



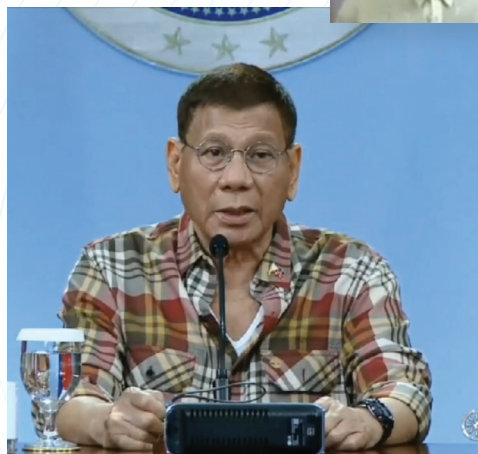
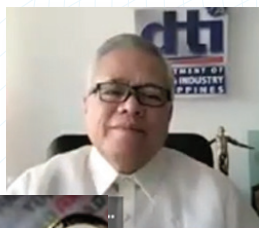
DEPARTMENT OF LABOR AND EMPLOYMENT
Bureau of Local Employment



LABOR MARKET

TRENDS

MAY
2021



With the impact of the COVID-19 pandemic still lingering in the labor market and the economy fighting its way out of recession, all government efforts are concentrated towards recovery. This issue of the Labor Market Trends will focus on one of the activities of the Task Group on Economic Recovery (TGER) and the National Employment Recovery Strategy (NERS) Task Force to complement government recovery programs and policies with proposals from other stakeholders through the Job Summit.

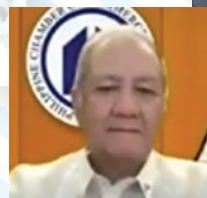
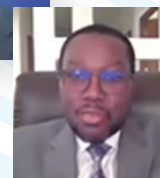
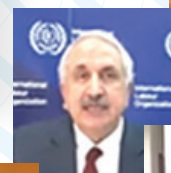
Job Summit: *A Whole-of-Society Approach Towards Employment Recovery*

TGER NERS **JOB SUMMIT**
2021 • 2022

LABOR DAY 2021

READY FOR WORK,
OPEN FOR BUSINESS

*Geared Up for
the Safe Re-opening
of the Economy*



THE ROAD TO THE JOB SUMMIT

Part of the International Labour Organization's (ILO) Four-Pillar Policy Recommendation, which the NERS has also adopted, is trusting social dialogue for innovative solutions. It highlights social dialogue as a "tried-and-tested means of ensuring that crisis response is equitable, effective, and takes account of the capacity and needs of all those directly involved".

With this, the Job Summit was organized by the NERS Task Force, with the support of the Asian Development Bank (ADB), ILO, and the World Bank (WB), to serve as a venue for high-level consultation and discussion with employer groups, labor sector, government representatives, and other key stakeholders to address the employment problems in the country brought about by the COVID-19 pandemic.

The Job Summit was comprised of a series of social dialogue activities that demonstrated the "whole-of-society" approach in dealing with the pandemic by involving both the labor and business sectors in identifying priority concerns to address employment problems; informing them on actions taken by the Government towards recovery from the pandemic and its socio-economic impacts; and providing an avenue to discuss areas of cooperation and collaboration.

This social dialogue process gathered sectoral perspectives on how industries and workers are

dealing with the pandemic, what are their preparations as the government safely re-opens the economy, and what can the government do to support them. The series of activities was done in the month of April where the NERS Task Force member agencies hosted several Focus Group Discussions (FGDs). Participants from different sectors and industries had the opportunity to share their insights and recommendations on how the government should move forward to help them cope and recover in this national crisis. They have discussed the issues and challenges for their respective sectors and conferred to what policy and recommendations are appropriate for these concerns.

All these inputs were validated during the Pre-Summit Dialogues, and presented as the "Labor Sector Agenda towards Employment Recovery" and "Business Sector Agenda towards Employment Recovery" during the Job Summit proper which is part of the Labor Day celebration for 01 May 2021.

Sa NERS, lilikha tayo ng mga bagong pagkakataon sa hanapbuhay at trabaho ngayong may pandemya at sa darating na mga taon.



Sec. Karlo Nograles
CABINET SECRETARY
OPENING REMARKS

TGER-NERS JOB SUMMIT, 1 MAY 2021

SECTORAL FGDS WITH THE LABOR SECTOR

Gearing Up Towards A Future-Ready Workforce

Eight (8) Sectoral FGDS for Workers were hosted by the DOLE in partnership with the International Labour Organization. Said FGDS invited representatives from the formal (including education sector), informal, migrant, and women, youth, and platform workers. Each sector was moderated by DOLE NERS

Committee members, as follows: Bureau of Local Employment, Bureau of Labor Relations, Institute for Labor Studies, Bureau of Workers with Special Concerns, International Labor Affairs Bureau, Overseas Workers Welfare Administration, and the Philippine Overseas Employment Administration, and the Planning

Service. The ILO also supported the conduct of these FGDs.

The discussions centered on the impacts of pandemic particularly on the different facets of work such as labor rights, standards, and relations. Further, the pandemic highlighted the changes on work-life balance given that this experience was quite new for everyone. The FGDs also focused on how the government has supported the labor sector through their challenges and the representatives' suggestions on how the government could further respond to best suit their needs.

Among the key recommendations made by the sectors include:

- Social dialogue mechanisms in government institutions;
- Provision of income support and wage subsidy;
- Guarantee and protect workers' rights;
- Clear and consistent COVID-19 response;
- Provide paid trainings and promote skills relevant in the digital economy;
- Review of policies on flexible work arrangements;
- Implementation of a work guarantee program; and
- Intensified referral and placement for employment.

“ ”

NERS rallied various government agencies, business and labor groups, civil society, and international development partners—delivering much-needed unity and cooperation, and multi-sectoral collaboration towards a safe recovery, where businesses thrive and, much more so, where no Filipino worker is left behind.



Sec. Isidro S. Lapeña
TESDA
NERS CO-CHAIRPERSON
TGER-NERS JOB SUMMIT
1 MAY 2021



MAY 2021 ISSUE

Job Summit:
*A Whole-of-Society
Approach Towards
Employment Recovery*

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May 2021

SECTORAL FGDS WITH THE BUSINESS SECTOR

Safe Re-opening Towards Recovering, Preserving, and Creating More Employment

Ten (10) Business Sector FGDs were spearheaded by the members of the NERS Task Force in coordination with the Department of Trade and Industry. Participating industries came from the Tourism, Wholesale and Retail, Manufacturing, Banking and Finance, Construction, IT-BPM, Health and Wellness, Transport and Logistics, Education, and Agriculture Sectors.

