

 **JobsFit** **LABOR
MARKET
INFORMATION
REPORT**
COVID-19

How the Pandemic is Reshaping the Philippine Labor Market



DEPARTMENT OF LABOR AND EMPLOYMENT
Bureau of Local Employment



How the Pandemic is Reshaping the Philippine Labor Market

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Executive Summary

The COVID-19 pandemic compelled countries, including the Philippines, to impose strict measures to control and contain the spread of the disease. Part of these measures include lockdown protocols that restrict the movement of people. As a consequence, economic activities came into a halt causing disruptions in the labor market.

From a vibrant labor market before the pandemic, employment indicators registered a bleak picture, having record-high unemployment rate and the country entering a recession. While labor market indicators have started to show signs of recovery after the gradual opening of the economy, it is still far from the situation of the labor market before the pandemic. Below are the impacts of the COVID-19 pandemic to the labor market:

- In 2019, majority of jobseekers were new entrants to the labor force or fresh graduates (21%) followed by wage-employed individuals (20%) and unemployed workers with finished contracts (10%). However, wage-employed workers accounted for the largest number of jobseekers in 2020 with 22% followed by new entrants/fresh graduates (18%) and self-employed individuals (10%).
- Prior the pandemic, the top skills of jobseekers were soft skills. However, the trend shifted during the pandemic where majority of the jobseekers highlight their digital and technical skills. This may be accounted to the shift in the labor demand and working arrangements brought about by the pandemic.
- A notable drop in the number of vacancies in the PESO Employment Information System (PEIS) was recorded in March with 57% and continued to fluctuate in April recording the lowest drop with 88%. Despite the decline, the number of vacancies rose in May by 190% which may be attributed to the increase in establishment registrations during said period. During the 3rd quarter of 2020, the number of vacancies once again dropped from July to September with a

monthly average decrease of 36%. All regions recorded a decrease in the number of vacancies solicited by an average of 53% from 2019 to 2020, except CALABARZON and Eastern Visayas. MIMAROPA experienced the lowest drop in the number of vacancies with 99%, followed by CAR and Zamboanga Peninsula with 79% and 74%, respectively.

- BPO, ICT, manufacturing, financial intermediation, sales, retail, and medical and healthcare remained as top industries with the highest number of vacancies during the pandemic period. New industries, on the other hand, arose during the pandemic period such as government jobs, general services and utility, and accounting.
- New occupations such as teacher, engineer, administrative assistant, system developer, software developer and programmer, web developer, supervisor (accounting/sales/BPO operations/finance), and real estate and property positions stepped up in the list of top occupations with highest number of vacancies during the pandemic period. Call center agent, customer representative/service assistant, nurse, and sales clerk positions consistently remained at top of the list.
- The pandemic has affected the growth outlook of Key Employment Generators with some industries gaining while others losing momentum. At the same time, the digital economy gained ground and accelerated faster to compensate lost employment opportunities in the labor market. However, the emergence of these jobs also changed the skill sets demanded by the labor market which can only be matched through lifelong learning and training.

The effects of the pandemic are likely to linger for an extended period. Nonetheless, government recovery strategies and private sector cooperation and initiatives are key in developing the future labor market landscape for the new and better normal.

I. Introduction

From a mysterious disease that started in China, the Coronavirus Disease 2019 or COVID-19 abruptly spread all over the world, prompting the World Health Organization to declare a pandemic. This led some countries, including the Philippines, to impose extreme measures to ensure the safety and health of people at the expense of the economy.

For the first time since 1998, the Gross Domestic Product (GDP) growth rate of the Philippines recorded a contraction, posting -0.2% in Q1 of 2020, and slumping further to -16.5% in Q2 resulting to a recession. As expected, the employment situation is not far from the depressing picture of the economy. The Labor Force Survey of the Philippine Statistics Authority for the April 2020 round displayed a record-high unemployment rate of 17.7% before easing to 10% in the July round.

The pandemic has delivered an additional burden to the plight of workers and employers who are already facing challenges brought by the transition to a digital and green economy, spurred by the Fourth Industrial Revolution. COVID-19 accelerated the shift to remote working and digitalized workplaces as one of the containment measures and to ensure physical distancing. Artificial Intelligence (AI) technologies have been used to mitigate the spread of the virus, i.e. the use of AI solutions for recruitment and training of employees, and introduction of chatbots for

customer relations purposes (ILO, 2020). Moreover, it has altered how economies are structured to conform to the “new normal” which also has an effect on the labor market.

Thus, as part of its mandate to provide timely and relevant labor market information, the DOLE-Bureau of Local Employment (BLE) is releasing this report on how the COVID-19 pandemic is reshaping the labor market. It aims to aid researchers, policymakers, and stakeholders to come up with programs or policies by presenting the labor market landscape, discussing the impact of COVID-19 on employment, and describing the future labor market in the “new normal”.

The review process relied on secondary sources (e.g. national surveys such as LFS, ISLE, administrative data, data from job boards like JobStreet and Workbank, other researches and studies, etc.) as well as submitted regional reports and survey on PESOs and industry groups. It may be noted that the PESO respondents were selected randomly. On the other hand, the survey for the industry sector were distributed through industry organizations such as the People Management Associations of the Philippines (PMAP) and Employers Confederation of the Philippines (ECOP).

II. Pre-Pandemic: Employment Situation

Key Employment Indicators

The spread of COVID-19 was still under the radar at the start of 2020. In fact, the Philippines was off to a good start with employment indicators signaling a vibrant labor market. Based on the January 2020 round of the Labor Force Survey (LFS), the country's employment expanded by 4.0 percent or 1.624 million additional jobs compared to January 2019. The continuous employment growth in the Services (+969,000 jobs) and Agriculture (+817,000 jobs) sectors are enough to offset the slight decline in the Industry sector (-163,000 jobs).

The following contributed to said employment expansion: agriculture, hunting and forestry (+799,000), wholesale and retail trade; repair of

motor vehicles and motorcycles (+581,000), accommodation and food service activities (+201,000), and public administration and defense; compulsory social security (+201,000). In terms of major occupation groups, employment generation for January 2020 was primarily observed in low to medium-skilled occupations, supported by increase in service and sales workers (+1.3 million), elementary occupations (+644,000), and skilled agricultural, forestry, and fishery workers (+397,000).

Meanwhile, unemployment rate remained at 5.3 percent year-on-year – still the lowest recorded unemployment rate for all the January survey rounds since 2011. However, the unemployment level in January 2020 slightly increased by 9,000 resulting to 2.390 million unemployed workers

from 2.283 million in January 2019. The youth unemployment rate declined to 13.6 percent in January 2020 from 14.2 percent over the same period in the previous year. As defined, unemployed persons refer to those 15 years old and over without work or had no job/business, looking or seeking work, and available for work during the reference week.

A decline of 0.14 percent (-9,000) in underemployment level was also observed in January 2020 reporting 6.317 million

underemployed workers. Similarly, the underemployment rate decreased by 0.6 percentage points recording a 15.4 percent underemployment rate in January 2019 compared to 14.8 percent in January 2020. Despite the decline in the proportion of underemployed workers in January 2020, underemployment cases are still widely observed in Services (46.0 percent underemployment share) and Agriculture (35.9 percent underemployment share) sectors.

Economic forecasts were also consistent about the positive growth of the country. Amidst lingering global and local uncertainties, the World Bank reported that the Philippine economy is poised to grow at 6.1 percent in 2020, under the assumption of “timely passage of new budgets, private consumption growth remains robust, and that uncertainties around the passage of tax reform program dissipate” (Gatpolintan, 2019). Secretary Dominguez of the Department of Finance is also bullish and optimistic that a 6 percent GDP growth rate will be sustained for the rest of the Duterte Administration, citing “the rollout of the ‘Build, Build, Build’ infrastructure program, and the bold policy and administrative reforms being undertaken by President Duterte” (Villar, 2019). With the Philippine economy on track to sustain its growth, employment outlook is also expected to be vibrant for 2020.

➤ **Table 1. Philippine Labor Force Key Employment Indicators, January 2020 vs. January 2019**

PHILIPPINES	JANUARY 2020	JANUARY 2019
Total 15 years old and over (in '000)	72,841	71,731
Labor Force (in '000)	44,934	43,209
Labor Force Participation Rate (%)	61.7	60.2
Employment (in '000)	42,543	40,924
Employment Rate (%)	94.7	94.7
Unemployment (in '000)	2,391	2,286
Unemployment Rate (%)	5.3	5.3
Underemployment (in '000)	6,299	6,310
Underemployment Rate (%)	14.8	15.4

Source: Labor Force Survey, PSA

III. Pandemic: The Effect of the Community Quarantine to the Local Labor Market

The country started to impose travel restrictions and lockdowns on 16 March 2020 by virtue of Proclamation No. 929, declaring a state of Public Health Emergency due to COVID-19. Most economic activities were put on hold after the Government implemented the Enhanced Community Quarantine (ECQ) in Luzon (and subsequently nationwide) to limit the transmission of the disease. Consequently, with economic activities reduced to the bare minimum, the labor market was severely affected by the control measures and protocols.

In a report by the National Economic and Development Authority (NEDA), it mentioned that an estimated 116,000 to 1,800,000 individuals will be affected by COVID-19 due to its impact on transport and tourism, exports, remittances, consumption, and the Luzon-enhanced community quarantine (NEDA, 2020). Meanwhile,

the Department of Labor and Employment pegged the number of individuals to be affected by the pandemic between five to ten million.

Employment Impact based on the Labor Force Survey

The COVID-19 pandemic has brought about unprecedented shocks to the economy, especially to the labor market. According to the latest International Labour Organization (ILO) Monitor report dated 23 September 2020, 94% of the world's workers currently live in countries with workplace closure measures in place. These workplace closure measures have resulted to the loss of working hours and income, and higher unemployment rates. ILO has estimated a total of 436 million enterprises in the hardest-hit sectors worldwide currently facing high risks of serious

disruption. More than half of these – some 232 million – are in wholesale and retail trade (ILO, 2020).

In the local context, the Philippine Statistics Authority released the April 2020 round of the LFS on 05 June 2020 which captured the period when ECQ or hard lockdown was implemented. It confirmed the grim reality of the labor market where the employment level fell by 8 million, in contrast to the net employment gain of 1.624 million in January. This can be attributed to the aggressive action of the Government to contain the spread of COVID-19. The Services sector suffered the largest employment loss at 5.3 million (down by 21.7 percent). This is followed by Industry with 2.3 million job reduction (-28.9 percent) and Agriculture reporting 316,000 decline in employment (-3.5 percent).

Unemployment rate registered an unprecedented high of 17.7%, equivalent to 7.3 million workers who are not employed. This is a significant spike in unemployment in contrast to the record-low rate of 5.3% in January 2020. Out of the 7.3 million unemployed individuals, 82.3 percent or 6.0 million did not look for work due to community quarantine, while youth unemployment more than doubled from 13.6% in January 2020 to 31.6 % in April 2020.

As to underemployment, there was an increase of 14.0 percent (+781,000 workers) in underemployment level observed in April 2020 reporting a total of 6.388 million underemployed workers. Similarly, the underemployment rate increased by 5.5 percentage points recording at 18.9 percent underemployment rate in April 2020 compared to 13.4 percent in April 2019. The most affected industry is the wholesale and retail trade (+275,000), followed by the agriculture (+253,000) and transportation and storage (+118,000). On the other hand, underemployment rates improved for public administration and defense (-71,000 workers), arts, entertainment and recreation (-31,000), information and communication (-22,000), and accommodation and food service activities (-19,000) as these industries were likely able to transition their business models to online operation and market.

As the Government gradually eases quarantine restrictions and allows more economic activities to resume, the LFS for the July round showed a recovery from the drastic slump in the labor market. The employment rate picked up at 90.0 percent compared to the record low of 82.3 percent in the April LFS. This is equivalent to about 41.3 million Filipinos employed in July 2020, in contrast to 33.8 million in April 2020.

The Services sector still suffered the largest employment loss at 2.086 million (down by 8.0 percent). This is followed by Industry with 268,000 job reduction (lowered by 3.0 percent). Meanwhile, employment in Agriculture sector expanded by 1.138 million or 12.0 percent growth rate.

