer analysis put annual demand at 39 billion liters[42], equivalent to roughly 107 million liters a day (our arithmetic). Media reporting compared the hub's water use with that of a city of about 600,000 households[17].
- **BCDA's position.** BCDA says the zone will rely on harvested rainwater collected in purpose-built impounding facilities, not on groundwater or community supply, together with treatment and recycling. Bingcang has also said he is seriously considering desalination[43, 16, 20].
- **Contested points.** The science advocacy group Agham disputed the government's assurances, as reported by The Philippine Star[44, 17]. The Inquirer analysis argued that reservoirs alone may fall short in El Niño years and that zero-liquid-discharge recycling would be essential[42].

Diligence for locators. Size process and cooling water demand independently before relying on zone-level assurances. Verify water rights and permits with the National Water Resources Board. Ask BCDA for the engineering basis of its rainwater-impounding plan against dry-season demand. Design recycling rates for a drought year.

5.3 Social license: land, consultation and public debate

- **Affected communities.** In July 2026 BCDA wrote to occupants in Capas that the project "could affect your occupied lands". An Aeta tribal leader told AFP her community had received little information and no prior consultation[45]. Television reporting documented residents and farmers who had received eviction notices[17].
- **BCDA's response.** BCDA says the site lies outside titled ancestral domains and that it will provide livelihood and employment programs[16, 40]. In October 2026 Bingcang reported a "general understanding" with affected communities on relocation. BCDA plans about 50 house-and-lot units on a 10-hectare site within New Clark City, estimated at PHP 25 to 30 million and to be borne by BCDA[18].
- **Land use.** According to Bingcang, at least 40 percent of the zone must remain open green space[40]. Government statements reported by CMFR also cite 6,000 hectares in the wider area set aside for green space, forest reserves and upland farming[17].
- **Independent assessments.** Gonzalo Varela, a lead economist at the World Bank, said, as reported by Rappler, that the project's contribution to growth would depend on cheaper and more reliable energy, better transport and logistics, and greater investment in workers' skills[46]. Businessman Manny Pangilinan called the idea "great" but questioned whether the country has the talent, capital and infrastructure to execute it[17]. Commentators have called for independent feasibility studies, public consultation and legislative oversight[17, 42].

Diligence for locators. Treat community engagement as a workstream with a named owner. Ask BCDA for the resettlement plan, its budget and its consultation record, and for the status of any free, prior and informed consent process involving the National Commission on Indigenous Peoples. Avoid making local commitments that depend on questions the zone has not yet resolved.

5.4 Natural hazards

New Clark City has been planned and promoted since 2018 as a green, disaster-resilient city[47]. A locator should verify that claim at site level. Request the hazard studies behind the master plan (seismic, volcanic including lahar pathways, flood and wind), confirm how Phase 1 ground conditions were assessed, and price property and business-interruption insurance early.

6 Wage and Compensation Benchmarks

6.1 Statutory wage floor: Wage Order No. RBIII-26

Central Luzon's minimum wage is set by the Regional Tripartite Wages and Productivity Board for Region III. Wage Order No. RBIII-26 was issued on September 16, 2025 and implemented in two

tranches, on October 30, 2025 and April 16, 2026[48, 19]. Fully phased in, the daily minimum wages for Bataan, Bulacan, Nueva Ecija, Pampanga, Tarlac and Zambales are:



Axis starts at PHP 400. Aurora rates are lower (PHP 560 / 515 / 545). Source: NWPC (DOLE), Wage Order No. RBIII-26.

Figure 6. Region III daily minimum wage after each tranche of RBIII-26.

Sector	Daily minimum (from April 16, 2026)	Illustrative monthly at 26 days	Aurora
Non-agriculture	PHP 600	~PHP 15,600	PHP 560
Retail and service	PHP 590	~PHP 15,340	PHP 515
Agriculture	PHP 570	~PHP 14,820	PHP 545

Source: NWPC[19]. The monthly column is a simple illustration. Actual monthly equivalents depend on the work schedule and DOLE's computation factors.

This is a statutory floor, not a market benchmark. It is the minimum any employment arrangement, including an EOR, must clear, and the reference point against which technical and specialist roles are priced. RBIII-26 passed its first anniversary on October 30, 2026, so a new Region III wage order may follow.

6.2 Indicative market compensation bands (our judgment)

The ranges below are order-of-magnitude planning figures drawn from SuperStaff's experience of Central Luzon and Clark hiring. They are not a formal wage survey and should not be treated as validated compensation data. Companies finalizing offers or cost models should commission a current, role-specific benchmarking exercise.