Among the agencies that hosted these FGDs include: the Department of Tourism, Department of Trade and Industry, Department of Finance, Bangko Sentral ng Pilipinas, Department of Information and Communications Technology, Department of Health, Department of Transportation,

Department of Education, Commission on Higher Education, Technical Education and Skills Development Authority, Department of Agriculture, and Department of Agrarian Reform. These FGDs were supported by the Asian Development Bank and the World Bank.

The discussions centered on the impacts of the pandemic on the different aspects of business, how the pandemic affected their cost of operations, sales and revenue, and employment contribution. Furthermore, they expounded on how the government has encouraged them to sustain operations and in other cases, re-open without suffering drawbacks and generate a decent profit.

Among the key recommendations made by the sectors include:

- Faster implementation of vaccine rollouts (including prioritization of frontrunners/workers and procurement of vaccines for private sector);
- Efficient pandemic management and community quarantine;
- Lower demand and sales; cash liquidity constraints;
- Assistance on the businesses' shift to digitalization;
- Updating of education and training curricula to address education and training mismatch;
- Intensified implementation of the Ease of Doing Business (EODB); and

- Employment and economic recovery and development efforts (i.e. wage subsidy, incentives, etc).

As a precursor to the Pre-Summit Dialogues, the NERS Task Force considered these sectoral dialogues as an avenue towards the development of an inclusive Labor and Business Sector Agenda on decent employment and entrepreneurship wherein the various sectors were genuinely heard. Said dialogues provided a platform for them to provide inputs and guidance on the refinement of the Task Force's objectives in achieving a shared goal and an integrated government response to this crisis.

PRE-SUMMIT DIALOGUE FOR WORKERS

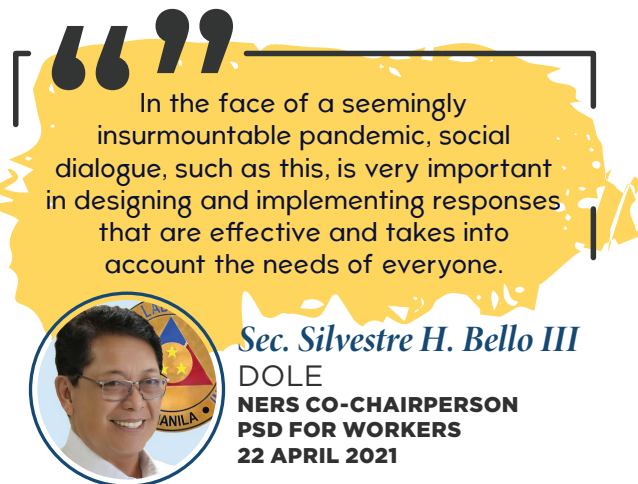
The Pre-Summit Dialogues served as avenues for presentation and discussion of the consolidated issues, concerns, and policy and program interventions gathered during the sectoral Focus Group Discussions. The PSD for Workers was conducted on 22 April 2021, followed by a 2nd Validation Forum on 27 April 2021.

After hearing the inputs of workers in the FGDs called for each sector, representatives from the formal, informal, public, women, youth, platform workers, and migrant sectors converged for a Pre-Summit Dialogue (PSD) for Workers on 22 April 2021. This served as a venue to validate the recommendations for the Labor Sector Agenda and to prioritize them according to "short-term" (2021-2022), "medium-term" (2021-2024), and "long-term" (2021-2026).

Labor and Employment Secretary Silvestre H. Bello III underscored social dialogue, in his opening remarks, as pivotal in designing and implementing responses that are effective and take into account the needs of everyone. This ensures inclusivity in the outputs of the NERS Task Force.

Undersecretary Rosemarie Edillon of NEDA presented the national situation and policies on economic and employment recovery. She highlighted the survey results showing the pre- and post-COVID status of the economy and labor market, and its impacts in firms and businesses, households, and communities. Given the socioeconomic constraints, Usec. Edillon shared the three (3)-pronged strategy of the government towards economic recovery, focusing on risk management, accelerated implementation of recovery programs, and efficient vaccination deployment plan.

DOLE Assistant Secretary Dominique Rubia-Tutay shared the NERS 8-Point Employment Recovery



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In the face of a seemingly insurmountable pandemic, social dialogue, such as this, is very important in designing and implementing responses that are effective and takes into account the needs of everyone.

Sec. Silvestre H. Bello III
DOLE
NERS CO-CHAIRPERSON
PSD FOR WORKERS
22 APRIL 2021

Agenda, the convergence programs of various agencies that contribute to the overall objective of generating more employment and entrepreneurship opportunities, improve employability and productivity of workers, and provide support to existing and emerging businesses.

After the plenary presentations, participants were asked to prioritize their respective recommendations considering its required fiscal space and its feasibility. It was emphasized that the Labor Sector Agenda was a "living document", that will be further discussed after the summit, and will be used as a basis for future programs and recommendations, especially for the next Administration. Another round of validation was conducted on 27 April 2021 upon request of representatives present during the dialogue.

Labor Sector Agenda

TOWARDS EMPLOYMENT RECOVERY

Outcome

General Program and Policy Recommendations

Restarting Economic Activities

- Strengthen social dialogue mechanisms in government institutions and fora, including the NERS Task Force, by providing genuine representation from the labor sector;
- Promote taxation policies based greater equity, including exploration of taxing wealth;
- Provide income support, including a wage subsidy for heavily affected industries, instead of a one-time financial assistance;
- Review implementation of the Mandanas Ruling especially its impact on employment;
- Modernize Information and Communications Technology infrastructure to boost integration to digital economy;
- Provide income support to families and release the same through efficient, effective, and speedy manner; and
- Guarantee and protect workers' rights.

Restoring Consumer and Business Confidence

- Clear and consistent implementation of COVID-19 response policies and workplace regulations;
- Strengthen implementation of Occupational Safety and Health (OSH) protocols, including having trained members of OSH committees in workplaces;
- Streamline government procedures and programs to effectively address the needs of the people;
- Review the prioritization and rollout of the vaccination program; and
- Assist start-up businesses, improve financial literacy and provide trainings on entrepreneurship.

Upgrading and Retooling the Workforce

- Provide paid trainings to encourage unemployed to upgrade/retool their skills; and
- Promote skills that are relevant in the digital economy.

Facilitating Labor Market Access

- Review policies on flexible work arrangements;
- Implement a work guarantee program; and
- Intensify referral and placement for employment by improving employment systems for skills profiling.