The July 2020 estimates show that unemployment rate hit 10.0 percent or 4.571 million unemployed year-on-year. It can be observed that NCR (15.8%), CALABARZON (12.4%) and Region VII (11.7%) reported the highest incidence of unemployment nationwide. The largest drop in employment was recorded in accommodation and food service activities (-718,000 or -36.0 percent); other service activities (-343,000 or -13.0 percent); transportation and storage (-331,000 or -10.0 percent); and manufacturing (-329,000 or -9.0 percent). In terms of occupation, the largest employment reduction occurred among managers (less 1.109 million workers or -23.9 percent). Similarly, employment among clerical support workers also declined by 409,000 (-22.7 percent). NCR reported the greatest number of employment reduction (-645,000 or -11.5 percent), followed by CALABARZON (-304,000 or -4.6 percent) and Region VII (-228,000 or -7.6 percent).

➤ **Table 2. Philippine Labor Force Key Employment Indicators, April 2020 vs. April 2019**

PHILIPPINES	JANUARY 2020	JANUARY 2019
Total 15 years old and over (in '000)	73,722	71,794
Labor Force (in '000)	41,058	44,038
Labor Force Participation Rate (%)	55.7	61.3
Employment (in '000)	33,830	41,770
Employment Rate (%)	82.4	94.8
Unemployment (in '000)	7,228	2,268
Unemployment Rate (%)	17.6	5.2
Underemployment (in '000)	6,398	5,567
Underemployment Rate (%)	18.9	13.3

Source: Labor Force Survey, PSA

The underemployment rate has slightly improved to 17.3 percent from 18.9 percent in April. However, this is still relatively high in comparison to the pre-pandemic level which was 13.6 percent for the same period in the previous year. This is a reflection of what has been pointed out in the BLE's Labor Market Trends (May 2020 issue) that "it is the quality of employment that actually suffers because people will continue to work or accept part-time jobs with lower pay to cope with the difficult situation".

Employment Impact based on DOLE Administrative Data

To effectively monitor the impact of COVID-19 on employment, DOLE issued Labor Advisory No. 9, Series of 2020, which requires employers who implemented flexible work arrangements (FWAs) to notify DOLE Regional/Provincial/Field Offices. The adoption of FWAs was considered by DOLE as an alternative coping mechanism and remedial measure that can be taken by employers instead of outright termination of employees or total closure of establishments. Tables 3 and 4 present the data on displacement and establishments which adopted flexible work arrangement and temporary closure.

A total of 180,207 workers were displaced nationwide from 9,548 establishments from January to August 2020 – 90 percent of which reduced workforce (8,555) while the remaining

10 percent reported permanent closure (993). In terms of major industry group, most displaced workers were under administrative and support service (23% share or 40,937) and other service activities (13% or 23,483) sectors.

Meanwhile, based on the consolidated reports via DOLE's centralized drive and online Establishment Report System (ERS) data, a total of 110,639 establishments covering 3,115,260 workers implemented Flexible Work Arrangements and Temporary Closure from March 2020 to 30 August 2020, as shown in Table 4.

With COVID-19, establishments were forced to adopt flexible work arrangements (FWAs), particularly remote work and telecommuting, highlighting the importance of technological literacy and ICT access. There also came a need for employers and workers to establish guidelines

➤ **Table 3. Summary of Local Job Displacement, Philippines: January 2020 to 30 August 2020**

REGION	Total Number of Establishments	Total Number of Displaced Workers	Due to Retrenchment/ Reduction of Workers		Due to Permanent Closure	
			Number of Establishments	Number of Displaced Workers	Number of Establishments	Number of Displaced Workers
Philippines	9,548	180,207	8,555	162,858	993	17,349
NCR	3,942	89,531	3,604	83,100	338	6,431
CAR	119	5,497	102	5,414	17	83
RO I	153	2,680	131	2,487	22	193
RO II	141	1,298	104	1,007	37	291
RO III	1,318	19,398	1,186	17,223	132	2,175
CALABARZON	1,556	34,694	1,401	30,536	155	4,158
MIMAROPA	101	715	91	616	10	99
RO V	123	1,198	97	831	26	367
RO VI	410	3,226	327	2,508	83	718
RO VII	884	11,099	805	10,057	79	1,042
RO VIII	81	1,185	68	1,034	13	151
RO IX	29	141	25	132	4	9
RO X	284	3,226	235	2,395	49	831
RO XI	241	3,943	228	3,450	13	493
RO XII	84	1,526	76	1,291	8	235
CARAGA	82	850	75	777	7	73

Source: DOLE Regional Offices and DOLE Online Establishment Report System (ERS)

Note: Figures are preliminary

on work-from-home arrangements to safeguard worker's welfare relative to working hours and work-life balance. To combat the spread of the virus, physical office and business spaces have implemented social distancing protocols and stricter health and hygiene measures. Further, the crisis has also caused greater need for mental health services, apart from standards and guidelines on the prevention of diseases caused by most biological hazards, as part of occupational safety and health. Most importantly, the acceleration of digitization and automation to substitute face-to-face interactions has also been made apparent for employers to lessen crowding workspaces, and for customers to avoid prolonged social interaction (ILO, 2020).

➤ **Table 4. Number of Reporting Establishments and Affected Workers implementing FWA and TC, Philippines: March 2020 to 30 August 2020**

Work Arrangement	No. of Est.	No. of Affected Workers
TOTAL	110,639	3,115,260
Implemented FWA	28,881	1,234,944
<i>Reduction of Workdays</i>	12,532	400,295
<i>Rotation of Workers</i>	4,931	97,048
<i>Forced Leave</i>	8,211	341,687
<i>Others</i>	4,984	211,692
<i>Assignment of Employees to other functions (AOE)</i>	23	927
<i>Broken-time Schedule (BTS)</i>	4	27
<i>Compressed Work Week (CWW)</i>	87	2,646
<i>Job Rotation (JR)</i>	106	2,793
<i>Partial Closure (PCE)</i>	48	1,095
<i>Reduction of Work Hours per Day (RWH)</i>	139	2,727
<i>Transfer of Employees to another branch/outlet (TOE)</i>	22	306
<i>Telecommuting Work Arrangement (TWA)</i>	175	5,687
Temporary Closure	83,654	2,010,706

Source: DOLE Regional Offices, DOLE Online Establishment Report System

Notes: a/ There are 1,896 establishments which adopted both FWA and TC
b/ Online ERS was launched on 08 July 2020
Preliminary

IV. Labor Supply Profile

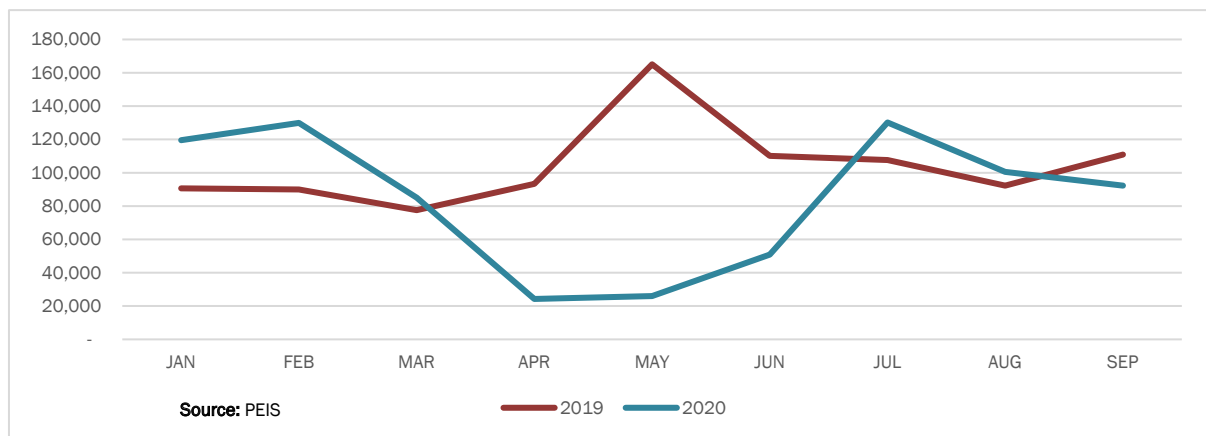
Based on the administrative data derived from the PESO Employment Information System (PEIS), the number of jobseekers decreased by 48% from 1.4 million in 2019 to 758,000 in 2020 (January to September). During the first quarter of 2020, the number of jobseekers increased by an average of 29% monthly compared to the first quarter of 2019. However, a notable decrease of 35% on the number of jobseekers was recorded from February (129,896) to March (85,056) 2020 during the start of the nationwide community quarantine and continued to decrease monthly by an average of 53% until April 2020.

From May to July 2020, the number of jobseekers increased by an average of 86% monthly with a significant increase of 155% from June (50,903) to July (130,188) 2020. A monthly average decrease of 44% from July to September 2020 can also be noted.

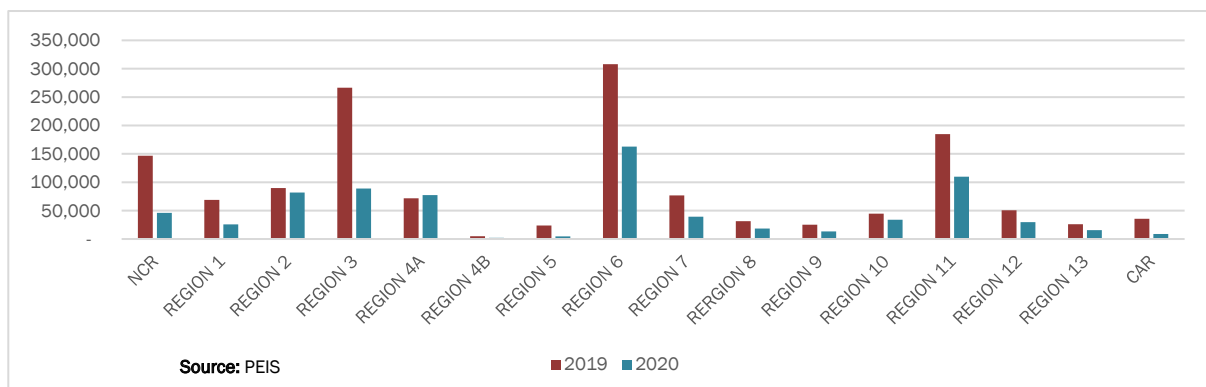
A lower drop on the number of female jobseekers (51%) than male jobseekers (44%) from 2019 to 2020 was recorded. During the earlier part of the first quarter of 2020, the number of job-seeking youth has been rising. However, from March until May 2020, the number of job-seeking youth plummeted by an average of 40% monthly with the lowest decline from March to April with 72%. Compared to 2019, the total number of job-seeking youth decreased by 54% from 2019 (577,611) to 2020 (267,822).

The top five regions with the most dramatic drop in the number of jobseekers from 2019 to 2020 are: (1) Bicol (-80%), (2) Cordillera Administrative Region (CAR) (-74%), (3) National Capital Region (NCR) (-68%), (4) Central Luzon (-67%), and (5) Ilocos (-62%). However, despite said decrease, Central Luzon, Ilocos, and NCR were still the top regions with the highest number of jobseekers

➤ **Figure 1. Number of Jobseeker per Month, January to September 2019 vs. January to September 2020**



➤ **Figure 2. Number of Jobseekers per Region, January to December 2019 vs. January to September 2020**



➤ **Table 5. Employment Status of Jobseekers, January to December 2019 vs. January to September 2020**

EMPLOYMENT STATUS	2019	2020
EMPLOYED	420,764	242,372
Wage Employed	289,557	166,009
Self-Employed	131,207	76,363
UNEMPLOYED	1,031,964	510,241
New Entrant/Fresh Graduate	310,113	138,784
Finished Contract	150,204	59,634
Resigned	56,970	17,972
Retired	4,498	1,229
Terminated/Laid Off (Local)	1,953	1,283
Terminated/Laid Off (Abroad)	1,143	647

Source: PEIS

along with Western Visayas and Davao regions in 2020. CALABARZON recorded an increase of 8% on the number of jobseekers from 2019 (71,725) to 2020 (77,499).