Role category	Indicative monthly range (PHP)	Notes
Production or manufacturing technician	18,000 – 28,000	Entry to mid-level; floor set by RBIII-26
Quality or process engineer	28,000 – 45,000	Entry to mid-level; degree-qualified
Senior or lead engineer	45,000 – 80,000+	Varies with specialization and tenure
Site liaison or permitting coordinator	30,000 – 50,000	Premium for LGU and regulatory experience

Role category	Indicative monthly range (PHP)	Notes
IT or technical support	22,000 – 38,000	In line with Clark IT-BPM bands
Finance and accounting shared services	25,000 – 42,000	AP/AR, payroll, general ledger
Skilled trades (electrical, HVAC, instrumentation)	20,000 – 32,000	TESDA-certified; premium for NC II/III
Data scientist or ML engineer	45,000 – 90,000+	Premium for production ML/MLOps experience
Cybersecurity specialist	40,000 – 75,000	Premium for recognized certifications
Environmental or EHS compliance officer	30,000 – 50,000	DOLE-accredited safety officer certification typically required
Procurement or logistics coordinator	25,000 – 40,000	Premium for import and customs experience
Legal or regulatory compliance officer	40,000 – 70,000	Premium for PEZA, DENR or DOLE compliance experience
Construction or project manager	45,000 – 85,000	Licensed engineers at the top of the range
Executive or administrative support	18,000 – 30,000	Premium for site-coordination experience

6.3 Statutory on-costs

Philippine law requires the following employer contributions and benefits for any employment arrangement, direct or through an EOR[49]:

Item	Total rate	Employer share	Notes
SSS (Social Security System)	15% of Monthly Salary Credit	10%	MSC ceiling PHP 35,000; employer also pays an Employees' Compensation premium
PhilHealth	5% of monthly basic salary	2.5%	Salary floor PHP 10,000; ceiling PHP 100,000
Pag-IBIG (HDMF)	2% employee + 2% employer	2%	Mandatory contribution capped at PHP 200 per party
13th-month pay	1/12 of annual basic salary	100%	Paid on or before December 24

These are the 2026 rates as summarized in published contribution tables. Confirm them against the latest SSS, PhilHealth and Pag-IBIG circulars before any formal costing.

6.4 Wage dynamics once a large zone begins hiring (our judgment)

The bands in Section 6.2 describe today's market. From SuperStaff's experience in Philippine labor markets since 2009, a large zone that begins hiring tends to trigger three effects in sequence. First, incumbent employers in the corridor lose trained staff to new entrants, because trained people are faster to deploy than new graduates. Second, pay compresses upward as new entrants match or exceed existing bands. Third, attrition costs fall on employers who planned compensation from older survey data. The SEIPI shortfall in Section 4.6 suggests the corridor would enter that cycle with little slack.

Practical responses for early locators and incumbents:

- Re-benchmark the corridor quarterly once the framework agreement is signed.
- Structure site premiums as explicit allowances rather than base-pay increases, so they can be adjusted without permanent compression.
- Tie retention to certification ladders (TESDA National Certificate levels, equipment certifications) that reward staying through the ramp-up.
- In EOR engagements, include wage-indexation review clauses rather than fixed multi-year rates.
- Expect the statutory floor to move as well (Section 6.1).

7 Employer-of-Record Mechanics and Immigration Pathways

7.1 EOR as an entry option

An Employer of Record lets a foreign company engage staff in the Philippines without first establishing a branch, representative office or subsidiary. The EOR is the legal employer for payroll, tax withholding and statutory benefits, while the client company directs the day-to-day work[50]. For a company still deciding whether and how to locate in the zone, this removes entity setup from the critical path and turns a fixed, multi-year commitment into a variable one. An EOR is not the only route. A representative office suits liaison-only activity, and companies with a firm investment decision may prefer to incorporate early (Section 7.6).

7.2 The contracting rules that matter

Third-party labor arrangements in the Philippines are governed by DOLE Department Order No. 174, which separates legitimate job contracting from prohibited labor-only contracting. A legitimate contractor must show substantial capital (at least PHP 5,000,000 in paid-up capital for corporations, partnerships and cooperatives, or equivalent net worth for sole proprietors), its own tools, equipment and premises, and genuine control over how the work is performed. An arrangement that only supplies people, without that independence, is labor-only contracting, which is prohibited and exposes both parties to liability[51].

DOLE Department Circular No. 01, Series of 2017 clarifies that certain industries, including business process outsourcing and construction, are governed by separate rules rather than by DO 174[51]. Companies evaluating a staffing or EOR partner should ask which framework the provider operates under and how its arrangements satisfy DO 174 where it applies.

This section describes the general rule only. Because SuperStaff itself provides EOR services, readers should consult Philippine labor counsel before structuring any staffing or EOR arrangement.

7.3 What an EOR arrangement typically handles

- Legal employment and payroll, including statutory withholding
- SSS, PhilHealth and Pag-IBIG registration and remittance
- 13th-month pay and other mandatory benefits
- Local HR administration, contracts and termination compliance under the Labor Code
- Coordination on the Alien Employment Permit (AEP) and 9(g) visa when foreign personnel are deployed (Section 7.4)

7.4 Immigration pathways for foreign personnel

The right visa route depends on the project stage and the person's role. Officials have said expatriates in the zone would have no diplomatic immunity[5], so the standard pathways below should be assumed to apply in full.