SECTORAL RECOMMENDATIONS

OUTCOME 1: RESTARTING ECONOMIC ACTIVITIES

SHORT-TERM (2021-2022)

FORMAL SECTOR

- Government to ensure a full employment program or policy by adopting the recommendations espoused in the State of Labor and its Agenda on Recovery (SOLAR) and Unemployment Support and Work Assistance Guarantee (USWAG) proposals including greening the economy and promoting green and climate jobs and pursuing massive infrastructure projects such as the creation or construction of a national railway, and regional agricultural and fishery hubs by the government;
- Ensure protection of labor rights especially right to self-organization and freedom of association and red-tagging should be eliminated;
- Immediate release of monthly benefits for health workers;
- Pass in Congress the Bayanihan 3 Act which should include the labor sector proposal on: expansion of the public sector to carry out social tasks such as upgrading the public health system, developing renewable energy, and carrying out mitigation and adaptation measures to climate change (climate jobs) and, extension of support for all healthcare workers;
- Pass wealth tax as a priority legislation;
- Provide a monthly wage subsidy instead of a one-time assistance covering affected workers in the micro, small and medium enterprise including large establishments during the period health emergency (pandemic);
- Consider the proposal to tax wealth as a social reform initiative and as a source of funds for recovery;
- Implement income guarantees for the unemployed and those unable to work due to lockdown;
- Conduct social dialogue or tripartite discussion to respond to climate change by greening the economy and promoting green and climate jobs and the undertaking just transition in implementing the same; and to discuss wage policy, employment insurance schemes and social protection floor;
- DOLE/CHED/DepEd to issue regulations and policy clarifications on class size, faculty loading or subject preparations, Intellectual Property Rights, Face-to-face teaching, and Screen Time (Dep-Ed);
- Provide quarantine facilities for workers in education institutions;
- Provide greater coverage of assistance to workers;
- Support the demand of private school owners for government funding through more student scholarships or other forms of economic stimulus for the private schools but it should be tied up with the commitment of private schools to preserve employment;
- Repeal Labor Advisory No. 9 excluding the education sector in the coverage.

PUBLIC SECTOR

- Conduct PSLMC emergency meeting to promote harmonization of COVID 19 issuances in the public sector, that are based on genuine social dialogue, and OSH concerns. Priority areas for discussion would include the call for free access to COVID-19 vaccination for public sector workers, strengthening and involvement of workers in OSH Committees both at the national and workplace-level, free and

appropriate PPEs, work hours arrangements, improvement of workers' hygiene including accommodations and transportation;

- Discuss (i) the impact of telework arrangements, (ii) labour relations in the public sector, specifically alignment of existing policies with ILO C 151, the effect of the pandemic on dispute resolution and the right to freedom of association and collective bargaining, (iii) climate and green jobs in the public sector. Focus should be given on the effects of the pandemic on front line public service workers especially in public health and allied services, public services, social services, civil protection, education, prisons, waste management, and public utilities.
- Assess/review the state of devolution to Local Government Units, and the potential impact of the Supreme Court's Mandanas Ruling which would increase allocations to LGUs through customs duties, while decreasing resources for the national government.
- Government, International Financial Institutions should involve public sector unions in dialogue on how to improve the capacity of public health care.

WOMEN SECTOR

- Explore targeting unemployment insurance which may subsidize distinct needs of women workers and persons of diverse SOGIE;
- Prioritize the hiring of women and persons of diverse SOGIE who are rendering basic services such as the rural health workers and teachers;
- Strengthen mechanisms to ensure women's and persons of diverse SOGIE voice, representation and leadership at all levels in planning and decision-making, including

promotion sectoral dialogues and formation of sectoral councils;

- Provide income support to women workers such as single mothers, persons with disability, and women workers, and persons of diverse SOGIE in the agriculture and fishing industry;
- Restore and maintain peace and order within the framework of civil liberties and political rights by conducting dialogues with enforcers to address the alarming issues of red-tagging and killings;
- Speed-up processing/granting of all government programs such as the delayed DOLE AKAP;
- Recognize the rights of informal workers to organize or join unions in reference to Department Order No. 40-03;
- Review allocation of Internal Revenue Allotment (IRA), per Mandanas Ruling, especially for lower class municipalities and its impact on employment opportunities and compensation for public sector workers;
- Implement the provision of RA 10022 on allocation among IRA of LGUs for loan purposes with minimal interest rates for migrant workers and families left behind (where the head of household may be the mother or the father) to prevent debt bondage;
- Provide an enabling environment for genuine representation of informal economy workers (in reference to NEDA SDC Resolution No. 2, s. 2003); and
- Distribute equitably the representation for workers in the NTIPC, RTIPs, SSS, PhilHealth, and NEDA SDC.

YOUTH SECTOR

- Provide income support to workers;
- Create a policy detailing new work hours for people working at home using KPI-based performance evaluation or output-based work instead of traditional fixed number of work hours;

- Replicate “Ark of Taste”, an Social Solidarity Economy (SSE) for youth enterprise;
- Reconfigure government’s pandemic response by increasing allocation for both economic stimulus and social welfare;
- Monitor digital work, including those that are project-based, to assure that workers’ rights are protected;
- Increase budget for IT support (infrastructure, hardware, internet) for online work;
- Amend DOLE Department Order No. 40-03; and
- Review the current SSS unemployment scheme.

INFORMAL SECTOR

- Guarantee Social Protection for Informal Sector Workers by providing shelters, counselling, legal and other services for women survivors of gender-based violence;
- Guarantee Social Protection for Informal Sector Workers by providing employment guarantees of at least ten days to informal workers paid with minimum wages per month (e.g. TUPAD Program);
- Encourage the youth to engage in entrepreneurial and agricultural undertakings;
- Guarantee Social Protection for Informal Sector Workers by adopting effective grievance mechanism to address promptly complaints on distribution gaps and implementation irregularities; and
- Amend the provision of Universal Health Care Law on the categorization of Informal Sector as direct contributory members, instead should be income-based.

PLATFORM WORKERS SECTOR

- Schedule regular discussions (e.g., monthly FGDs) and dialogues with platform workers to provide voice and open venues for participation especially during the pandemic;
- Create a Technical Working

Group (TWG) in aid of defining the nature of work, applicable labor standards, and terms of employment for platform workers;

- Formulate a Department Order to reflect the collective interest of platform workers that have undergone extensive discussion of the TWG exploring, among others:
- Develop a “model” contract that will serve as guide for new or aspiring freelancers to ensure fair terms and conditions of work, in direct consultation with the freelance and/or platform work sector;
- Promote support for mental health services in the platform/freelance work sector;
- Create a directory of freelance workers and delivery riders for inter-organization collaboration and support; and
- Encourage platform workers organizations to register with DOLE-BLR.