In 2019, majority of jobseekers were new entrants to the labor force or fresh graduates (21%) followed by wage-employed individuals (20%) and unemployed workers with finished contracts (10%). However, wage-employed workers accounted for the largest number of jobseekers in 2020 with 22% followed by new entrants/fresh graduates (18%) and self-employed individuals (10%).

Based on the data from job boards namely Workbank and JobStreet, majority of the jobseekers during the community quarantine have specializations valuable in the Services sector.

➤ **Table 6. Top 10 Specializations of Jobseekers, March 2020 to October 2020**

RANK	WORKBANK	JOBSTREET
1	Sales	Customer Service
2	Call Center and Customer Service	Education
3	Administrative and Office Support	Food/Beverage/Restaurant Service
4	Food Production and Services	Banking/Financial Services
5	Accounting	Clerical/Administrative Support
6	Banking and Finance	Healthcare – Nurse/Medical Support and Assistant
7	Information and Communications Technology	Sales – Retail/General
8	Hospitality and Tourism	Finance – General/Cost Accounting
9	Human Resources and Recruitment	Human Resources
10	Education and Training	Manufacturing/Production Operations

Source: Workbank, JobStreet's The Job Report (May 2020 Edition)

Prior the pandemic, the top skills of jobseekers were soft skills. However, the trend shifted during the pandemic whereas majority of the jobseekers highlight their digital and technical skills. This may be accounted to the shift in the labor demand and working arrangements brought about by the pandemic.

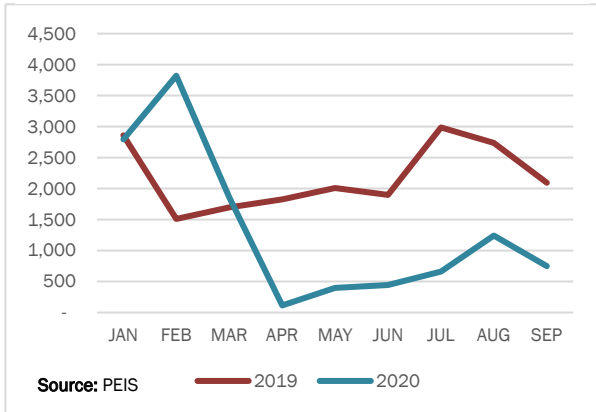
➤ **Table 7. Top 10 Skills of Jobseekers, Pre-pandemic vs. Pandemic**

RANK	PRE-PANDEMIC (January 2019 to February 2020)	PANDEMIC (March 2020 to October 2020)
1	Listening and Negotiating Skills	Microsoft Office Applications
2	Creative And Analytical Thinking	Analysis
3	Problem-Solver	Computer Literacy
4	Communication Skill	Design
5	Creative / Artistic Skills	Programming
6	Problem Solving	Typing Skills
7	Hard Working	Customer Service
8	Problem Analysis	Encoding Data and Documents
9	Leadership Qualities	Data Analysis
10	Fast Learner	Sales

Source: Workbank

V. Labor Demand

➤ **Figure 3. Number of Establishments per Month, January to September 2019 vs. January to September 2020**

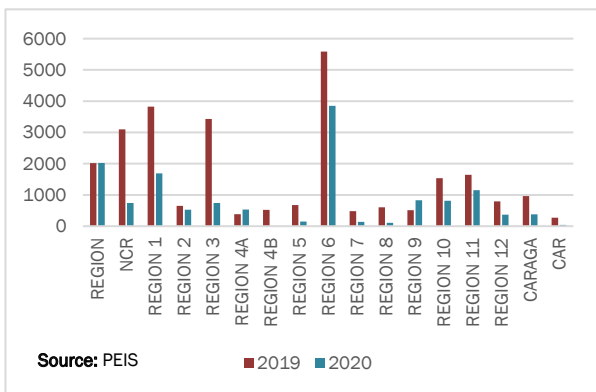


The number of establishments registered in PEIS decreased by 52% from 2019 (24,995) to 2020 (12,084). During the earlier months of the first quarter of 2020, the number of establishments was increasing until the implementation of community quarantine in March 2020 when the number of establishments plummeted by 51% and decreased abruptly by 94% in the next month. From May to August 2020, establishment registrations marked up by an average of 98% monthly.

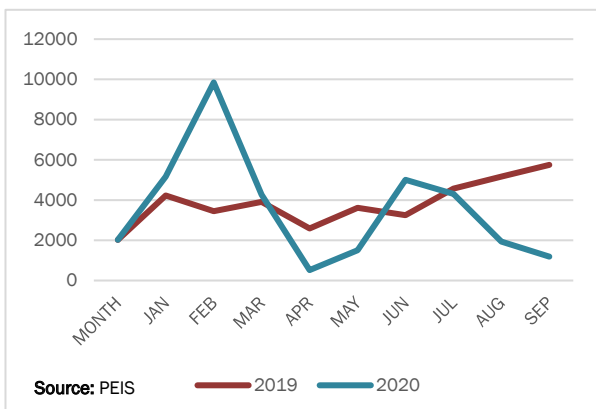
All regions recorded an average of 62% drop in the number of establishment registrations from 2019 to 2020, except CALABAR-ZON and Zamboanga Peninsula with an increase of 39% and 63%, respectively. MIMAROPA recorded the lowest decrease in establishment registrations with 99% from 2019 to 2020 followed by CAR (84%) and Eastern Visayas (82%).

In terms of vacancies, the number of vacancies recorded nationwide decreased by 33% in 2020 but the numbers were off with a positive start at 90% increase from January to February. A notable drop in the number of vacancies was recorded in March with 57% and continued to fluctuate in April recording the lowest drop with 88%. Despite the decline, the number of vacancies rose in May by 190% which may be attributed to the increase in establishment registrations during said period. During the 3rd quarter of 2020, the number of vacancies once again dropped from July to September with a monthly average decrease of 36%. All regions recorded a decrease in the number of vacancies

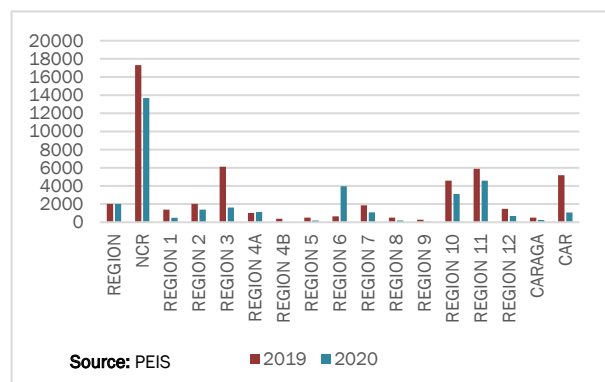
➤ **Figure 4. Number of Establishment Registrations per Region, January to December 2019 vs. January to September 2020**



➤ **Figure 5. Number of Vacancies per Month, January to September 2019 vs. January to September 2020**



➤ **Figure 6. Number of Vacancies per Region, January to December 2019 vs. January to September 2020**



➤ Table 8. Top 10 Industries, January 2019 to February 2020

RANK	PHILJOBNET	WORKBANK
1	Real Estate, Renting and Business Activities	Business Process Outsourcing (BPO) and Call Center
2	Wholesale and Retail Trade	Sales
3	Transport, Storage and Communications	Retail and Consumer Products
4	Other Community, Social and Personal Service Activities	Information and Communications Technology
5	Manufacturing	Hospitality and Tourism
6	Financial Intermediation	Medical and Healthcare
7	Hotels and Restaurants	Human Resources and Recruitment
8	Construction	Administrative and Office Support
9	Health and Social Work	Insurance
10	Education	Marketing and Communications

Source: PhilJobNet and Workbank

➤ Table 9. Top 10 Industries with Highest Number of Vacancies, March 2020 to October 2020

RANK	PHILJOBNET	WORKBANK	JOBSTREET
1	Real Estate, Renting and Business Activities	BPO and Call Center	Call Center/IT-Enabled Services/BPO
2	Wholesale and Retail Trade	ICT	Government Jobs
3	Transport, Storage and Communications	Sales	Education
4	Manufacturing	Medical and Healthcare	Banking/Financial Services
5	Financial Intermediation	Manufacturing	Computer/Information Technology (Software)
6	Other Community, Social and Personal Service Activities	Insurance	Healthcare/Medical
7	Hotels and Restaurants	General Services and Utility	Property/Real Estate
8	Health and Social Work	Retail and Consumer Products	Retail/Merchandise
9	Construction	Engineering	Manufacturing/Production
10	Education	Accounting	Transportation/Logistics

Source: PhilJobNet, Workbank and JobStreet's The Job Report (May 2020 Edition)

➤ Table 10. Top 5 Industries with Declining Hiring Activities, March to October 2020

RANK	WORKBANK	JOBSTREET
1	Food and Beverage	Geology/Geophysics
2	Law/Legal Services	Security/Armed Forces/Protective Services
3	Engineering	Chemistry
4	General Services and Utility	Merchandising
5	BPO and Call Center	Arts/Creative/Graphics Design

Source: PhilJobNet and Workbank

➤ Table 11. Top 10 Occupations with Highest Number of Vacancies, Philippines: January 2019 to February 2020

RANK	PHILJOBNET	WORKBANK
1	Call Center Agent	All Call Center and Customer Service Jobs
2	Staff Nurse	Call Center Services
3	Service Crew	All Sales Jobs
4	Customer Service Assistant	All Retail and Consumer Products Jobs
5	Domestic Helper	Food Production and Services
6	Service Crew	All ICT Jobs
7	Food Server	Corporate Sales
8	Cashier	Retail Management
9	Sales Executive	Representatives/Consultants
10	Sales Clerk	Recruitment

Source: PhilJobNet and Workbank

➤ Table 12. Top 10 Occupations with Highest Number of Vacancies, March 2020 to October 2020

RANK	PHILJOBNET	WORKBANK	JOBSTREET
1	Call Center Agent	All Call Center and Customer Service Jobs	Call Center Agent
2	Staff Nurse	Call Center Services	Teacher
3	Service Crew	All Insurance Jobs	Nurse
4	Customer Service Assistance	Nursing	Engineer (IT/Civil/Chemical/Mechanical)
5	Domestic Helper	All General Work Jobs	Customer Service Representative
6	Food Server	All Sales Jobs	Administrative Assistant
7	Salesman	All Information and Communications Technology Jobs	Sales (Manager/Agent/Key Accounts)
8	Sales Clerk	Software Development and Programming	Supervisor (Accounting/Sales/BPO Operations/Finance)
9	Cashier	Web Design	Staff (Accounting/Admin/Cashier/Hotel)
10	Sales Executive	All Real Estate and Property Jobs	System Developer

Source: PhilJobNet, Workbank and JobStreet's The Job Report (May 2020 Edition)

solicited by an average of 53% from 2019 to 2020, except CALABARZON and Eastern Visayas. MIMAROPA experienced the lowest drop in the number of vacancies with 99%, followed by CAR and Zamboanga Peninsula with 79% and 74%, respectively.

BPO, ICT, manufacturing, financial intermediation, sales, retail, and medical and healthcare remained as top industries with the highest number of vacancies during the pandemic period. New industries, on the other hand, arose during the pandemic period such as government jobs, general services and utility, and accounting. However, some industries regressed such as

human resource and recruitment, administrative and office support, and marketing and communications.

New occupations such as teacher, engineer, administrative assistant, system developer, software developer and programmer, web developer, supervisor (accounting/sales/BPO operations/finance), and real estate and property positions stepped up in the list of top occupations with highest number of vacancies during the pandemic period. Call center agent, customer representative/service assistant, nurse, and sales clerk positions consistently remained at top of the list.

VI. Job Search Trends

JobStreet released its *The Job Report: May 2020 Edition* which contains the current labor climate and hiring practices in the time of pandemic.