Permit or visa	Who it fits	Key requirement	Duration
Special Work Permit (SWP)	Short technical assignments, such as an initial site assessment	Petition by the Philippine-based host; not available for manual work; PRC Special Temporary Permit needed for regulated professions[52, 53]	3 months, extendable once by 3 months (6 months in any 12)
Provisional Work Permit (PWP)	Foreign employees waiting for a 9(g) visa to be issued	Pending 9(g) application[53, 52]	Usually 3 months or until the 9(g) is issued
AEP + 9(g) pre-arranged employment visa	Standard route for a foreign employee of a Philippine-registered employer, including an EOR	DOLE must find that the skill is not available among qualified Filipino workers; Bureau of Immigration issues the visa[54]	Tied to the employment term; renewable
47(a)(2) Special Non-Immigrant (PEZA) visa	Executives, supervisors, specialists or consultants of a PEZA-registered enterprise	Employer must be PEZA-registered[55]	Up to 2 years, renewable once (4 years maximum)
9(d) Treaty Trader or Investor visa	U.S., Japanese or German nationals directing a majority treaty-national-owned enterprise	Minimum capital of about USD 120,000 (as reported by a visa consultancy)[56]	Typically 1 to 3 years per issuance
Special Investor's Resident Visa (SIRV)	Investors of any nationality seeking residency independent of one employer	Minimum USD 75,000 qualifying investment; generally exempt from the AEP when acting as an executive of the investee company[57]	Indefinite while the investment is maintained

A typical progression for a locator: an SWP covers the first site-assessment trip. Once a small team is placed through an EOR or the locator's own entity, those individuals move to an AEP and 9(g), or to the faster 47(a)(2) route once PEZA registration is in place. A founder or senior executive with capital in the venture may instead use a 9(d) visa (U.S., Japanese or German nationals only) or an SIRV. The SIRV also covers a spouse and unmarried children under 21[57].

Companies from signatory countries other than the United States, Japan and Germany should plan around the AEP and 9(g), 47(a)(2) and SIRV routes, which are open to all nationalities.

7.5 Moving from EOR to direct employment

When a locator's own Philippine entity takes over as employer, staff engaged through an EOR do not automatically carry their tenure, leave balances or benefits history across. Continuity depends on the new employer expressly assuming the employment relationship. Without that, the change can be treated as a separation followed by a new hire, with consequences for retirement eligibility and tenure-linked benefits[58].

- Put the assumption of employment in writing, stating whether prior service is credited.
- Issue a Certificate of Employment from the EOR and a new contract from the direct employer.
- Re-register SSS, PhilHealth and Pag-IBIG records under the new employer.
- Settle leave conversion and 13th-month proration across the transition date.
- Sequence the transition with immigration: AEPs and work visas are issued in connection with a named employer, so confirm with DOLE and the Bureau of Immigration what must be amended or reissued when the employer changes.

7.6 Establishing a Philippine entity

Most locators eventually register their own Philippine presence. The main options:

Vehicle	Foreign ownership	Typical use
Domestic stock corporation	Up to 100%, subject to the Foreign Investment Negative List[59]	Standard vehicle, including PEZA- or BOI-registered exporters
One Person Corporation	100%; the single stockholder must be a natural person, trust or estate, and may be a foreign national[60, 61]	Founder-led ventures; not available to a foreign parent company as stockholder
Branch office	100%; requires at least USD 200,000 of assigned capital remitted from abroad[59]	Extension of the parent, which is directly liable for its obligations
Representative office	100%; may not earn local income[59]	Liaison, quality control or marketing support for the parent

Capitalization. Under the Foreign Investments Act, a foreign-owned enterprise serving the domestic market generally needs paid-in capital of USD 200,000, while export enterprises (60 percent or more of output exported) have no statutory minimum[59]. Since the 2022 amendments in Republic Act 11647, the threshold can fall to USD 100,000 for micro and small domestic-market enterprises that use advanced technology certified by the Department of Science and Technology, are endorsed startups or startup enablers, or employ a majority of Filipino direct employees numbering at least 15[62].

Land. Foreign corporations cannot own land under the Constitution, so leasing is the usual route. Republic Act 12252, signed in September 2025, raised the maximum aggregate lease term for qualified foreign investors to 99 years, up from the original 50-year term with a 25-year renewal under the Investors' Lease Act[63]. Bingcang has said Pax Silica investors may be covered by the amended law[3].

Sequencing. Entity formation usually runs in parallel with incentive registration (Section 8). SEC registration, opening a bank account, remitting paid-in capital and registering the inward investment

with the Bangko Sentral ng Pilipinas, which later allows profits and capital to be repatriated, typically proceed alongside the PEZA or BOI application.

8 Government Agencies and Regulatory Navigation

8.1 PEZA and CREATE MORE incentives

The Philippine Economic Zone Authority is the framework most locators will assess alongside any bespoke package in the eventual agreement. For registered export enterprises, PEZA lists[64]:

- an income tax holiday of four to seven years, depending on location and industry priority;
- after the holiday, a 5 percent Special Corporate Income Tax on gross income or Enhanced Deductions;
- exemption from customs duties and taxes on imported capital equipment, raw materials and spare parts, with VAT exemption on imports and zero-rated VAT on qualifying local purchases;
- a domestic sales allowance of up to 30 percent of total sales.

Under the CREATE MORE Act of 2024, export enterprises approved by an investment promotion agency such as PEZA can take the income tax holiday followed by 10 years of SCIT or Enhanced Deductions, or take SCIT or Enhanced Deductions immediately for 14 to 17 years. Longer periods, up to 27 years, are available to enterprises approved by the Fiscal Incentives Review Board, which handles the largest projects[65, 66]. Exact terms depend on the project's classification and should be confirmed with BCDA, PEZA or FIRB.

8.2 PEZA or BOI

The practical dividing line is export intensity. An operation that expects to export less than about 70 percent of its output will generally not qualify for PEZA and registers with the Board of Investments instead. BOI registration does not require a location inside a customs-controlled zone, but it does not carry the same duty-free importation and VAT zero-rating[67]. A locator selling into the domestic market should model both regimes.