MIGRANT SECTOR

- Provide livelihood assistance/business loan with no interest and payable for five years for displaced OFWs who returned in the country;
- Strengthen and expand support for reintegration programs;
- Continue to provide social amelioration assistance (i.e. TUPAD, AKAP, Tabang OFW, CAMP) and improve its processing and release;
- Harmonize/unify/coordinate efforts between the Government and CSOs for more focused, efficient and effective delivery of programs and services;
- Harness the potentials of OFW remittance for development;
- Sustain the daily subsistence expenses, bills, medical needs and social insurances (Pag-IBIG, PhilHealth, SSS) of OFWs and their families;
- Foster management and control the COVID-19 pandemic to fully reopen the economy;

- Streamline government processes and other application procedures in both the deployment of workers and benefits Availment;
- Open additional satellite offices and case officers for migrant workers in the nationwide;
- Hasten the roll-out of the vaccination program and prioritize seafarers and land-based workers in the vaccination rollout within the next 3–6 months; including frontliners of the industry (i.e., personnel of recruitment agencies) in the prioritized groups;
- Disseminate information on other programs that workers can avail as source of income; and
- Be mindful of the vaccination protocol of host countries for migrant workers.

MEDIUM-TERM (2021–2024)

FORMAL SECTOR

- Extend SSS unemployment benefits for retrenched workers;
- Revive the compliance inspection with social partner's participation to make sure that labor relations and labor standards violations are checked. Social partners should have complete remuneration and benefits (include provision of PPEs, swab testing and vaccination);
- Ensure tripartite representation not only in the consultative bodies but also in the decision-making bodies (i.e., NLRC, SSS, and ECC, Pag-IBIG), as trade union is losing their representation;
- Establish a national industrialization policy as a means to recover from the pandemic;
- Provide employment insurance for teachers and non-academic personnel; and
- Allow windows for long-term loans for schools during times of distress.

PUBLIC SECTOR

- Integrate social dialogue in the NERS Action Plan to also reflect response to possible government streamlining which might follow as government tightens spending due to the fiscal effects of the pandemic;
- Promote income protection measures for public sector workers;
- Promote taxation policies based on greater equity in taxation, including taxing wealth; and, linking taxation policies with the implementation of the Universal Health Care Law;

- Identify social tasks that should be performed by the public sector to help generate employment;
- Mobilize and utilize the full potential of GOCCs and GFIs to help restart economic activities;
- Philippine Government to use its public procurement policy and power to promote compliance on labour laws in the private sector. The Build Build Build Program can be an opportunity to promote decent employment
- Strengthening the links between access to public assistance and funding, including those that can be availed through GOCCs and GFIs, as part of recovery with compliance with labour laws (Labour's proposal to provide incentives to MSMEs which continue operations –linked with SOLAR, USWAG and LARGER).

WOMEN SECTOR

- Build publicly funded care infrastructures that can generate jobs and at the same time contribute to the longstanding problems of gender inequality in the labor market; and
- Identify social tasks that the public sector should perform and deliver to help generate employment.

YOUTH SECTOR

- Provide proper compensation and benefits to skeleton workforce; and
- Conduct information drive on work-related vulnerabilities and strengthen OSH standards and other safety protocols.

PLATFORM WORKERS SECTOR

- Introduce innovations to include platform workers in social security requiring platform owners to contribute to its social insurance contributions and ensure measures to make these social security benefits portable; and
- Establish an information and education campaign or drive for capacity building and awareness raising on career opportunities and employment concerns among platform workers.

MIGRANT SECTOR

- Continue to develop enabling policies for the recovery of employment for land-based, seafarers and the manning/ seafarer recruitment industry.

INFORMAL SECTOR

- Promote the growth of Socially-driven Enterprise Development by adopting the concept of Social and Solidarity Economy (SSE) in building new enterprises in support of developing green farmers and entrepreneurs relative to "just transition" agenda;
- Legislate the Poverty Alleviation through Social Entrepreneurship (PRESENT) Act and alignment to SSE concept, ILO Recommendation No. 204 (Transition from Informal to Formal Economy) and Just Transition; and
- Adopt the concept of Social and Solidarity Economy (SSE) in support to the growth Socially-driven Enterprise Development.

LONG-TERM (2021-2026)

FORMAL SECTOR

- Expand the Pantawid Pamilyang Pilipino Program (4Ps) program to cover the new or added poor families affected by the pandemic;
- Pass in Congress the Social Enterprise Bill that would alleviate poverty in the country and create livelihood activities based on skills, etc. to the

workers and people belonging to POs, NGOs, and community groups, among others;

- Activate all industrial tripartite peace councils;
- Support the passage of the bill enabling ILO Convention 151;
- Modernize Information and Communications Technology to boost integration in the digital economy; and

- Allocate standard budget for education sector.

INFORMAL SECTOR

- Revitalize the local economy, by considering local projects or community-based enterprise projects, i.e. community kitchen, community manufacturing and processing plant.

OUTCOME 2: RESTORING CONSUMER AND BUSINESS CONFIDENCE

SHORT-TERM (2021-2022)

FORMAL SECTOR

- Promote universal vaccination for the workers who are key to restoring the economy;
- Conduct more tripartite discussions and sectoral representation in researches and studies;
- Review the implementation of the Special Risks Allowance (SRA) of P5,000 pesos/monthly, addressing discrimination for healthcare workers assigned in red or green areas;
- Implement COVID-19 management protocols in the workplace through DOLE, and not DTI/DPWH as it is an OSH matter;
- Lobby to Congress the continuation or extension of the compensation benefits granted to public and private healthcare worker who contracts severe COVID-19 infection while in the line of duty and, the granting of hazard pay to all frontline workers, and provision of quarantine leave when required by national/regional authorities to all suspected, infected or in any way affected by COVID-19;
- Review the waiving of bank charges in using ATMs;
- Examine the utilization of the fees imposed on students, particularly on Higher Education Institutions, and determine

whether some of these fees are better used for other purposes. CHED should do more serious research in order to come up with a more granular or nuanced assessment of the economic state of private schools. COVID-19 should not be used for the purpose of engaging in labor saving devices or avoiding CBA related commitments;

- Allow participation of teachers and non-academic personnel representatives in the creation of guidelines related to face-to-face classes;
- Provide clear and responsive policies on testing and vaccination especially for teachers who will engage in face-to-face classes monitoring of health and COVID-19 protocols in the schools; and
- Regularly convene education tripartite industrial peace council.