Below are a few of the noteworthy information on job search trends derived from said report:

➤ Table 13. Top 20 In-Demand Jobs, 15 March 2020 to 30 April 2020

RANK	OCCUPATION	RANK	OCCUPATION
1	Nurse	11	Human Resource
2	Accountant	12	Information Technology
3	Civil Engineer	13	Accountant
4	Office Staff	14	Architect
5	Teacher	15	Data Entry
6	Manager	16	Marketing
7	Engineer	17	Electrical Engineer
8	Mechanical Engineer	18	Pharmacist
9	Encoder	19	Sales
10	Medical Technologist	20	Electrical Engineer

Source: JobStreet's The Job Report (May 2020 Edition)

Table 13 presented the top 20 in-demand jobs based on jobseeker searches during the first month of the pandemic. It is noteworthy that the occupations are from medical and healthcare, financial service, education, ICT, human resource and recruitment, marketing and communications, construction, and sales industries.

Given the drastic shift in the labor market caused by the pandemic (i.e. work arrangements, hiring practices), it was evident that jobseekers have been searching for work-from-home/home-based, part-time, and freelance occupations rather than traditional ones. It can also be noted that jobseekers have been looking for occupations with lower level of qualifications.

➤ **Table 14. Top 10 Frequently-Searched Job Search Keywords, 15 March 2020 to 30 April 2020**

RANK	WORKBANK
1	Work from home
2	Home based
3	No experience
4	Part time
5	Freelance
6	Government
7	K12
8	High school graduate
9	Canada
10	No experience required

Source: JobStreet's The Job Report (May 2020 Edition)

VII. DOLE Response to Affected Workers

The COVID-19 pandemic has widened inequality in the society as more vulnerable groups are disproportionately affected by the crisis, while at the same time having less capacity to adjust. There is a greater need for social protection, particularly on income support for displaced workers and workers experiencing income loss. There is a need for active labor market programs and employment services to adjust to the current conditions or the "new normal" (ILO, 2020).

Thus, in response to the declaration of a State of Public Health Emergency by the President and in anticipation of the adverse economic impact of the pandemic to the workers, DOLE issued three (3) Department Orders to provide financial assistance for workers in the formal sector, informal sector, and overseas/returning workers.

1. **COVID-19 Adjustment Measures Program (CAMP)** – Department Order No. 209, Series of 2020, provided the guidelines for the implementation of CAMP which is a safety net program that provides ₱5,000.00 financial assistance to workers in the formal sector. A total of ₱3.311 billion was allotted from the budget of DOLE under the 2020 General Appropriations Act to cover 658,886 beneficiaries. The acceptance of CAMP applications ceased on 15 April 2020 with more than 1.6 million workers from almost 60,000 establishments. About one (1) million workers from CAMP applications were not served given the limited funds. However, all CAMP applications were endorsed to the DOF

and SSS for possible inclusion in the Small Business Wage Subsidy (SBWS) Program.

2. **TUPAD #Barangay Ko Bahay Ko (#BKBK)** – Department Order No. 210, Series of 2020, implemented a community-based safety net program that provides temporary wage employment to informal, self-employed and displaced marginalized workers, such as own account workers including small transport workers or food vendors, and other workers in unregulated and unrecognized employment relationship. Qualified beneficiaries were required to work for 10 days to disinfect and sanitize their own houses/dwelling and immediate vicinity, and were paid based on the prevailing minimum wage in the region. A total of ₱1.591 billion from the budget of DOLE under the General Appropriations Act of 2020 covered 423,511 beneficiaries in the informal economy.
3. **CAMP-Abot Kamay and Pagtulong (AKAP) and Emergency Repatriation Program (ERP) for Overseas Filipino Workers (OFWs)** provides US\$200.00 or ₱10,000.00 equivalent financial assistance to displaced land-based and sea-based overseas workers, which is coursed through the Philippine Overseas Labor Offices, or the Overseas Workers Welfare Administration for repatriated workers. ₱1.5 billion from the Bayanihan Act fund was released to DOLE for AKAP to cover about 135,720 OFWs (85,720 on-site and 50,000 repatriated OFWs or Balik

Manggagawa) with another ₱5 billion released to OWWA for the ERP.

To accelerate recovery and bolster the resiliency of the economy, the government enacted Republic Act No. 11494 or Bayanihan to Recover As One Act (Bayanihan 2), which provided funding support to various programs related to the COVID-19 response. This includes funding for DOLE to continue its programs for workers, with breakdown as follows:

Program	Budget (Allotment)	Number of Beneficiaries
CAMP	Php 5 billion	993,432 workers (formal sector)
CAMP for Tourism	Php 3.1 billion	600,000 workers (DOT-accredited)
CAMP for Education	Php 300 million	59,700 workers
TUPAD	Php 6 billion	863,867 workers (informal sector)
AKAP	Php 2 billion	200,000 affected OFWs, repatriated/Balik-Manggagawa
TOTAL:	Php 16.4 billion	2,716,999 total beneficiaries

Aside from the social protection programs for workers, DOLE has always emphasized the importance of protecting employment and preserving jobs. A number of labor advisories

were issued to provide guidance to workers and employers on how to deal with the pandemic by ensuring that labor standards (including a safe and healthy workplace) are observed, employment generation and preservation is promoted, and quarantine protocols are complied.

Among the first that was issued was Labor Advisory No. 04-2020 which provided guidelines to assist private sector workplaces in their preparedness and response to then 2019 nCoV.

As the pandemic was expected to linger for an extended period, Labor Advisory No. 09-2020 was issued to provide guidelines on the implementation of flexible work arrangements, such as reduction of work hours and/or workdays, rotation of workers, forced leave and other alternative work arrangements to cushion and mitigate the effect of the pandemic to both workers and employers.

With the economy slowly opening up, quarantine protocols easing, and more businesses operating, Labor Advisory Nos. 17, 17-A, and 17-B, series of 2020 were also issued for guidance on employment preservation upon resumption of business operations. Among the provisions contained therein include observing minimum health standards, encouraging work-from-home or telecommuting work arrangement and other alternative work schemes, and agreeing to reduce wage and wage-related benefits.

VIII. Private Sector Contribution to Job Protection and Employment Preservation

The Association of Southeast Asian Nations (ASEAN) reported in April 2020 that COVID-19 brought immediate disruptions in economic activities across the region, as evident in the decline in tourism flows, disruption in air travels, and weakening in consumer and business confidence. As governments impose community measures to stem the pandemic, particular attention was brought to vulnerable groups that are most affected by the lockdowns or other forms of movement restrictions (e.g. informal workers or daily-wage earners, workers in affected industries, the urban poor, the youth and the elderly) for whom the switch to digitally-enabled work-from-home is simply impractical or out of reach. Micro, small, and medium enterprises (MSMEs) were also identified as at risk

considering their limited capital and resources (ASEAN, 2020).

Aside from government support to the industries and vulnerable groups, the private sector has done its share in job protection and employment preservation despite being severely affected by the pandemic and community quarantine restrictions. Some of the best practices implemented by these establishments were documented by the Employers' Confederation of the Philippines (ECOP) in their project "Business Cases, Business Cares: A Series on Good Business Practices". As observed, the interventions that were implemented focuses on providing financial and non-financial assistance, implementing their respective business continuity plan, and taking care of the welfare of their employees.

Majority of the companies that were surveyed heeded the call of the government to advance the release of the 13th month pay of workers, while those with provident funds released dividends as cash assistance to the workers. There were also companies that advanced the release of their payroll which is equivalent to two months. Other forms of financial assistance include options for emergency loan, calamity loan, deferral of existing loan payments. Some companies also gave hazard pay for workers who were required to work during the Enhanced Community Quarantine.

Likewise, most companies activated their Business Continuity Plans and developed a Crisis Line of Succession to ensure efficient and continuous operations while also observing community quarantine restrictions. Through the use of cloud technology, majority of the companies resorted to work-from-home arrangements. Some companies allowed their hardware equipment to be brought home by their

employees and provided additional allowances for electricity and internet connectivity. Meanwhile, those who were required to physically report to office were provided transportation, food and lodging. To minimize physical contact, some companies introduced “split operations” where they maintained two sites operating in different places. Others adopted flexible work arrangements enumerated in Labor Advisory No. 09-2020.

While interaction of employees is restricted, companies still continued their employee engagement programs such as games, town halls, and worship services through virtual platforms. One company even created a Spotify playlist for their employees to listen while working at home. Also, constant communication and information dissemination are being undertaken by companies to ease mental stress brought by the situation.

IX. Shifting to the New Normal: The Future Labor Market

Rebound, Recharge, and Recover: Philippine Program for Economic Recovery with Equity and Solidarity

The country faced insurmountable challenges from the start of 2020 with the sudden eruption of the Taal Volcano and the spread of COVID-19 which led to community quarantines nationwide. Within the first semester of the year, the National Economic and Development Authority announced that the Gross Domestic Product (GDP) growth has contracted by 0.2%. Various shocks and crisis that the country experienced had a high toll on our social and economic lives – from loss of income and jobs, and the need to adapt to the new normal.

Recognizing the State’s mandate to protect and preserve lives during an emergency situation such as the current pandemic, the Duterte Administration forged a whole-of-government response including the implementation of urgent and critical measures to mitigate its effects and impact to communities, and prevent serious disruption of the functioning of government and the local community. This section shall discuss measures such as the enactment of the Bayanihan to Heal and Recover as One Acts, the

Philippine Program for Recovery with Equity and Solidarity (PH-PROGRESO), ReCharge PH, and the proposed National Employment Recovery Strategy.

Philippine Program for Recovery with Equity and Solidarity (PH-PROGRESO)

President Duterte’s Economic Team led by the Department of Finance (DOF) and the National Economic and Development Authority (NEDA) crafted a four-pillar socio-economic strategy which aims to rebound the country’s economy to the pre-crisis average real GDP growth of 6.6 percent. As of 19 May 2020, the grand total of the 4-pillar strategy increased to P1.7 trillion or 9.1 percent of our gross domestic product.



Said pillars aim to address the pandemic’s impacts through:

1. Provision of Emergency Support for Vulnerable Groups and Individuals, which includes Social Amelioration Programs of the DSWD and mitigating measures of the DOLE such as the COVID-19 Adjustment Measures Program (CAMP) and the Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers #Barangay Ko, Bahay Ko (TUPAD #BKBK) Sanitation Project;
2. Expanded medical resources to fight COVID-19 and ensure the safety of frontliners (health insurance coverage for all COVID-19 patients; special risk allowance, hazard pay, and personal protective equipment (PPE) for frontline health workers; increased testing capacity; etc.);
3. Fiscal and monetary actions to finance emergency initiatives and keep the economy afloat; and
4. An economic recovery plan to create jobs and sustain growth.

The PH-PROGRESO also adopted a phased and adaptive recovery approach with emphasis on the enactment of key legislations such as the Bayanihan to Heal and Recover as One Acts and the 2021 General Appropriations Act.

To provide the needed funds to facilitate the country's recovery, the "Bayanihan to Heal as One Act" or Republic Act No. 11469 (BAYANIHAN 1) was enacted and mandated national government agencies to implement social protection programs, projects, and services to mitigate the

effects of the declaration on the economic, physical, and psychosocial well-being of the most vulnerable sectors. The DOLE, together with DSWD, DTI, DA, DOF, DBM, and DILG, forged Joint Memorandum Circular No. 001-2020 which emphasized a whole-of-nation approach in addressing food insecurity, hunger, displacement, and unemployment. Under BAYANIHAN 1, the DOLE implemented CAMP for formal sector workers; TUPAD #BKBK Disinfection/Sanitation Project for informal sector workers, and Abot Kamay ang Pagtulong (AKAP) for displaced land-based and sea-based OFWs.

Recognizing the lingering consequences of the pandemic to the economy and society, Republic Act No. 11494 or the Bayanihan to Recover as One Act (BAYANIHAN 2) was promulgated on 11 September 2020. The passage further enables national line agencies to continue implementing necessary assistance and intervention programs such as DOLE CAMP, TUPAD, and AKAP to safeguard the welfare and well-being of our workers. Other legislative undertakings under the recovery stage include the possible passage of the Government Financial Institutions' Unified Initiatives to Distressed Enterprises for Economic Recovery (GUIDE), Financial Institutions Strategic Transfer (FIST), and Corporate Recovery and Tax Incentives for Enterprises Act (CREATE) Bills to help in the recovery of the country.

Lastly, the Duterte's Economic Team will be focusing on the resiliency of the economy towards a healthy and more resilient Philippines through the enactment and implementation of the 2021 General Appropriations Act.