8.3 The wider permitting stack

PEZA or BOI registration secures fiscal incentives. It does not replace the permits below, most of which apply regardless of incentive status:

Agency or requirement	What it covers	Relevance to a locator
SEC or DTI	Corporate or business name registration	Required before other registrations
BIR	Tax registration, receipts, books of account	Mandatory for every registered entity

Agency or requirement	What it covers	Relevance to a locator
LGU Mayor's or Business Permit	Business permit, barangay clearance, fire and sanitary permits	LGUs that run a Business One-Stop Shop typically process permits in 1 to 3 business days with complete documents; smaller municipalities can take longer[68]
DENR Environmental Compliance Certificate (ECC)	Environmental Impact Assessment for Environmentally Critical Projects or Areas[69]	In our view, a semiconductor or advanced-materials facility is likely to need an ECC before construction
National Privacy Commission (NPC)	Registration of personal information controllers and processors	Required at 250 or more employees, when sensitive personal information of at least 1,000 people is processed, or when automated decision-making or profiling is involved[70]
Anti-Red Tape Authority (ARTA)	Enforces processing deadlines under RA 11032: 3 days (simple), 7 days (complex), 20 days (highly technical)[71]	Recourse when an office misses its statutory deadline

None of this is unique to Pax Silica. It is the standard permitting stack for an industrial or technology operation in the Philippines. The order in which permits are obtained affects the overall timeline and should be mapped early with counsel.

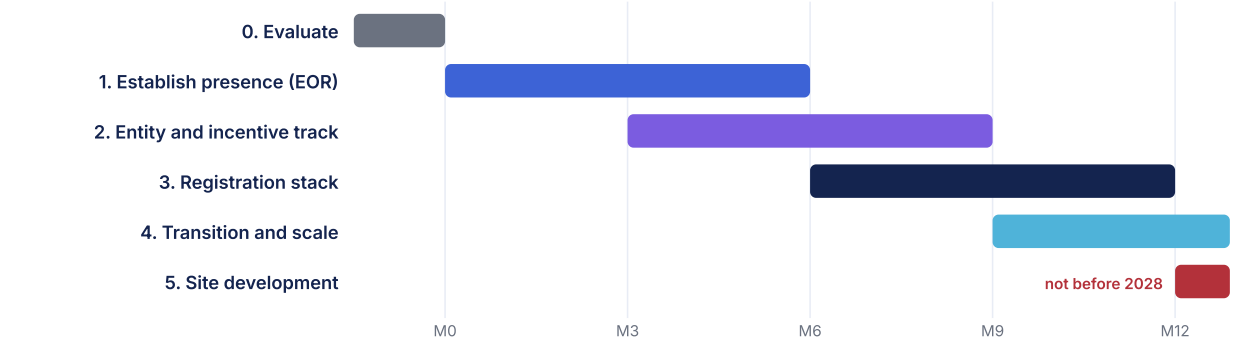
8.4 Where labor compliance meets registration

PEZA or BOI registration governs a locator's fiscal treatment, not its labor obligations. Those still run through the Labor Code, DOLE issuances and the statutory benefits in Section 6.3. A locator that engages third-party staffing or subcontractors remains subject to the DO 174 standard in Section 7.2.

8.5 An open question: which regime governs the zone

Because the framework agreement is not yet public, it is not known whether the New Clark City zone will be a standard PEZA ecozone, a BCDA-administered arrangement with its own legal basis similar to the Clark Freeport, or a structure created specifically under the agreement. Media reporting indicates that land administration, regulatory compliance and master development would remain with BCDA, with private locators and joint-venture partners handling operations[17]. Locators should confirm the applicable regime with BCDA once the framework is signed.

9 A Practical Entry Roadmap



Timing is indicative and depends on the project and the signed agreement. Section numbers in the table refer to this brief.

Figure 7. Indicative entry roadmap.

Phase	Typical timing	What happens
0. Evaluate	Before any commitment	Site-assessment trips under an SWP (7.4); initial legal, tax and compliance scoping; decide between an EOR, a representative office or early incorporation
1. Establish a presence	Months 1 to 6	Engage an EOR for an initial team (7.1 to 7.3) while entity formation and site decisions proceed in parallel; foreign staff on an SWP or AEP and 9(g)
2. Form the entity and choose the incentive track	Months 3 to 9	Register the entity and capital structure (7.6); decide PEZA or BOI by export ratio (8.2); open bank accounts and register inward capital with the BSP
3. Complete the registration stack	Months 6 to 12	SEC or DTI, BIR, LGU permit, ECC if required, NPC registration if applicable, and PEZA or BOI registration (Section 8)
4. Transition and scale	Month 9 onward	Move staff from the EOR to direct employment (7.5); direct hiring against Sections 4 and 6; foreign staff shift toward the 47(a)(2), 9(d) or SIRV routes
5. Site development	Aligned to the agreement	The first phase is not expected to start before 2028[3]; until then, operations run from existing Central Luzon facilities

9.1 Human-in-the-loop AI operations from the first hire

Companies evaluating the zone are likely to run data-intensive back offices. From the first EOR hire, administrative workflows such as recruiting coordination, document processing, permit and compliance tracking, reporting and supplier follow-up can be handled by AI agents supervised by trained people, rather than by headcount alone. The design principle is human-in-the-loop: a trained reviewer checks agent outputs, handles exceptions and owns the decisions that carry legal or safety consequences.