PUBLIC SECTOR

- Government and International Financial Institutions should involve public sector unions in dialogue on how to improve the capacity of public health care;
- Involve public sector unions in GFI dialogue on improving public health care facility; and
- Enact the enabling law for ILO Convention 151.

WOMEN SECTOR

- Ratify and implement ILO Convention No. 190 (Violence and Harassment Convention, 2019) in order to uphold the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment;
- Monitor discrimination against women in employment, in all sectors, must also be as it would have long-term impacts on gender inequality in the labor market;
- Analyze COVID-19 policy responses through various lenses recognizing diversity and social inclusion;
- Recognize women's contributions to paid and unpaid care work by promoting the 5R Framework (recognize, reduce, redistribute reward and represent care workers);
- Conduct gender sensitivity trainings for authorities, especially at the LGUs, by discussing the implementation of policies on violence and harassment;
- Recognize barangay health workers, who are women as "employees", and provide all benefits and remunerations that are due for an employee. Ensure application of health and safety standards including those on

PPEs. (Amend Magna Carta for Health Workers to recognize the BHW);

- Safeguard availability of funds for reproductive care and family planning services in the midst of COVID-19 crisis;
- Provide alternative, safe and decent accommodations for COVID-19 infected women workers who cannot quarantine at home;
- Improve health education programs targeting women workers to ensure they are protected from exposure to COVID-19;
- Ensure that women will not suffer in claiming maternity benefits due to employer's non-payment of SSS and ECC contributions;
- Monitor and respond to the alarming concerns of trafficking during amidst the pandemic, and harassment/violence happening in quarantine facilities;
- Intensify community sensitization programs on GAD and mainstream in education to break the stereotypes gender roles among women in household;
- Identify work/tasks which can be subject to telecommuting work in the public sector and set appropriate terms and conditions of employment;
- Hold to account in expeditious manner those who are involved in corruption (PhilHealth,

procurement, bills of COVID patient); and

- Uphold equal protection and applications of laws.

YOUTH SECTOR

- Provide incentives for youth-led social enterprises; and
- Implement online training programs on entrepreneurship, rights, participation on decision making, etc.

PLATFORM WORKERS SECTOR

- Revisit policies on internet infrastructure;
- Improve ICT infrastructures and auxiliary services for better internet connectivity; and
- Collaborate with the DICT to intensify monitoring of platform applications to ensure safe and secured user experience (e.g., free from glitches, GPS tracking, prank bookings, etc.) for the platform owners, riders, and customers.

MIGRANT SECTOR

- Provide livelihood, skills trainings, capital/financing assistance and literacy, and mentorship and business strategies to support OFWs engaging in entrepreneurship;
- Enhance implementation of program and service particularly the Reintegration Program for OFW-returnees;

- Capacitate OFWs and their families on managing finances/resources, and adapting to COVID situation, reintegration and life after repatriation;
- Use social media and other online platforms to expand the reach of information dissemination to OFWs and their families down to the LGUs or barangay levels;
- Revisit the qualifications of government on the distribution of financial assistance for OFWs who are declared ineligible to receive assistance;
- Look into PRAs and FRAs and address the possible wage theft against OFWs; and
- Revisit policies for the open market.

INFORMAL SECTOR

- Harmonize government efforts and programs to avoid redundancy and maximize their social benefits;
- Strengthen the legality of workers association for economic purposes through legal entity registration of informal workers associations under the DOLE to include economic or business purposes in order to qualify to incentives through policy development; and
- Amend DOLE Department Order No. 40-03 to allow informal workers association to unionize and federate.

MEDIUM-TERM (2021-2024)

PUBLIC SECTOR

- Use public procurement policy and power to promote compliance in private sector – at least with labor laws;
- Maximize Build Build Build Program to promote decent employment;
- Tie access to public assistance and funding as part of recovery with compliance with labor laws (labor sector's proposal to provide incentives to MSMEs

which continue operations as linked with SOLAR, USWAG and LARGER);

- Hold accountable all public officers involved in corruption (i.e., PhilHealth); and
- Restore and maintain peace and order within the framework of civil liberties and political rights.

WOMEN SECTOR

- Ratify and implement ILO Convention No. 190 (Violence

and Harassment Convention, 2019) in order to uphold the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

YOUTH SECTOR

- Conduct information drive on work-related vulnerabilities;
- Strengthen OSH standards and other safety protocols; and

Job Summit: A Whole-of-Society Approach Towards Employment Recovery

- Provide proper compensation and benefits to skeleton workforce.

INFORMAL SECTOR

- Develop an online system for the issuance of business permits

with requirements to be submitted during a prescribed period; and

- Establish external monitoring mechanism to oversee the NERS implementation by including informal worker representatives

in consultations and monitoring the results of these recommendations.

LONG-TERM (2021–2026)

PUBLIC SECTOR

- Deepen social dialogue to review the country's development model and possible reforms in the country's development, including development of a new

architecture for public services and economic development; and

- Increase domestic consumption based on decent wages and respect of workers' rights.

INFORMAL SECTOR

- Develop strategy to promote the greater participation of social enterprises and grassroots organizations in spearheading local projects

OUTCOME 3: UPGRADING AND RETOOLING THE WORKFORCE

SHORT-TERM (2021–2022)

FORMAL SECTOR

- Provide paid trainings for the unemployed;
- Provide digital capacity building for teachers/trainers/and non-academic personnel; and
- Allow CHED to use a portion of its research budget for the purpose of addressing worker's related issues in private educational institutions to issue evidence-based policies.

PUBLIC SECTOR

- Prioritize social dialogue on Health Human Resource Master Plan (HHRMP) to ensure adequate staffing of the country's health system, including the adequate equipment.

WOMEN SECTOR

- Provide accessible and applicable training opportunities toward sustainable livelihood, including, but not limited to the use of new technology, especially for women who resorted to the use of internet / platform work during pandemic;
- Provide specific re-entry programs to assist diverse groups of women workers to reintegrate the labor market,

with upskilling and reskilling, job matching, enterprise support, etc.; and

- Provide training programs that will address barriers to labor force participation among female members of the LGBTQIA+ in various sectors (e.g., construction sector) in the midst of COVID-19 situation.