EMERGENCY STAGE	RECOVERY STAGE	RESILIENCY STAGE
MARCH-MAY 2020	JUNE-DEC. 2020	2021 ONWARDS
Bayanihan 1: Republic Act No. 11469	Bayanihan 2: Republic Act No. 11494	2021-2022 General Appropriations Act and other reform laws
<ul style="list-style-type: none"> • Social Amelioration Program (SAP) targeting the poor and low-income • Financial support to formal sector workers and overseas Filipino workers (OFWs) • Emergency employment for workers in the informal sector • Support to front liners, MSMEs, key sectors 	<ul style="list-style-type: none"> • Better targeted and implemented programs (financial support, emergency employment, etc.) • Low interest/flexible term loan programs for MSMEs • Reprioritization of 2020 Budget • Resumption of priority construction projects under the Build, Build, Build Program 	<ul style="list-style-type: none"> • Reprioritization of 2021 and 2022 Budget • Support Balik Probinsya, Bagong Pag-asa Program • National Employment Recovery Strategy

ReCharge PH

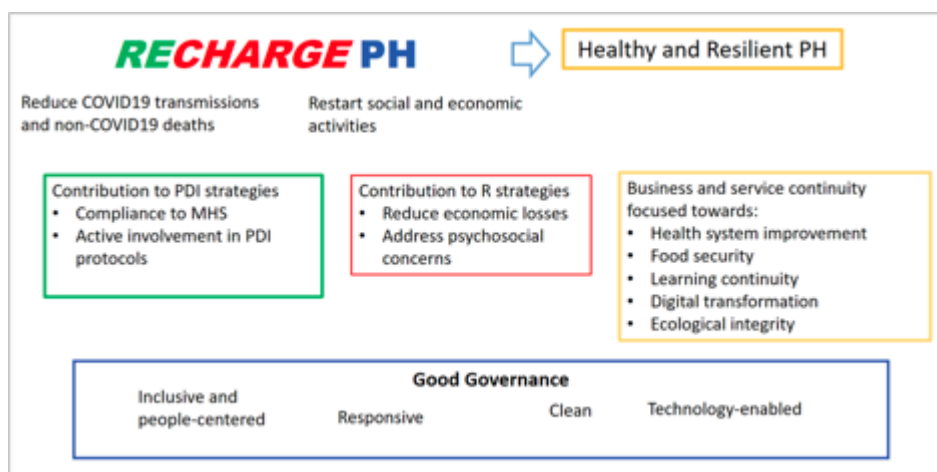
Upon the implementation of the Enhanced Community Quarantine (ECQ) in Luzon and other parts of the country, the NEDA-led working group on Anticipatory and Forward Planning developed a report titled “We Recover as One” and stipulated policies and strategies in order to address the loss of consumer and business confidence. Part of their recommendation include the following:

1. Provision of accurate, timely, relevant and understandable information;
2. Mitigation of economic losses resulting from the ECQ;
3. Facilitation of the transition of the country to the new normal.

Recommendations of the Anticipatory and Forward Planning working group were carried over by another NEDA-led Task Group on Recovery (TG-Recovery) and were re-packaged as ReCharge PH – a strategy to restart social and economic activities amid the pandemic which requires a whole-of-society approach using the Prevent, Detect, Isolate, Treat, and Reintegrate (PDITR) framework described below:

- Government enacting policies and putting in place measures to prevent the transmission of the virus, while all of society implement the necessary non-pharmaceutical interventions;
- Government, mainly local government units (LGUs), working with civil society organizations to implement vigilant health surveillance and contact tracing protocols to immediately detect possible infections; appropriate tests to be done, when warranted;
- National government and LGUs establishing facilities, protocols and providing personnel and resources to immediately isolate the confirmed cases and their contacts, even before the test results are available;
- the health sector applying medical and pharmaceutical interventions to treat those infected with COVID19; and
- Government and civil society handholding the recovered and others who had to undergo isolation on the path towards physical, mental and economic recovery and reintegration to society.

The Task Group believes that the social and economic sectors are contributory in addressing the fight against COVID-19 in addition to the observance of the minimum health standards and regulations.



ReCharge PH is anchored on the midterm update of the Philippine Development Plan 2017-2022 which is to achieve a healthy and resilient Philippines. Outcomes include the reduction of COVID-19 transmissions and non-COVID-19 deaths, and the restart of social and economic activities.

There are four broad strategies: (1) contribution to PDI strategies, (2) contribution to R strategies, (3) business and service continuity, and (4) good governance strategies.

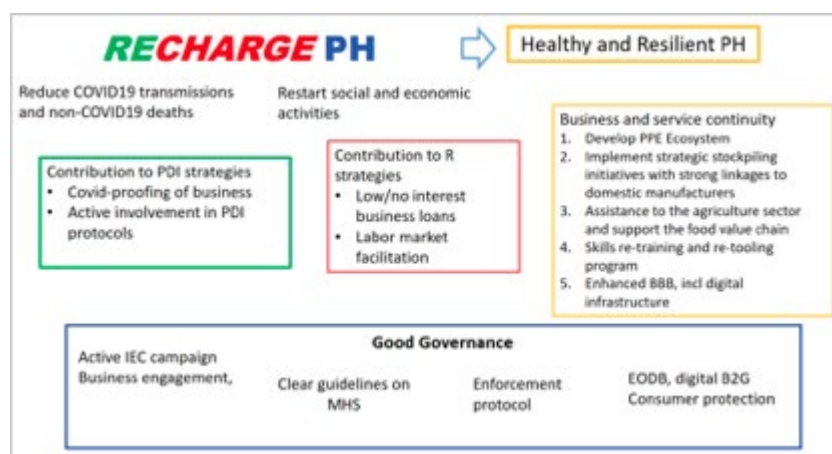
- a. Contribution to PDI strategies. All social and economic sectors will need to comply with minimum health standards (MHS). In addition, civil society, workplace managers and owners, building administrators, HR personnel, all workers can be directly involved in health surveillance, contact tracing and ensuring compliance to MHS.
- b. Contribution to R strategies. Civil society and business groups can be tapped to mitigate COVID19-related losses, both economic and psycho-social. Government has previously implemented the Social Amelioration Program (SAP), which provided between PhP 5,000 – PhP 8,000 financial aid to about 18 million families who were affected by the Enhanced Community Quarantine. LGUs and other groups have also provided assistance, both in cash and in kind.
- c. Business and Service Continuity. Social and business activities can resume as the sectors strictly comply with the minimum health standards and contribute to the PDI strategies. To reinforce the PDITR strategies, business and service continuity will prioritize the following: (1) health system improvement, (2) food security, (3) learning continuity, (4) digital transformation, and (5) ecological integrity.
- d. Good governance. Good governance strategies shall support the first three strategies. As the social and economic sectors become more involved in PDITR, government will ensure an open and honest communication. Rules and guidelines will be science-based, but stated in understandable terms and disseminated to ensure broad coverage. There will be a feedback mechanism, so that corrections or further elaboration can be made, if necessary.

Government will continue to undertake initiatives to determine the needs of the people, and those in the social and economic sectors, and to respond accordingly. Some businesses may need to renew or secure new permits to continue operations. Some individuals may need getting medicines or other needs.

Acknowledging that most of the protocols in PDITR require changes in and restraints on individual behavior, serious efforts must be exerted to build the trust of the people across all sectors on the government. People must be able to confirm that the government is clean with respect to decision-making, fund allocation, disbursement, accounting and audit, and program implementation.

Moreover, the Task Group prepared sub-frameworks pertaining to the economic, social, and governance sectors with the following details:

- *Economic Recovery.* Pertaining to the economic sector, the following framework is adapted:

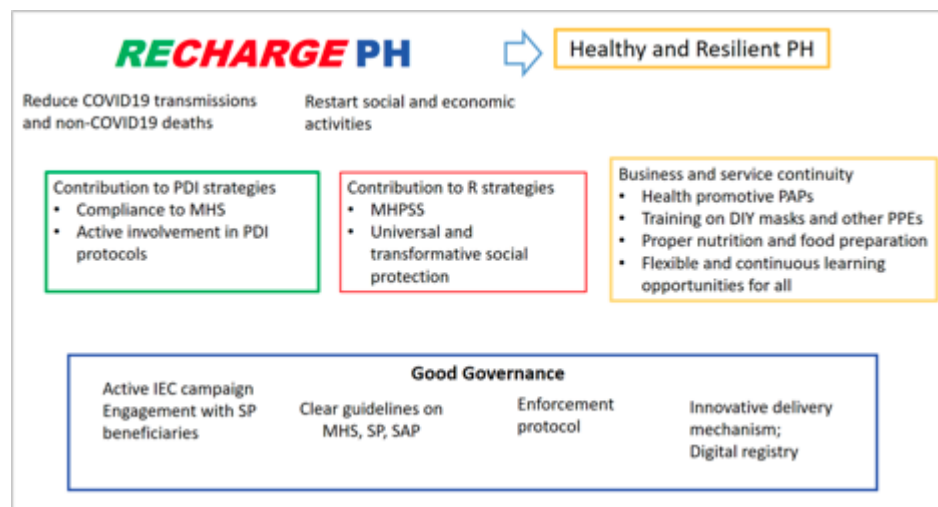


Businesses and employees can contribute to PDI strategies. Businesses need to COVID-proof their workplaces and establishments; workers need to adhere to MHS. Public-facing businesses can induce compliance to MHS from their customers. They can also actively implement health surveillance and contact tracing. Financial institutions, perhaps with government assistance, can

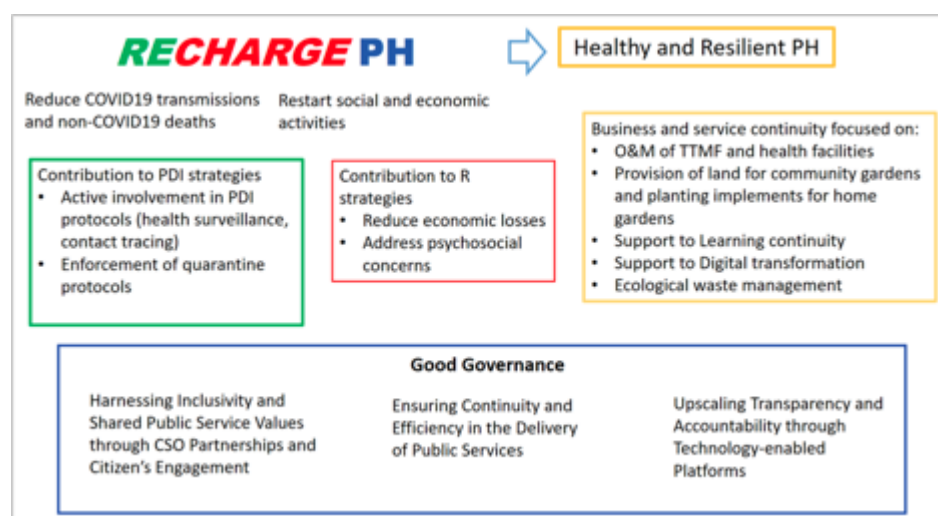
offer low or no interest loans. Employers and jobseekers can work together with government in labor market facilitation programs.

Key strategies include the development of the PPE ecosystem and encouragement of needed investments, implementation of a strategic stockpile of PPEs with strong linkages to domestic manufacturers, assistance to the agriculture sector, following the whole chain from farm to plate, provision of skills re-training and re-tooling programs, and the implementation of the enhanced Build, Build, Build program which now includes more health facilities and digital infrastructure.

- **Social Recovery.** Government and civil society can actively contribute to PDI protocols, compliance to MHS, and the implementation of social protection programs. Programs pertaining to health and nutrition, livelihood, and social amelioration can enhance the capabilities of our countrymen and help in the fight against the virus. Flexible learning programs which reduces setbacks in student learning outcomes could be implemented by the education sector alongside the need to address access to digital technologies.



- **Governance.** All of society – national government agencies, local government units, civil society, business, education institutions – should be actively engaged in the fight against the COVID-19 pandemic. The government will always be in the forefront of the enforcement of the minimum health standards and other recovery-related protocols, and coupled with the social and economic recovery efforts.