SuperStaff provides this through Agentic Trainers, its agentic AI division, launched in 2026 and based in Makati. Agentic Trainers implements and supervises AI agents on a client's actual workflows and staffs the human review layer. It also builds human-in-the-loop teams for companies operating their own AI systems, and supplies expert-in-the-loop trainers to AI labs. Because Pax Silica links semiconductor supply chains with AI development, that last capability may matter to locators with AI research or model-development functions. SuperStaff began human-in-the-loop AI implementation and supervision work at scale in 2023. For a locator staging into the Philippines ahead of the zone, this approach keeps the early team small and senior, as Phases 0 to 2 require.

10 About SuperStaff and Agentic Trainers

10.1 SuperStaff

SuperStaff (Logiscale, Inc.) was founded in 2009 and is in its 18th year of business[72]. It provides business process outsourcing (BPO), knowledge process outsourcing (KPO), technical hiring, Employer-of-Record services, and recruitment and placement. SuperStaff is headquartered in Makati, has operated in Pampanga's Clark and Angeles area, has a nearshore delivery center in Medellín, Colombia[72], and has an office in Pennsylvania, United States.

SuperStaff publishes this brief because it works directly in the labor market, compliance environment and talent pipeline described above. It does not claim expertise in semiconductor manufacturing or trade policy. Companies seeking current compensation data, workforce planning support or EOR and compliance services in Central Luzon can contact SuperStaff at SuperStaff.com.

10.2 Agentic Trainers

Agentic Trainers, SuperStaff's agentic AI division, launched in 2026 and based in Makati, implements and supervises agentic AI for businesses, builds human-in-the-loop teams, and supplies expert-in-the-loop trainers to AI labs (Section 9.1). It can be reached at AgenticTrainers.com.

10.3 About the author



Matt Narciso is CEO of SuperStaff and Managing Director of Agentic Trainers. He began his career in 2006 as a call center agent, has worked from Central Luzon since 2012, and has served as a chief executive since 2019. He oversees SuperStaff's BPO/KPO, Employer-of-Record and technical hiring operations and Agentic Trainers' agentic AI work, and is pursuing a Doctor of Business Administration with a research focus on artificial intelligence and machine learning.

11 Important Notice and Disclaimer

General information only. This document is a public informational resource. It is not legal, tax, immigration, labor-law or investment advice, and reading it does not create an advisory or client relationship.

Verify before relying. Statutory rates, incentive terms and program details change. They should be reconfirmed with the relevant Philippine agency or a licensed professional before they are relied on in a client commitment or formal costing. Status statements are current only to the dates given in this brief.

Estimates and judgment. Figures marked as our judgment are planning estimates, not validated surveys. Projections attributed to BCDA or other bodies are their projections, not commitments.

Independence. SuperStaff and its agentic AI division, Agentic Trainers, are not affiliated with the U.S. or Philippine governments or with BCDA.

Commercial interest. SuperStaff provides BPO/KPO, Employer-of-Record and technical hiring services, and its agentic AI division, Agentic Trainers, provides agentic AI, human-in-the-loop and AI-training services. SuperStaff may benefit commercially from the developments described here.

Third-party sources. Linked sources are third-party content outside our control. They were checked when this edition was prepared and may since have changed.

How this brief was prepared. Prepared by SuperStaff and its agentic AI division, Agentic Trainers, with AI-assisted research and drafting. Every fact and source was reviewed by a human editor.

12 Revision History and References

Revision history

Edition	Date	What changed
First edition	September 2026	Initial release
Second edition	November 3, 2026	Agreement status; zone scope; sovereignty and immunity; new Sections 3 and 5; milestone tracker; wage dynamics; AI-enabled operations
Second edition, updated	November 9, 2026	Corrected the description of Agentic Trainers, which is SuperStaff's agentic AI division, not a separate company; publisher credit, author title, running footer and contact block updated to match. Disclaimer moved to a new Important Notice and Disclaimer section (Section 11), with a short notice on the contents page; revision history and references are now Section 12
Second edition, updated	November 8, 2026	Agreement status: U.S. ambassador's November 7 statement that no Pax Silica announcement was planned for the ASEAN Summit; timeline and milestone tracker updated
Second edition, updated	November 4, 2026	Full fact-check against live sources: coalition updated to 26 signatories; anchor-investor and interest figures corrected; EF English Proficiency Index updated to 2025 fact sheets; Foreign Investments Act thresholds updated for RA 11647; CREATE MORE incentive periods; DO 174 and EOR wording corrected; BCDA power and water estimates, resettlement update, Section 4.6 and SEIPI workforce data added. Also added: method note, charts, schematic map, Agentic Trainers section and linked references; publisher descriptions and layout revised