YOUTH SECTOR

- Improve accessibility of training programs through introduction of offline modules for far flung/upland areas, and training on wheels
- Provide paid training for the unemployed

PLATFORM WORKERS SECTOR

- Encourage Higher Education and training (e.g. TVET) institutions to revisit course curricula for technological and innovation, IT, data analytics, web development, and programming; and
- Provide training and seminars to delivery platform riders/users on basic occupational safety and health, self-defense, training vigilance and harassment, etc.

MIGRANT SECTOR

- Enhance online TVET programs, provide scholarships for OFWs through partnerships with TESDA and other government training institutions;
- Encourage skills and technology transfer by engaging the services of OFWs and OFWs-retirees;
- Institute a system of facilitating/referring or endorsing OFW returnees to industries or jobs where their skills and experiences gained abroad will be useful;
- Promote social dialogue with stakeholders by reviving the Overseas Land-based Tripartite Consultative Council (OLTCC);
- Extend additional health/medical benefits or assistance for OFWs;
- Provide psychosocial support or counselling for returning OFWs;
- Deploy additional overseas personnel at the POLOs to cater to OFW concerns and welfare needs immediately;
- Ensure that trainings available in Metro Manila can be accessed even in provinces (macro level to devolve into micro level);

- Streamline the procedure on claiming the unpaid wages of OFWs as well as their respective end-of-service benefits; and
- Invest in digitalization of government procedures and promote computer literacy.

INFORMAL SECTOR

- Provide skills development activities free of charge and with subsidies for meals, transportation and wages at least equal to the minimum wage to compensate for income loss during the training activities;
- Establish social dialogue mechanisms for Informal Workers through gender-fair

informal workers' representation in all tripartite bodies, and substantial representation to policy-making bodies for informal workers associations;

- Prioritize Occupational Safety and Health (OSH), social insurance, and crop insurance to help farmers and fishers become more resilient and sustainable;
- Include Disaster Risk Reduction Management (DRRM) perspectives in capacity building activities and skills training;
- Develop a "Trainings on Wheels" Program for people in geographically isolated and disadvantaged areas;

- Strengthen sectoral representation of Informal Sector Workers in social security/social protection policy making bodies;
- Review and update the structure of NEDA Social Development Committee-Subcommittee on Informal Sector (SDC-SCIS) as national body for informal sector workers;
- Promote the preventive safety and health culture and productivity among the informal sector workers; and
- Operationalize the NAPC-WIS Just Transition Plan.

MEDIUM-TERM (2021-2024)

PLATFORM WORKERS SECTOR

- Introduce innovations to include platform workers in social security requiring platform owners to contribute to its social insurance contributions and ensure measures to make these social security benefits portable; and
- Establish an information and education campaign or drive for capacity building and awareness raising among new or aspiring freelancers.

YOUTH SECTOR

- Increase budget for training programs (e.g., TESDA, Project Sparta), including for private TVIs which as in-house training centers of companies usually have employment provision to

training graduates (with emphasis on digital transformation – on digital skills component, leveraging digital technologies, etc.); and

- Promote awareness on the available training opportunities for youth, including requirements and eligibility (with emphasis on digital transformation – on digital skills component, leveraging digital technologies, etc.).

MIGRANT SECTOR

- Create or enhance social protection of OFWS, especially programs that would cover retirement and provident benefits of all OFWs;
- Enhance OWWA welfare fund to include retirement coverage for members; and

- Institutionalize the advanced applications and systems online for ease in use for OFWs while securing data and information protection to maintain privacy.

INFORMAL SECTOR

- Develop new skills development programs that focus on the use of the internet or online platform, e-commerce, social media, etc.;
- Train more online professionals for various categories of workers in the online industry;
- Provide unemployment benefits for self-contributing informal workers; and
- Increase pension benefits for SSS members as well as for recipients of social pension to at least Php 1,000 to cover all senior citizens.

LONG-TERM (2021-2026)

PUBLIC SECTOR

- Deepen social dialogue to review the country's development model and possible reforms in the country's development, including development of a new architecture for public services and economic development; and

- Increase domestic consumption based on decent wages and respect of workers' rights.

YOUTH SECTOR

- Provide the youth with free and accessible training and upskilling opportunities, especially on entrepreneurship, with

complementing policies for capital access among youth entrepreneurs;

- Utilize NYC's resources and platform in forwarding the youth worker agenda; and
- Rethink education and training programs through research, based on learning abilities.

MIGRANT SECTOR

- Provide skills training for employment and entrepreneurship for in-country and overseas.

PLATFORM WORKERS SECTOR

- Create an organization similar to that of the American Arbitration Association for alternative

dispute resolution without the need to go to courts; and

- Maximize existing or explore new alternative dispute resolution mechanisms for platform workers.

INFORMAL SECTOR

- Establish a clear policy and program for the self-employed (i.e. own-account, freelancers, independent contractors, gig

economy) especially those in the digital industries in order to protect their labor rights and welfare; and

- Establish an equal and inclusive social protection system, ensuring that the informal workers can survive the COVID-19 pandemic and that they can bounce back better in the future.

OUTCOME 4: FACILITATING LABOR MARKET ACCESS

SHORT-TERM (2021-2022)

FORMAL SECTOR

- Allow schools to collect miscellaneous fees to support the internet connectivity of teachers and non-academic personnel; and
- Provide greater assistance for internet access and internet load and ensure that same terms and conditions of work be provided for those working from home.

WOMEN SECTOR

- Incorporate gender quota in the COVID-19 employment programs;
- Provide alternative employment opportunities to seasonal workers;
- Intensify coordination and monitoring of concerned government agencies on repatriation programs to make assistance more responsive to the needs of OFWs;
- Refocus attention to employment generation through "Social and Solidarity Economy Enterprise" development rather than insisting to be formally employed in the new normal.
- Revive 'worktrepreneurship' for the informal sector;
- Ensure grants and subsidies provided by the government are for start-ups. Integration of BSP-Basic Deposit Account in all livelihood projects is also recommended;

- Review policies on cooperatives towards inclusiveness and ease of registration;
- Intensify the communication campaign to popularize the First Time Jobseekers Assistance Act;
- Explore the possibility of non-fee charging for pre-employment documentation even for those who are no longer first-time jobseekers, particularly those that have been retrenched and are in search of a new job; and
- Enhance skills registry for returning OFWs to ensure that available jobs in their communities are fit to the skills that they have.

YOUTH SECTOR

- Intensify job search assistance, especially for fresh graduates;
- Assess accessibility gaps to employment opportunities between in-school and out-of-school youth;
- Provide allowance for apprenticeship and internship;
- Intensify campaign for industry to hire SHS students; and
- Provide incentives/compensation packages for young contracted out workers, especially healthcare workers.