Proposed National Employment Recovery Strategy

Challenged and inspired by the remarks of lawmakers during the DOLE 2021 Budget Hearing on 01 October 2020 for a 'real, concrete' strategy to deal with workers displaced by COVID-19, the DOLE, the Department of Trade and Industry (DTI), and the Technical Education and Skills Development Authority (TESDA) developed the National Employment Recovery Strategy, 2020-2022: an Expanded Trabaho, Negosyo, Kabuhayan (E-TNK) for Decent Employment and Entrepreneurship in the new normal.

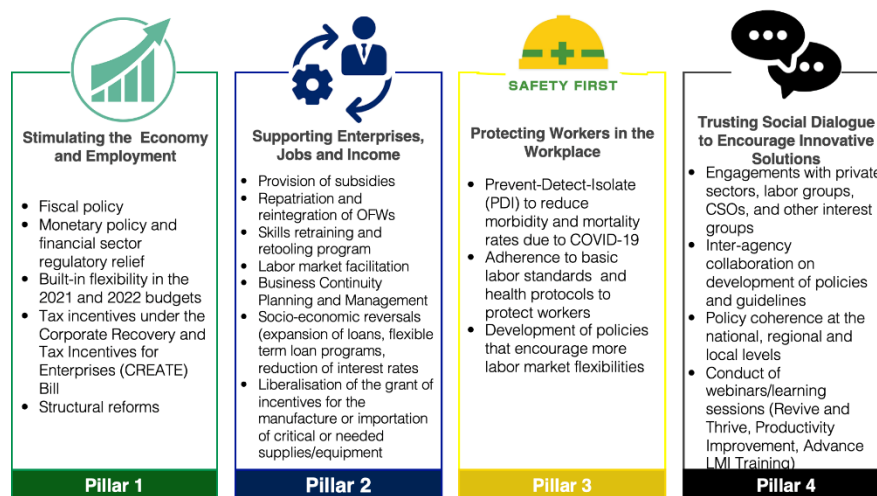
Said proposed national strategy aims to:

1. Create a policy environment that encourages generation of more employment opportunities amidst the pandemic such that the country's employment situation will further improve and recover in the mid-term;
2. Improve employability and productive of workers, and take advantage of the opportunities in the labor market under the new normal; and
3. Provide support to existing and emerging businesses to preserve and create employment.

It also resonates the mandates of the DOLE, DTI, and TESDA, and is anchored on the Midterm Update of the Philippine Development Plan 2017-2022 (A Healthy and Resilient Philippines) and ReCharge PH.

Recognizing that workers and enterprises are in a vulnerable situation which could exacerbate poverty and inequalities, we need to act swiftly to shore up our economy and protect jobs and incomes of every Filipino.

Relative to this, the DOLE, DTI, and TESDA proposes the following framework with four pillars:



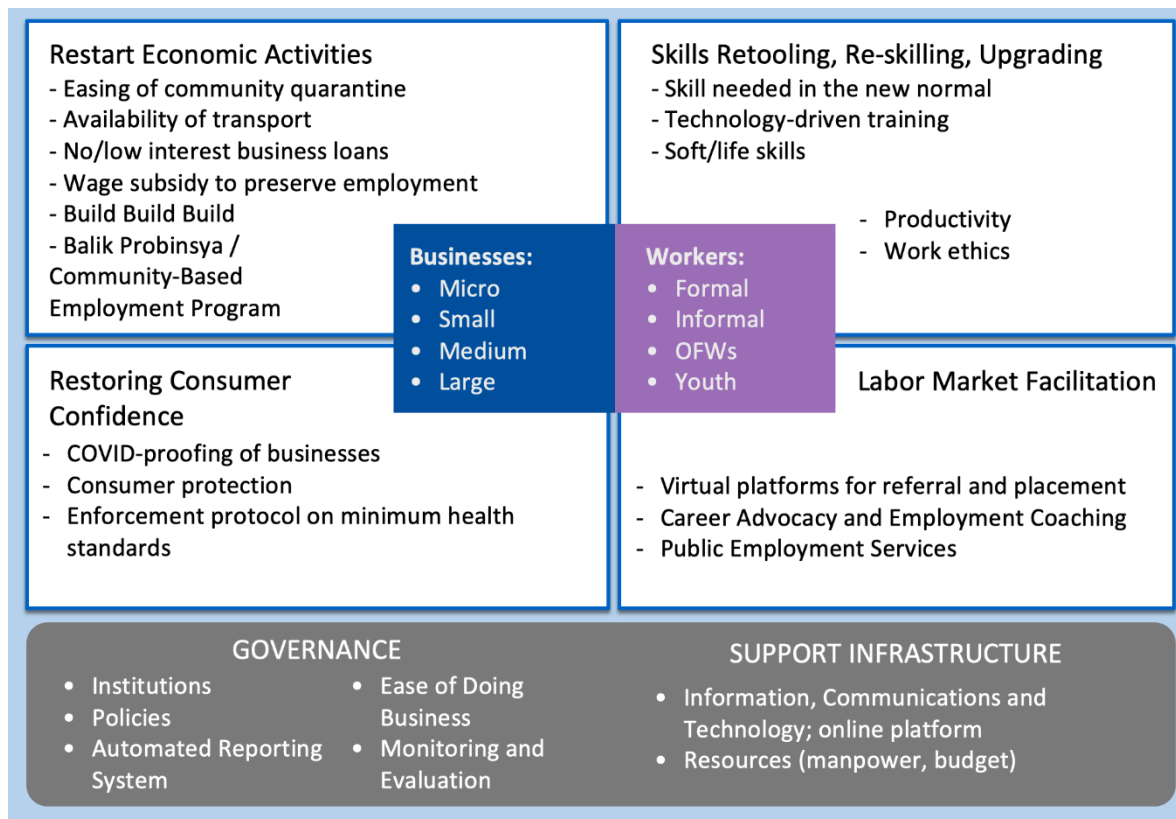
Sources:
 ILO Policy Brief on COVID-19, retrieved from https://www.ilo.org/global/topics/coronavirus/impacts-and-responses/WCMS_739047/lang-en/index.htm
 PH Progress: Philippine Program for Recovery with Equity and Solidarity, Discussion Paper as of 13 May 2020, NEDA
 RECHARGE PH: Strategic Action Plan of Task Force on Recovery, NEDA
 Republic Act No. 11494 "Bayanihan to Recover as One Act"
 Issuances, retrieved from www.dole.gov.ph

Pillar 1: Stimulating the economy and employment. The economic team is already setting in place fiscal and monetary policies including regulatory relief. 2021 and 2022 budgets have built-in flexibility depending on growth trajectory, and the development and availability of vaccine. CREATE Bill, which intends to help businesses get back on their feet to sustain and create jobs once quarantine period ends, is under deliberation in the Senate.

Pillar 2: Supporting enterprises, jobs and income. Under Bayanihan to Recover as One Act, provision of subsidies shall continue. BAYANIHAN 2 also provides relief for enterprises particularly to MSMEs; and liberalizes grant of incentives for the manufacture or importation of critical or needed supplies and equipment related to healthcare. The law also ensures funding for Tulong Trabaho or skills development. Meanwhile, productivity tools and business continuity planning and management are provided to MSMEs to uplift and empower enterprises amidst pandemic.

Pillar 3: Protecting workers in the workplace. With the opening of economy, DOLE and DTI tied-up to ensure COVID-19 workplace prevention through Joint Memorandum Circulars which incorporates minimum health standards/protocols based on IATF and DOH guidelines. Inspections are also being conducted in establishments not only to assist workers and enterprises' compliance with health protocols but also with Occupational Safety and Health and general labor standards. Labor advisories are also issued, reviewed and adjusted to preserve employment and allow flexibilities of the enterprise.

Pillar 4: Relying on social dialogue for solutions. Social dialogue is at the core of policy issuances. The pandemic also brought stronger inter-agency collaboration; and pave the way for webinars and online learning sessions to manage the impact of COVID-19 to workers and enterprises.



With COVID-19 pandemic, past years' employment gains have been hugely affected, bringing the unemployment level to its highest at 17.7% or equivalent to 7.3 million unemployed persons. More than 100,000 establishments, majority of which are MSMEs have either temporarily closed, are undergoing flexible work arrangement, have retrenched workers, or closed permanently. This affected more than 3 million workers, not to mention those in the informal sector and the OFWs who have been equally hit badly by the pandemic.

Businesses and workers are at the center of assistance to bounce back the economy and recover employment losses. The whole of government and country programs are geared towards restoring/restarting economic activities at 100% capacity. More importantly, we must work on bringing back consumer confidence through strengthening health care capacity so incomes spent on consumption will keep the economic gear running.

As the COVID-19 pandemic hastened the Fourth Industrial Revolution (FIRe), reshaped and reconfigured the labor market, and ushered non-standard forms on employment in the new normal, the Trabaho, Negosyo, Kabuhayan (TNK) initiative is expanded and enhanced to incorporate the key role of skills development through training to retool, re-skill, and upgrade the country's labor force thereby making them more employable, or even become entrepreneurs. Labor market facilitation is being implemented through online/virtual platforms and traditional public employment services.

Governance and support infrastructure are necessary to successfully implement the E-TNK's various program components, both current and new, and provide seamless public service of all agencies.

X. Labor Market Outlook

Industry Drivers and Employment Generators

Figure 7 shows the list of the Key Employment Generators (KEGs) nationwide. The KEGs refer to major industry groups with the greatest potential to generate employment and absorb the bulk of the workforce in the years to come. Based on the results of the April 2020 Labor Force Survey (LFS) conducted by the Philippine Statistics Authority (PSA), all of these sectors, except Agriculture, have experienced employment contraction during the country-wide lockdowns. However, these sectors are slowly regaining its momentum with the continuous easing of quarantine restrictions.

The table below presents the distribution of employed persons by major industry groups based on the results of January, April and July 2020 LFS. Highlighted in yellow are the sectors identified as KEGs. The easing of quarantine restrictions enabled the restoration of 7.5 million jobs and the return to productive work of 4.9

➤ Figure 7. Key Employment Generators, Philippines: 2020-2022



Source: DOLE Regional Offices

million workers in July compared to the April 2020 LFS.

In general, the KEGs are exhibiting positive employment growth in the latest LFS round. Additional employment are observed in

➤ Table 15. Employed Persons by Major Industry Group, Philippines: January, April and July 2020 (in thousands except rates)

MAJOR INDUSTRY GROUP	Jan 2020	April 2020 ^a	July 2020 ^a	Jan 2020 % Share	April 2020 % Share	July 2020 % Share	April vs July 2020 (Increment)	April vs July 2020 (Growth Rate)
PHILIPPINES	42,653	33,764	41,306	100%	100%	100%	7,542	22.3%
Agriculture ('000)	9,664	8,743	10,870	22.7%	25.9%	26.3%	2,127	24.3%
Agriculture and Forestry	8,494	7,647	9,752	19.9%	22.6%	23.6%	2,106	27.5%
Fishing and aquaculture	1,170	1,096	1,117	2.7%	3.2%	2.7%	21	1.9%
Industry ('000)	8,006	5,745	7,785	18.8%	17.0%	18.8%	2,040	35.5%
Mining and quarrying	184	154	243	0.4%	0.5%	0.6%	89	57.8%
Manufacturing	3,642	2,702	3,373	8.5%	8.0%	8.2%	671	24.8%
Electricity, gas, steam and air conditioning supply	108	61	83	0.3%	0.2%	0.2%	22	35.9%
Water supply; sewerage, waste management and remediation activities	62	48	52	0.1%	0.1%	0.1%	4	8.6%
Construction	4,009	2,779	4,034	9.4%	8.2%	9.8%	1,254	45.1%
Services ('000)	24,893	19,276	22,651	58.4%	57.1%	54.8%	3,375	17.5%
Wholesale and retail trade; repair of motor vehicles and motorcycles	8,578	6,452	8,894	20.1%	19.1%	21.5%	2,442	37.8%
Transportation and storage	3,396	2,583	2,913	8.0%	7.7%	7.1%	330	12.8%
Accommodation and food service activities	2,007	1,224	1,281	4.7%	3.6%	3.1%	57	4.7%
Information and communication	371	267	306	0.9%	0.8%	0.7%	39	14.5%
Financial and insurance activities	625	437	558	1.5%	1.3%	1.4%	121	27.7%
Real estate activities	210	163	218	0.5%	0.5%	0.5%	55	33.6%
Professional, scientific and technical activities	273	233	248	0.6%	0.7%	0.6%	16	6.8%
Administrative and support service activities	1,658	1,501	1,535	3.9%	4.4%	3.7%	33	2.2%
Public administration and defense; compulsory social security	2,796	2,499	2,555	6.6%	7.4%	6.2%	56	2.2%
Education	1,339	1,122	1,192	3.1%	3.3%	2.9%	70	6.2%
Human health and social work activities	560	460	545	1.3%	1.4%	1.3%	85	18.5%
Arts, entertainment and recreation	394	200	117	0.9%	0.6%	0.3%	(83)	-41.4%
Other service activities	2,684	2,135	2,286	6.3%	6.3%	5.5%	151	7.1%
Activities of extraterritorial organizations and bodies	2	0	4	0.0%	0.0%	0.0%	4	-