References

1. U.S. Department of State, "Pax Silica" (signatory roster, accessed Nov. 4, 2026). https://www.state.gov/pax-silica
2. U.S. Department of State, "United States Welcomes Paraguay as Newest Pax Silica Signatory" (Oct. 23, 2026). https://www.state.gov/releases/office-of-the-spokesman/2026/10/united-states-welcomes-paraguay-as-newest-pax-silica-signatory/
3. The Philippine Star, "Pax Silica investors may lease New Clark land for 99 years – BCDA" (July 24, 2026). https://www.philstar.com/business/2026/07/24/2544359/pax-silica-investors-may-lease-new-clark-land-99-years-bcda
4. U.S. Department of State, "The United States and The Philippines Launch Plans for 4,000-Acre Economic Security Zone to Shore Up Supply Chains" (April 2026). https://www.state.gov/releases/office-of-the-spokesperson/2026/04/the-united-states-and-the-philippines-launch-plans-for-4000-acre-economic-security-zone-to-shore-up-supply-chains-first-ai-native-industrial-acceleration-hub-under-pax-silica/
5. GMA News, "No date yet on Pax Silica legal framework signing, says BCDA chief" (Nov. 3, 2026). https://www.gmanetwork.com/news/topstories/nation/1008131/no-date-yet-on-pax-silica-legal-framework-signing-says-bcda-chief/story/
6. GMA News, "BCDA submits Pax Silica legal framework to Marcos" (Oct. 13, 2026). https://www.gmanetwork.com/news/topstories/regions/1005759/bcda-submits-pax-silica-legal-framework-to-marcos/story/
7. The Philippine Star (P. Lee-Brago and M. Punongbayan), report on the U.S. ambassador statement on Pax Silica and the ASEAN Summit (Nov. 8, 2026). https://www.philstar.com/headlines/2026/11/08/2568688/no-pax-silica-announcement-during-asean-us-envoy
8. The Manila Times, "Asean Summit not venue for Pax Silica pact" (Nov. 8, 2026). https://www.manilatimes.net/2026/11/08/news/national/asean-summit-not-venue-for-pax-silica-pact/2464587
9. Inquirer Business, "Pax Silica site development eyed in 3 to 5 years" (Aug. 8, 2026). https://business.inquirer.net/604771/pax-silica-site-development-eyed-in-3-to-5-years
10. The Philippine Star, "BCDA to ink Pax Silica AI framework with US" (Sept. 15, 2026). https://www.philstar.com/business/2026/09/15/2556270/bcda-ink-pax-silica-ai-framework-us
11. GMA News, "BCDA: No data centers in Pax Silica Tarlac site, only semiconductor manufacturing hubs" (Aug. 6, 2026). https://www.gmanetwork.com/news/money/economy/997585/pax-silica-bcda-no-data-centers-tarlac/story/