PLATFORM WORKERS SECTOR

- Conduct advocacy and

information dissemination activities on the industries, opportunities and prospects in the digital economy (e.g. employment opportunities for PWDs, or those with limited educational background); and

- Collaborate with platform workers in information dissemination by tapping the expertise of freelancers or online professionals in publicity, advertising and marketing, capacity building.

MIGRANT SECTOR

- Ensure availability of jobs locally and overseas;
- Provide work opportunities for repatriated or displaced OFWs;
- Ease processing of documents and open labor markets through the support and assistance of PRAs;
- Promote right wages/salaries and eliminate contractualization in the local job market;
- Strengthen and expand OFW Helpdesks or migrant resource centers to serve as venue for information dissemination, referrals, conduct of job search and fairs and relevant services for OFWs and their families;
- Strengthen campaign against illegal recruitment during this time of pandemic;
- Incentivize the PRAs with exemplary recruitment process, and recognize PRAs with ethical

recruitment practices to encourage them to strictly abide by the laws and regulations of the overseas deployment program;

- Explore the internship provision in the Labor Code for training/upskilling purposes and cooperation between and among employers, PRAs and CSOs – develop a clear roadmap for engagement for the reopening of safe labor markets to include streamlining of processes;
- Advocate for inclusion of OFWs in vaccination programmes in destination countries; advocate for higher prioritization of OFWS in the vaccination programme in the country, especially those preparing for re-migration;
- Prepare database of repatriated OFWs for employment/job or skills matching for in-country or overseas jobs;
- Shift compliance focus to Market development focus;

- Reduce unpredictability of business environment;
- Improve predictability and fairness of the process of the administrative procedures;
- Simplify the requirements and procedures for employment, and maintain employment contract packages;
- Allow manning offices to fully operate, subject to health protocols; and
- Produce timely, accurate and relevant labor market information and updates on the pandemic with gender perspective.

INFORMAL SECTOR

- Provide fund assistance or microloans (solidarity or recovery fund) to informal worker groups and cooperatives to become more competitive by investing in digitalization or other innovative approaches or restore their lost livelihoods;

- Promote the linking of skills development program to employment facilitation services where the government can provide support platforms to training graduates to secure employment/jobs;
- Encourage urban gardening as an alternative form of entrepreneurial undertaking;
- Promote the implementation of Basic Deposit Account, participation in e-commerce and credit programs;
- Promote the linking of skills development program to employment facilitation services where the government can provide support platforms to training graduates and Out of School Youth (OSY) to secure employment/jobs; and
- Promote innovative farming technologies and methods for entrepreneurial undertaking.

MEDIUM-TERM (2021-2024)

WOMEN SECTOR

- Review policies on platform work for it to be recognized in different institutions;
- Implement a gender sensitive Human Resource for Health Master Plan;
- Provide an enabling environment towards affordable and accessible internet services especially in areas where it remains to be of great concern; and
- Formulate an employment guarantee program / Improve our current public work programs (PWP).

YOUTH SECTOR

- Provide employment opportunities to youth NEET; and
- Policy support for young freelancers.

MIGRANT SECTOR

- Develop partnerships with the industry in developing markets.

INFORMAL SECTOR

- Provide basic facilities for childcare and elderly to provide employment opportunities to women and to address the unpaid care work of women.

LONG-TERM (2021-2026)

FORMAL SECTOR

- Invest on information technology in schools

YOUTH SECTOR

- Strengthen education-industry linkage for employability of SHS graduates.
- Formulate and implement policy that will encourage female participation in male-dominated industries.

MIGRANT SECTOR

- Create more job opportunities with competitive salary/wage and benefits under a decent work environment.

The Labor Sector's recommendations seek to achieve our national goal of recovery through inclusive and sustainable economic growth that is based on the principles of social justice, full employment, decent work, and respect for labor rights, especially relating to wages and the freedom of association and collective bargaining. We affirm our strong commitment and constant cooperation to push for this agenda through collaboration with the government and other stakeholders.



Rep. Raymond Democrito

**C. Mendoza, TUCP
LABOR SECTOR AGENDA
TGER-NERS JOB SUMMIT
1 MAY 2021**

PRE-SUMMIT DIALOGUE FOR BUSINESSES

The Pre-Summit Dialogue for Businesses was conducted on 23 April 2021 to validate the consolidated issues, concerns, and policy and program interventions of the private sector gathered during the sectoral Focus Group Discussions. It was jointly hosted by the NERS Chair and Co-Chair agencies, DTI, DOLE, and TESDA, with DTI taking lead.

The government, employer groups, and industry associations gathered together on 23 April 2021 at the Pre-Summit Dialogue for Businesses - hosted by the Department of Trade and Industry and Department of Labor and Employment - to discuss the consolidated business sector agenda and its contribution to support the government's plans for a safe re-opening of the economy and employment recovery in the wake of the COVID-19 health crisis.

Taking off from Focus Group Discussions conducted prior, participants in the Pre-Summit Dialogue validated whether the proposed agenda captures and reflects sentiments and policy recommendations of the sector/sub-sectors that surfaced during the discussions. Another round of breakout sessions were conducted for the business sector to finalize the Business Sector Agenda.

Prior to this, DTI Secretary Ramon Lopez welcomed the participants, highlighting the engagements with the business sector and the workforce in the fight against the pandemic. As a demonstration of a "whole-of-society" approach, he said that the government wanted to hear from the sectors, how are they dealing with the challenges brought about by COVID-19, how can government and the private sector better prepare for the reopening of the economy, and how can government better support businesses towards recovery.

Senator Sonny Angara, Chairperson of the Senate Committee on Finance and Youth, expressed his

support to the TGER-NERS Task Force initiative. As job creation still remains to be a formidable challenge, Sen. Angara emphasized the steps taken hand-in-hand by the government and private entities in empowering local, as well as advanced industries, to assist them in battling the impacts of the pandemic and future-proofing them against the shifting labor market.

Undersecretary Rosemarie G. Edillon of the National Economic Development Authority provided a glimpse of the nation's economic and employment situation during the pandemic and the government's steps towards recovery. It was followed by a presentation of the NERS 8-Point Employment Recovery Agenda presented by Assistant Secretary Dominique Rubia-Tutay of the Department of Labor and Employment.

Country Directors of the Asian Development Bank and International Labor Organization, Kelly Bird and Khalid Hassan - as well as Practice Leader for Human Development of World Bank, Ronald Mutasal - conveyed their support and commitment as development partners of the NERS for the initiatives contributing to the implementation of the priority actions and the business sector agenda.