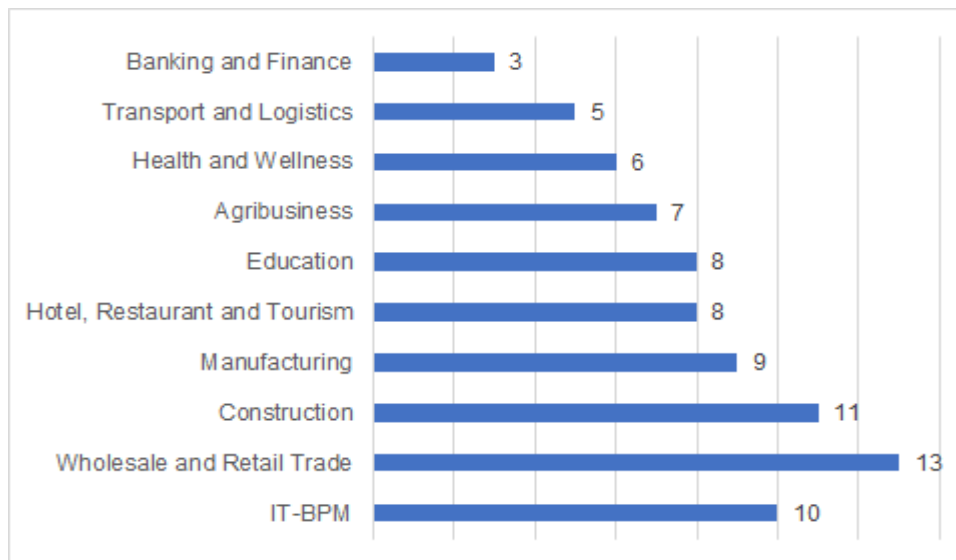
Source: Labor Force Survey, Philippine Statistics Authority

Note: Preliminary

Wholesale and Retail Trade (+2.442M), Agriculture (+2.127M), Construction (+1.254M), Manufacturing (+671,000), Transportation and Storage (+330,000), Financial and Insurance Activities (+121,000), Human Health and Social Work Activities (+85,000), and Administrative and Support Service Activities (+33,000).

Based on the regional reports and COVID-19 LMI survey, the top three (3) KEGs are (i) Wholesale and Retail Trade, (ii) Construction, and (iii) IT-BPM. This means that these sectors are observed to absorb a higher share of the country's workforce in most regions around the country.

➤ Figure 8. Top KEGs: 2020-2022



Source: DOLE Regional Offices and COVID-19 LMI Survey

Industry Outlook

Wholesale and Retail Trade

This sector covers the wholesale and retail sale of any type of goods and the rendering services incidental to the sale of these goods or its distribution. Wholesaling and retailing are the final steps in the distribution of goods. Goods bought and sold are also referred to as merchandise. Also included in this sector is the repair of motor vehicles and motorcycles. Sale without transformation is considered to include the usual operations (or manipulations) associated with trade (e.g. sorting, grading and assembling of goods, mixing/blending of goods, etc.).

A crucial development in this industry is the government's investments in telecommunications and IT infrastructure. Although the project was originally conceived as a means of strengthening the growing IT-BPM industry, the benefits of more efficient and wide-spread ICT infrastructure will spill over to other industries, including the wholesale and retail sector. Fueling the further expansion and

development of the industry firms are the spreading awareness and adaptability of consumers to ICT, the increasing use of landlines, mobile phones, computers, and internet access. These advancements speed up the production and inventory management processes of many businesses, and, thus, facilitate their growth.

Construction

This sector covers putting up of horizontal and vertical construction projects. Horizontal forms of construction involve the operation of heavy equipment to move tons of earth materials in order to complete construction projects such as building roads, bridges, airfields, etc. Vertical construction means anything being built from the ground up.

Infrastructure is among the top priorities of the Duterte Administration with public spending on infrastructure projects targeted to reach Php 8-9 trillion from 2017-2022. Through the Build Build Build (BBB) Project, infrastructure and development of industries are to be accelerated yielding robust growth across the archipelago, creating jobs, and uplifting the lives of Filipinos. The BBB portal lists down high impact projects

that are envisioned to increase the productive capacity of the economy, create jobs, increase incomes, and strengthen the investment climate leading to sustained inclusive growth. It is a real-time tool where projects are monitored and tracked - with relevant information made available to everyone. In May 2019, DPWH Secretary Mark Villar reported that a total of 4 million jobs were generated over the past three years since the start of the government's infrastructure program (De Vera et al, 2019).

IT-BPM

This covers voice (call center) and non-voice (IT software) complex services which include sub-sectors in the call center, knowledge process outsourcing (KPO), data transcription, animation, digital content/game development, software development, and engineering development. IT-BPM service exports have immensely increased and will continue to be strong for the next years. What started as an alternative IT-BPM destination to India nearly two decades ago, the Philippines, is now considered as global market leader in the IT-BPM sector when it comes to voice- and nonvoice-driven IT-BPM services especially in customer relations management, and has started creating its niche in other services such as IT help desk services and even game support.

As reported in the IT-Business Process Association of the Philippines' (IBPAP's) Accelerate PH: Future-Ready Roadmap 2022, the Philippine IT-BPM sector's revenue, with a compound annual growth rate (CAGR) at 9.2% is forecasted to increase from US\$ 22.9 billion in 2016 to US\$ 38.9 billion by 2022. Further, with a CAGR of 7.8% employed persons in the IT-BPM sector, it is also projected to increase from an expected 1.15 million Full-Time Equivalents (FTEs) in 2016 to an estimated 1.8 million FTEs by 2022. Nine (9) cities in the Philippines (i.e. Manila; Cebu City; Davao City; Sta. Rosa, Laguna; Bacolod City; Iloilo City; Dumaguete; Baguio City; and Clark) will continue to draw large IT-BPM service providers globally with its respective expanding domestic markets. Moreover, the country's advantage among other IT-BPM destinations is its skilled workers when it comes to English Proficiency.

According to IBPAP, while the demand for tourism and hospitality services decline, there is an increasing demand for healthcare, telecommunications, and logistics services. The industry's productivity rate is reaching nearly 90 percent as the government relaxes quarantine measures and restrictions in public transportation have eased. It may be noted that the industry is

also one of the first sectors to offer work-from-home arrangement.

Manufacturing

This includes the physical or chemical transformation of materials, substances, or components into new products. The raw materials are products of agriculture, forestry, fishing, mining or quarrying as well as products of other manufacturing activities. Substantial alteration, renovation or reconstruction of goods is generally considered as manufacturing.

The government is preparing an integrated manufacturing industry roadmap to strengthen the sector, and thus could help contribute to employment opportunities. Once the fiscal incentives bill is implemented coupled with improvements in infrastructure, it would help in attracting foreign investors in the country and lead to the creation of more manufacturing enterprises. Moreover, public-private partnership programs will also help create employment opportunities in the Manufacturing sector.

Based on the results of the IHS Markit, an information and analytics source, the Philippine's manufacturing purchasing managers' index (PMI) rose to enter the growth threshold at 50.1 in September from the 47.3 index in the previous month. The PMI is a composite index aimed to gauge the health of the country's manufacturing sector. It is calculated as a weighted average of five individual subcomponents. Readings below 50 show deterioration in the industry while readings above the 50 threshold signals a growth in the manufacturing sector. The latest Philippines manufacturing data showed that operating conditions stabilized at the end of the third quarter. New business expanded for the first time since February, albeit tentatively, while production levels dropped only slightly.

Education

The industry includes education at any level or for any profession, oral or written, as well as by radio and television or other means of communication. It includes education by different institutions in the regular school system at its different levels as well as adult education, literacy programs, etc.

With the implementation of distance and blended learning, the latest data from the Department of Education (DepEd) showed that there are 24.72 million who enrolled in basic education this school year, representing 89.02 percent of the student population of 27.7 million in 2019. This exceeded the initial projections of 80-percent enrollment.

Hence, the education sector is expected to continuously provide employment to the country's workforce.

Hotel, Restaurant and Tourism

This covers tourism-related enterprises such as restaurants, food chains, and accommodation establishments that include, but not limited to hotels, resorts, apartments, motels, bed and breakfast facilities, and tourist inns. This also involves operation of tourist transport services, preservation of historical shrines, landmarks, and structures. Pre-pandemic, the number of visitor arrivals in the country reached 8,260,913 in 2019, the highest since 2015. However, due to the pandemic, MSMEs that had catered to tourists or in related industries have experienced abrupt fall in tourist arrivals, resulting into demand plunge in the tourism sector causing thousands of job losses and economic hardships, and wiped out many firms. In order to offset the slump in foreign tourist arrivals, the Asian Development Bank recommends the active promotion of domestic tourism in the country. Based on their projections, it would result in a nearly 20-percent surplus of local tourists replacing foreigners, on top of an about 30-percent surplus in tourism expenditures.

Agribusiness

The industry is generally the commercial aspect related to agriculture or agricultural activities. The Agribusiness sector is engaged in the production and operations of a farm, the manufacturer and distribution of farm equipment and supplies, and the processing, storage and distribution of farm commodities. As a whole, the Agribusiness sector is quite diverse as it encompasses input production, farm operations and management, equipment and supplies manufacturing, food/non-food processing, trading and retailing.

The Kapatid Mentor Me (KMME) Program, an initiative of the Department of Agriculture and Go Negosyo pioneered in 2017, aims to reinforce rural development and to create sustainable economics by tapping agri-workers and promoting agripreneurship across the country. Various forms of agripreneurship include processing, buying and selling, and manufacturing. A well-managed enterprise could generate an income way higher than the usual employment contract with a particular employer.

Health and Wellness

The industry covers the establishment and operation of medical facilities such as primary, secondary and tertiary hospitals, ambulatory clinics, and spas that cater to the overall well-being of a person. This includes the operation of hotel spa, therapeutic center, traditional and alternative healing, and medical care services.

In the President's 14th report to Congress on the government's response to the pandemic, President Duterte stated the Department of Health (DOH) has approved 8,553 slots for emergency hiring in 286 health facilities. However, only less than half or 47 percent of the slots have been filled. The DOH is undertaking measures to fast-track the emergency hiring for human resources. The evaluation of facility requests has been decentralized to the Centers for Health Development (CHD) for facilities not under the DOH, including local government-run hospitals and private facilities.

Transport and Logistics

Transport covers air, water and mass rail transport while logistics covers the development and operation of airports and seaports, passengers/intermodal terminals, container yards, and warehouses. Logistics also deals with the aspects of procurement, maintenance and transportation of facilities and personnel safety from one place to another. The PDP recognizes the need to address the Philippine infrastructure backlog that constraints overall growth. The Plan prioritizes the creation of an integrated and multimodal national transport and logistic system. Internal logistics activity in the Philippines is considered to be relatively small compared to neighboring ASEAN countries, and the government sees this as an opportunity to spur the growth of MSMEs by linking them to global supply chains through better transportation and logistics infrastructure. As an archipelagic country strategically positioned in the Asian region and having access to several of the world's oceans in each corridor, the Philippines has a very fair advantage in playing a role in the growing potential of what is the booming "blue economy".