12. Wikipedia, "New Clark City". https://en.wikipedia.org/wiki/New_Clark_City
13. Inquirer Business, "50 firms keen on PH 'Pax Silica' hub" (June 17, 2026). https://business.inquirer.net/595725/50-firms-keen-on-ph-pax-silica-hub
14. BusinessWorld, "DoF prioritizes signing of Pax Silica deal within the year" (July 7, 2026). https://bworldonline.com/top-stories/2026/07/08/761816/dof-prioritizes-signing-of-pax-silica-deal-within-the-year/
15. Wikipedia, "Bases Conversion and Development Authority" (background on RA 7227). https://en.wikipedia.org/wiki/Bases_Conversion_and_Development_Authority
16. Philippine Information Agency, "BCDA clarifies misconceptions on Pax Silica project in New Clark City" (2026). https://pia.gov.ph/news/bcda-clarifies-misconceptions-on-pax-silica-project-in-new-clark-city/
17. Center for Media Freedom and Responsibility, "Pax Silica in the media: Promises, pushback, and questions ahead" (Aug. 18, 2026). https://cmfr-phil.org/media-ethics-responsibility/journalism-review/pax-silica-in-the-media-promises-pushback-and-questions-ahead/
18. GMA News, "BCDA estimates P30M cost to relocate New Clark City settlers for Pax Silica" (Oct. 19, 2026). https://www.gmanetwork.com/news/money/economy/1006438/bcda-estimates-p30m-cost-to-relocate-new-clark-city-settlers-for-pax-silica/story/
19. National Wages and Productivity Commission, "Second Tranche of Wage Order RBIII-26 Takes Effect April 16" (2026). https://nwpc.dole.gov.ph/second-tranche-of-wage-order-rbiii-26-takes-effect-april-16/
20. Philippine Daily Inquirer, "Myths vs facts: BCDA allays fears on controversial Pax Silica project" (July 23, 2026). https://newsinfo.inquirer.net/2269211/myths-vs-facts-bcda-allays-fears-on-controversial-pax-silica-project
21. ASEAN Business Advisory Council, "ASEAN's Emerging Semiconductor Giant: The Philippines' Rising Role in the Global Supply Chain" (2025), citing OECD (2024) and SEIPI. https://asean-bac.org/news-and-press-releases/asean-s-emerging-semiconductor-giant-the-philippines-rising-role-in-the-global-supply-chain
22. OECD, "Promoting the Growth of the Semiconductor Ecosystem in the Philippines" (2024). https://www.oecd.org/en/publications/promoting-the-growth-of-the-semiconductor-ecosystem-in-the-philippines_01497fea-en/full-report/examining-the-domestic-philippine-semiconductor-ecosystem-with-a-focus-on-assembly-testing-and-packaging_be2bc7eb.html
23. EF Education First, "EF EPI 2025 Fact Sheet: Philippines". https://www.ef.com/assetscdn/WIBIwq6RdJvcD9bc8RMd/cefcom-epi-site/fact-sheets/2025/ef-epi-fact-sheet-philippines-english.pdf
24. BusinessWorld, "Philippines falls in English proficiency ranking but still the second best among its peers in the region" (Nov. 20, 2025). https://bworldonline.com/infographics/2025/11/20/713388/philippines-falls-in-english-proficiency-ranking-but-still-the-second-best-among-its-peers-in-the-region/
25. EF Education First, "EF EPI 2025 Fact Sheet: Malaysia". https://www.ef.com/assetscdn/WIBIwq6RdJvcD9bc8RMd/cefcom-epi-site/fact-sheets/2025/ef-epi-fact-sheet-malaysia-english.pdf
26. EF Education First, "EF EPI 2025 Fact Sheet: Vietnam". https://www.ef.com/assetscdn/WIBIwq6RdJvcD9bc8RMd/cefcom-epi-site/fact-sheets/2025/ef-epi-fact-sheet-vietnam-english.pdf
27. EF Education First, "EF EPI 2025 Fact Sheet: India". https://www.ef.com/assetscdn/WIBIwq6RdJvcD9bc8RMd/cefcom-epi-site/fact-sheets/2025/ef-epi-fact-sheet-india-english.pdf
28. Wikipedia, "Clark International Airport" (2024 traffic statistics from CIAC). https://en.wikipedia.org/wiki/Clark_International_Airport
29. Wikipedia, "Port of Subic Bay". https://en.wikipedia.org/wiki/Port_of_Subic_Bay
30. Philippine Statistics Authority Region III, "April 2025 Central Luzon's Employment Situation (Preliminary Results)". https://rsso03.psa.gov.ph/content/april-2025-central-luzons-employment-situation-preliminary-results
31. The Philippine Star, "2.06 million Filipinos were jobless in April 2025 — PSA" (June 6, 2025). https://www.philstar.com/business/2025/06/06/2448640/206-million-filipinos-were-jobless-april-2025-psa
32. Philippine Statistics Authority, "Highlights of the Population of Region III (Central Luzon), 2024 Census of Population" (Aug. 1, 2025). https://psa.gov.ph/statistics/population-and-housing/node/1684077889
33. SEIPI, "Board of Trustees". https://www.seipi.org.ph/board-of-trustees/
34. Connext Global, "Business Process Outsourcing in Clark Pampanga (2026 Guide)". https://connextglobal.com/blog/top-business-process-outsourcing-companies-in-clark
35. Wikipedia, "Holy Angel University". https://en.wikipedia.org/wiki/Holy_Angel_University
36. Philippine Information Agency, "TESDA brings tech-voc programs closer to Central Luzon residents" (Jan. 14, 2024). https://pia.gov.ph/features/2024/01/14/tesda-brings-tech-voc-programs-closer-to-central-luzon-residents
37. Gulf News, "Luzon Economic Corridor needs 5,875 engineers now: Does the Philippines have enough for 'Pax Silica'?" (2026), citing SEIPI. https://gulfnews.com/world/asia/philippines/luzon-economic-corridor-under-pax-silica-needs-5875-engineers-does-the-philippines-have-enough-1.500716655
38. The Freeman (Philstar), "Philippines logs highest power rate in Southeast Asia" (July 21, 2026), citing Department of Energy monitoring. https://www.philstar.com/the-freeman/cebu-news/2026/07/21/2543628/philippines-logs-highest-power-rate-southeast-asia
39. Inquirer Business, "PE2: Data center boom may push power prices higher" (Aug. 6, 2026). https://business.inquirer.net/604355/pe2-data-center-boom-may-push-power-prices-higher

40. PTV News, "BCDA debunks 'myths' concerning Pax Silica project" (July 23, 2026). https://ptvnews.ph/bcda-debunks-myths-concerning-pax-silica-project/
41. Institute for Climate and Sustainable Cities, "Philippine power supply for Q2 2026 remains sufficient, but thin reserves leave grid at risk" (Mar. 25, 2026). https://icsc.ngo/philippine-power-supply-for-q2-2026-remains-sufficient-but-thin-reserves-leave-grid-at-risk-amid-demand-surge-and-plant-outages/
42. Philippine Daily Inquirer, "Pax Silica faces costly power, water and land trade-offs" (2026). https://newsinfo.inquirer.net/2277163/pax-silica-faces-costly-power-water-and-land-trade-offs
43. GMA News, "EXPLAINER: How would Pax Silica sustain its water demand?" (July 26, 2026). https://www.gmanetwork.com/news/topstories/regions/996145/explainer-how-would-pax-silica-sustain-its-water-demand/story/
44. The Philippine Star, "Scientists' group debunks claims on Pax Silica project" (July 27, 2026). https://www.philstar.com/headlines/2026/07/27/2545030/scientists-group-debunks-claims-pax-silica-project
45. GMA News (AFP), "Aeta community in Capas, Tarlac in limbo over Pax Silica hub" (Sept. 22, 2026). https://www.gmanetwork.com/news/topstories/nation/1003201/aeta-community-in-capas-tarlac-in-limbo-over-pax-silica-hub/story/
46. Rappler, "World Bank sees promise in Pax Silica. Can PH build more than another assembly hub?" (Aug. 3, 2026). https://www.rappler.com/business/world-bank-sees-promise-pax-silica-can-philippines-build-more-than-assembly-hub/
47. CNN Style, "New Clark City: The Philippines is building a green, disaster-resilient city" (July 2018). https://edition.cnn.com/style/article/new-clark-city-philippines
48. National Wages and Productivity Commission, "Region III" (current and previous wage orders). https://nwpc.dole.gov.ph/region-iii/
49. KAMI Workforce, "SSS, PhilHealth and Pag-IBIG Contribution Tables 2026 Philippines". https://kamiworkforce.com/ph/blog/sss-philhealth-pagibig-contribution-tables-2026/
50. Multiplier, "Employer of Record (EOR) Philippines". https://www.usemultiplier.com/philippines/employer-of-record
51. Triple i Consulting, "DOLE 174 Compliance Guide", summarizing DOLE Department Order No. 174 and Department Circular No. 01, Series of 2017. https://www.tripleiconsulting.com/dole-174-compliance-guide-key-rules-every-philippine-business-must-know/
52. Fragomen, "Special Work Permits and Provisional Work Permit Restrictions Implemented". https://www.fragomen.com/insights/special-work-permits-and-provisional-work-permit-restrictions-implemented.html
53. Triple i Consulting, "Special Work Permit (SWP) Philippines". https://www.tripleiconsulting.com/special-work-permit/
54. Work Visa Philippines, "Hiring Foreign Employees in the Philippines: A 2026 Employer's Guide". https://workvisaphilippines.com/hiring-foreign-employees-philippines-2026-employers-guide/
55. InCorp Philippines (Kittelson & Carpo), "47a2 (PEZA) Visa in the Philippines". https://kittelsoncarpo.com/philippine-visas/47a2-peza-visa/
56. Triple i Consulting, "Applying for a 9D Visa in the Philippines". https://www.tripleiconsulting.com/applying-for-a-9d-visa-in-the-philippines/
57. InCorp Philippines, "A Guide on Special Investor's Resident Visa (SIRV)". https://philippines.incorp.asia/guides/sirv/
58. Respicio & Co., "Effects of Business Transfer on Employment Contracts in the Philippines: Successor Employer Rules". https://www.respicio.ph/commentaries/effects-of-business-transfer-on-employment-contracts-in-the-philippines-successor-employer-rules
59. Global Law Experts, "Foreign Ownership Requirements Philippines" (RA 7042 background). https://globallawexperts.com/news/foreign-ownership-requirements-philippines
60. Securities and Exchange Commission, "Briefer on the Revised Corporation Code" (2019). https://appointment.sec.gov.ph/wp-content/uploads/2019/11/2019RCC_BrieferonRevisedCorporationCode.pdf
61. Duran & Duran-Schulze Law, "How to Register a One Person Corporation (OPC) in the Philippines". https://duranschulze.com/registering-one-person-corporation-opc/
62. Supreme Court E-Library, "Implementing Rules and Regulations of Republic Act No. 11647" (amended Foreign Investments Act). https://elibrary.judiciary.gov.ph/thebookshelf/showdocs/5/96433
63. NDV Law, "The 99-Year Land Lease Law for Foreign Corporations in the Philippines" (RA 12252 and RA 7652). https://ndvlaw.com/the-99-year-land-lease-law-for-foreign-corporations-in-the-philippines/
64. Philippine Economic Zone Authority, "Fiscal Incentives". https://www.peza.gov.ph/elligible-activities-and-incentives-category/fiscal-incentives
65. MTF Counsel, "CREATE MORE – Enhancing Incentives" (Nov. 21, 2024). https://mtfcounsel.com/2024/11/21/create-more-enhancing-incentives/
66. Fiscal Incentives Review Board, "Why Invest". https://firb.gov.ph/e-services/apply-for-tax-incentives/why-invest/
67. ASEAN Briefing, "PEZA vs BOI in the Philippines: Which Incentive Structure Fits Your Manufacturing or Logistics Model" (2026). https://www.aseanbriefing.com/news/peza-vs-boi-in-the-philippines-which-incentive-structure-fits-your-manufacturing-or-logistics-model/
68. Emerhub, "Business Permit (Mayor's Permit) in the Philippines". https://emerhub.com/philippines/business-permit-mayors-permit-in-the-philippines/
69. Emerhub, "ECC Requirements and Application Process in the Philippines". https://emerhub.com/philippines/how-to-secure-ecc-philippines/

70. Emerhub, "A Guide to NPC Registration in the Philippines". https://emerhub.com/philippines/a-guide-to-npc-registration-in-the-philippines/
71. Emerhub, "RA 11032: Key Provisions for Investors Explained". https://emerhub.com/philippines/ra-11032-ease-of-doing-business-act-for-foreign-investors/
72. SuperStaff, "About Us". https://superstaff.com/about-superstaff/





SuperStaff

Business process and knowledge process outsourcing (BPO/KPO), Employer of Record and technical hiring in the Philippines

SuperStaff.com

Agentic Trainers

SuperStaff's agentic AI division: agentic AI implementation and supervision for businesses, human-in-the-loop teams, and expert-in-the-loop trainers for AI labs

AgenticTrainers.com

Pax Silica Readiness Brief · Second Edition · November 2026
Not legal, tax or immigration advice. Status current to the date above.