The global outbreak of COVID-19 is adversely affecting the Philippine transportation industry, leading to cancellations of hundreds of flights, drops in ship calls, and reduction in cargo volumes and passenger traffic for both sea and air. This scenario is similar to the logistics and warehousing sector. Before the advent of the COVID-19 pandemic, the Philippine logistics and warehousing market was thriving. The logistics

industry was forecasted to grow at a rate of 8.2% to 8.8% for the period 2018-2024 and was projected to be a Php 970 billion to Php 1 trillion market by 2023. The Philippine government's efforts to simplify transactions through the Ease of Doing Business Law and its actions to improve the quality of infrastructure via the Build-Build-Build program have enabled the Philippines to significantly advance its status in the World Logistics Performance Index (LPI) rankings.

While the COVID-19 pandemic has, unfortunately, hindered the rapid rise of the country's logistics and warehousing market, the industry however, has remained steadfast. In fact, the Philippine logistics and warehousing market's role as a service provider has become recognized as a vital and indispensable function considering that the COVID-19 pandemic has necessitated the implementation of new economic and social protocols.

The E-Commerce industry has grown steadily for the past few years and the pandemic has only strengthened the market. Retailers and business owners are left with no option but to strategically transition their market online to sustain their operations since physical stores were forced to shut down or to limit their transactions via take-out and delivery services in compliance with quarantine regulations. As people practice social distancing and continue to work from home, they prefer buying from online shopping sites to avoid being exposed to a lot of people. While there was a sales slump in brick-and-mortar stores, this resulted in the rise of E-Commerce companies which has consequently intensified the logistics industry. Innovations and initiatives in E-Commerce logistics are becoming more common as these welcome participants in the logistics

market to cater to the enormous demand as well as helping displaced people earn a living.

Banking and Finance

This pertains to financial service activities including insurance, reinsurance, and pension funding; and activities to support financial services. This industry also includes the activities of holding assets i.e. companies, trusts funds, and similar entities. The role of financial intermediation in the Philippine economy continues to expand and create greater prospects for increasing employment within the next few years. As the Philippine economy grows, the foreseen increase in the number of business establishments in the country will require more workers with skills to set up books, prepare taxes and payrolls, and provide financial analysis and advice. Increased private sector investments, growth in high-rise/condominium estates, continued remittances abroad, and large incomes for both firms and workers will continue to induce the demand for financial services and consequently encourage banks and other financial intermediaries to expand operations and hire more workers.

According to the Bankers Association of the Philippines (BAP), the rapid digitalization does not pose a threat to the manpower needed in providing quality banking services despite more people, especially millennials, now prefer to use emerging technologies such as artificial intelligence and data sharing over traditional means. Emerging technologies are expected to assist banks to provide financial and banking services that are more personalized and relevant to their customers.

➤ Table 16. KEGs by Region, Philippines: 2020-2022

OCCUPATION	OCCUPATION
Wholesale and Retail Trade	NCR, CAR, I, II, III, IV-A, IV-B, V, VI, VII, VIII, X, XII
IT-BPM	NCR, IV-A, IV-B, V, VI, VII, VIII, IX, XII, CARAGA
Construction	NCR, CAR, I, II, III, IV-A, IV-B, VI, VII, VIII, X, XII
Manufacturing	CAR, II, III, IV-A, VI, VII, X, XI, XII
Education	CAR, I, II, V, VI, VII, XII
Hotel, Restaurant and Tourism	I, II, III, IV-A, IV-B, VII, X, XII
Health and Wellness	NCR, V, VI, VII, X, XII
Agribusiness	CAR, I, III, VII, VIII, IX, XII
Transport and Logistics	NCR, I, IV-B, VII, VIII, XII
Banking and Finance	VI, VII, X

Source: DOLE Regional Offices and COVID-19 LMI Survey

Adopting Digital Technology

Given the shift in work dynamics due to imposition of lockdown measures and strengthened health and safety protocols, many establishments were forced to adapt a more flexible work setup and impose off-site monitoring arrangements. The rise of freelance opportunities and jobs amenable for work-from-home (WFH) arrangements can be found across sectors including Web and Software Development, Information Technology, Sales and Marketing, Data Science and Analytics, Digital Marketing and Advertising, Engineering and Architecture, Admin Support, Design and Creatives, Writing, Legal Administration, Customer Service, Accounting and Consultancy.

Job Opportunities and Relevant Skills

In-demand Occupations

From the list of key employment generators, a total of 79 occupations are identified as in-demand as shown in Table 17. The occupations highlighted in blue were also listed as in-demand in the JobsFit 2022 LMI Report.

➤ Table 17. List of In-Demand Occupations, 2020-2022

RANK	OCCUPATION	RANK	OCCUPATION
1	Accountant	41	IT Manager
2	Accounting Personnel	42	Laborer
3	Administrative Clerk	43	Laundry Worker
4	App and Game Developer	44	Lineman
5	Bagger	45	Loans and Credit Officer
6	Call Center Agent	46	Mason
7	Caregiver (home-based)	47	Medical and Radiologic Technologist
8	Carpenter	48	Medical Doctor
9	Cashier	49	Medical Researcher
10	Civil Engineer	50	Medical Writer
11	Collector	51	Mining Engineer
12	College Instructor	52	Network Engineer
13	Computer Service Technician	53	Nurse
14	Construction Worker	54	Online Seller
15	Customer Relations Officer	55	Online Teacher
16	Customer Service Representative	56	Pharmacist
17	Cyber Security Expert	57	Pipe Fitter
18	Data Development Engineer	58	Porter
19	Data Encoder	59	Production Worker
20	Database Manager	60	Programmer
21	Delivery Personnel	61	Promodizer
22	Delivery Riders	62	Psychologist
23	Digital Marketer	63	Quality Assurance Personnel
24	Digital Marketing Officer	64	Sales Associate
25	Direct Sales Agent	65	Salesman/Saleslady
26	Drilling Machine Operator	66	Security Guard
27	Driver	67	Senior Project Engineer
28	Electrician	68	Service Crew
29	Enumerator	69	Skilled Worker
30	Factory Worker	70	Software Developer
31	Farmer	71	Steelman
32	Financial Advisor	72	System Analyst
33	Fisherman	73	Teacher
34	Food and Beverage Manager	74	Waiter/Waitress
35	Freelancer	75	Website Designer
36	Graphic Designer	76	Website Developer
37	Heavy Equipment Operator	77	Welder
38	Household Attendant	78	Wellness Trainer
39	Information Technologist	79	Utility Worker
40	IT Consultant		

Source: DOLE Regional Offices and COVID-19 LMI Survey

Green Occupation

As we transition to sustainable development, green jobs become more critical to meet the demands of the Green Economy in terms of skills, credentials, and knowledge. These green

occupations are not only found in the manufacturing and construction sectors but also in emerging green sectors which concerns energy efficiency, pollution, environment preservation and climate mitigation. Table 18 reflects the list of green careers based on the results of the COVID-19 LMI survey.

➤ Table 18. List of Green Occupations, 2020-2022

RANK	OCCUPATION	RANK	OCCUPATION
1	Compliance Officer/Manager	28	Logistics Assistant
2	Compliance Specialist	29	Maintenance Technician
3	Construction Worker	30	Marketing Manager
4	Drilling Machine Operator	31	Mining Engineer
5	Driver	32	Production Engineer
6	Factory Worker	33	Production Operator
7	Financial Advisor	34	Production Supervisor
8	Forklift Operator	35	Risk Control Specialist
9	Heavy Equipment Operator	36	Skilled Worker
10	Industrial Engineer	37	Steelman
11	Inspection Manager	38	Supply Chain Analyst
12	Inspector	39	Technician
13	Laborer	40	Warehouseman
14	Call Center Agents	41	Mason
15	Forestry/Forester	42	Teacher
16	Sales personnel	43	Farm Laborer
17	Farmer	44	Agriculturist
18	Carpenter	45	Administrative Aide
19	Agribusiness	46	Welder
20	Agricultural Technician	47	Recycling Worker
21	Urban Farmers	48	Motor Vehicle Emission Control Technician
22	Civil Engineer	49	Agricultural workers
23	Environmental Specialist	50	Garbage Collector
24	Cultivation Agriculturist	51	Aqua culture technician
25	PCO-Pollution Control	52	Solar Technician
26	Solid Waste Management Equipment Operator	53	Urban Gardener
27	Farm Technician Aide	54	Fisherman

Source: COVID-19 LMI Survey

Freelance Occupation

Freelance jobs are essential in nature since there are tasks that can be efficiently done by

outsourced service providers. These jobs can be classified as contract work, independent contractor, consultancy, and contract-to-hire. Table 19 shows the freelance occupations highlighted by industry groups.

➤ Table 19. List of Freelance Occupations, 2020-2022

RANK	OCCUPATION	RANK	OCCUPATION
1	IT Specialist	21	Logistics Assistant
2	Sales Executive	22	IT Developer
3	Customer Service Assistant	23	IT Programmer
4	Marketing Staff	24	Data Analyst
5	Accounting Staff	25	Admin Staff
6	Clearing Specialist	26	Front Desk Staff
7	Office Associates	27	Digital Marketer
8	Driver	28	Insurance Agent
9	Carpenter	29	Teacher
10	Mason	30	Farmer
11	Massage Therapist	31	Tour Guide
12	Manicurist	32	Gardener
13	Pedicurist	33	Sales Representative
14	Online Seller	34	Skilled Worker
15	Construction Worker	35	Dance Instructor
16	Graphic Designer	36	Private Tutor/Teacher

17	Caregiver	37	Encoder
18	Housekeeper	38	Gym Instructor
19	Hairdresser	39	Welder
20	Laborer	40	Plumber

Source: COVID-19 LMI Survey

Soft Skills or 21st Century Skills

Most employers are looking for viable traits and behaviors rather than skills and competencies. 21st Century Skills play an important role in establishing oneself be it at work or in other areas of life. They are holistic and can be majorly classified as learning, literacy, or life skills. Below are the top soft skills that employers look for in a jobseeker:

1. Team Player;
2. Social Awareness;
3. Problem Sensitivity;
4. Self-motivation;
5. Planning and Organizing;
6. Decision-making;
7. Creative Problem Solving;
8. Innovation;
9. English Functional Skill and Comprehension; and
10. Multi-tasking.

As the world of work continue to evolve, the need for skills development also evolve to keep up with the demands of the labor market given the opportunities and challenges posted by the Fourth Industrial Revolution and the COVID-19 crisis. The following skills are dominant in the COVID-19 LMI Survey:

1. Financial Literacy (Math Functional);
2. Digital Literacy (Word Processing, Spreadsheet and Electronic Mail Management Skills);
3. Occupational Safety and Health Skills;
4. Integrity (Physical, Mental and Reproductive Health); and
5. Stress Tolerance

XI. Conclusion

The COVID-19 pandemic which battered global economies has also significantly affected and reshaped our labor market landscape. Changes in key employment indicators in the Labor Force Surveys released by PSA this year showed record-high unemployment rate and record-low employment level. This is a sharp contrast from the labor market landscape before the pandemic.

Due to the limited mobility of workers and other quarantine restrictions imposed to control the spread of the virus, changes in both the demand and supply sides of the labor market have become apparent. For the demand side, changes were observed in the areas of jobseekers' profile, including employment status, specialization, and skills of jobseekers. On the other hand, for the supply side, there was a shift in the nature of job vacancies, industries that are hiring, and job search trends during this pandemic vis-à-vis the pre-pandemic period.

Workplaces have also evolved with businesses implementing and adopting programs and

interventions to preserve and protect employment. Aside from following government-mandated safety and health protocols, a number of good practices have been noted to allow workers to continue to work remotely and to provide them with monetary and non-monetary benefits. With advancements in technology, telecommuting has been widely practiced by most of the companies to continue their operations which, in effect, contributed to the rapid acceleration of digitalization in the country.

The effects of the pandemic are likely to linger for an extended period. Nonetheless, government recovery strategies are being developed focusing on gradually reopening and stimulating the economy, stemming the spread of the virus, and creating jobs. The implementation of these strategies will influence the outlook and growth of key industries, including the skills that will be relevant, and the number and nature of jobs that will be generated, as explained in this report. The same will also continue to dictate the future labor market landscape for the new and better normal.

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