Secretary Isidro S. Lapena of the Technical Education and Skills Development Authority concluded the dialogue ensuring the commitment of the NERS Task Force in rolling out its initiatives towards economic and employment recovery.

**National
Employment
Recovery
Strategy**
2021-2022

Business Sector Agenda

TOWARDS EMPLOYMENT RECOVERY

Outcome

General Program and Policy Recommendations

*Restarting
Economic
Activities*

SHORT-TERM (2021-2022)

- Accelerate the government's vaccine rollout complemented with effective promotion and proper education on vaccines. Furthermore, the private sector should be allowed to procure and distribute vaccines
- Recognize industry workers as essential economic frontliners to be given priority in the vaccination program and exemptions or eased requirements in mobility restrictions
- Improve community quarantine restrictions by ensuring that government planning and communications are deliberate, flexible, responsive, clear and consistent, without sporadic changes. Implementation should also be consistent with official policies and guidelines. Further, mobility restrictions must be harmonized and eased
- Pump-prime the economy through infrastructure projects implemented and implementation of domestic preference in government procurement; ensure timely payments to bidders and immediate settlement of past payables
- Pursue safe reopening of the economy, particularly for areas with little to no number of cases or low risk of local virus transmissions
- Facilitate easier access to financing by providing low-interest or zero-interest loans, as well as purchasing zero-coupon bonds or zero-dividend preferred shares. Documentary requirements and service fees may also be eased or waived, especially for those accounts already with outstanding loans prior to the pandemic.
- Provide a Wage Subsidy Program

MEDIUM-TERM (2021-2024)

- Strengthen support to Micro, Small, and Medium Enterprises (MSMEs) and cooperatives through capacity-building in government procurement participation, improving access to financial services and solutions, as well as facilitating acquisition of machinery/equipment. Establishing partnerships, consolidation, linkages, clustering, and cluster hubs are also encouraged
- Assist in diversifying business operations and repurposing of facilities and assets
- Mandate and implement local preference in government procurement

LONG-TERM (2021-2026)

- Review of the 2020 Investment Priorities Plan (IPP) in consideration of the pandemic and the passage of RA 11534, otherwise known as the Corporate Recovery and Tax Incentives for Enterprises (CREATE) Act; formulation of the succeeding Strategic Investment Priority Plan (SIPP) must encourage investments in activities with high output and employment multiplier effects
- Improve infrastructure, internet, and transportation

*Restoring
Consumer and
Business
Confidence*

SHORT-TERM (2021-2022)

- Intensify marketing assistance and promotional campaigns of Filipino goods and services through buy local campaigns and leveraging of foreign market demands and export potentials.

Upgrading and Retooling the Workforce

- Ensure that private sector is aware of government assistance programs, their registration process, eligibility criteria, and mechanisms. Cooperation with industry and business associations for information dissemination is encouraged.
- Ensure consultations with private sector in policy and implementation. The consultations should ensure that there is proper targeting of beneficiaries and sufficiency of any assistance package.
- Waive renewal of existing permits and licenses, transaction fees, and institute a moratorium on the expiry of existing permits and licenses
- Improve compliance and monitoring of public health and safety measures with provision of incentives or subsidies for businesses complying to ensure strict compliance and to reduce additional costs for undertaking the health and safety measures. Contact tracing, documentation, and containment of cases should also be improved, while proper ventilation in workplaces, business establishments, and public spaces should be considered as well. Establishment of fully-furnished barangay quarantine facilities must be ensured.
- Remove geographical qualifications in availing subsidies, incentives, and programs
- Conduct review of prices regarding costs in logistics, raw materials, and digital marketing; Implement initiatives to stabilize and address the rising costs in logistics and raw materials.
- Assess areas without reliable internet connection and provide alternative solutions supportive to the needs of the far-flung areas
- Promote modernization, digitalization, technology and innovation

MEDIUM-TERM (2021–2024)

- Improve ease of doing business (EODB) and business environment by rationalizing and streamlining government processes, requirements, and fees, as well as adopting e-governance/digitalization. Tax collection process in the local government units (LGUs) must be streamlined, and procurement processes and requirements must be eased.
- Institute business resiliency plans for service continuity, and provide capacity-building and resources/tools for such. There must also be development of industry-specific roadmaps in support of the business resiliency plans as well as research and development back-up for the roadmaps
- Improve healthcare capacity and support systems in the Philippines, especially absorptive capacity for patient. There must be supporting mechanisms and welfare for COVID-19 positive workers, whether in-patient or asymptomatic undergoing isolation and quarantine.
- Improve data security and privacy, and monitor online transactions
- Inclusion of refugees, asylum seekers, and stateless persons in national monitoring mechanisms

SHORT-TERM (2021–2022)

- Implement capacity-building for digitalization, technology and innovation, as well as remote working that would maximize their benefits, as well as ensure proper application. There must also be provision of resources, tools, best practices, standards, or templates for the set-up and structure of digitalization, remote processes, WFH, and other alternative work arrangements (AWA).
- Ensure availability of trainings and that training centers are open and accommodating to workers. There should be a clear schedule of operating hours and prior announcement for closures. The schedule of training sessions must also consider the free time of workers.
- Address the lack of practicum, internships, and field trainings due to the pandemic by finding alternatives and issuing policy/guidelines that would minimize negative impacts to the quality of graduates or delays in graduation.
- Strengthen industry-academe linkages

Facilitating Labor Market Access

MEDIUM-TERM (2021-2024)

- Review and update of education and training curricula, particularly content and equipment being used, to match current industry needs, practices, and requirements.
- Provide mental and emotional support to workers in the workplace
- Provide trainings on life skills and wellness
- Provide sectoral skills policy and strategic framework based on best practices of global benchmarks such as SkillsFuture Singapore and the National Skills Development Council of India. The skills policy and strategic framework must be responsive to fast-changing skills requirements of industries and leverages industry-recognized/accredited curriculum.

LONG-TERM (2021-2026)

- Recalibrate alternative learning modalities, and provide typology of learning modality based on capability of the institution
- Encourage inclusivity for Persons with Disabilities (PWDs) in the business sector

SHORT-TERM (2021-2022)

- Provide entrepreneurial education and business starting assistance that also incorporate e-commerce and digitalization
- Open more communication channels between private sector and government for partnership and collaboration
- Establish digital, online platforms for industry partners to post job openings, as well as facilitate workforce pooling and swapping

MEDIUM-TERM (2021-2024)

- Link graduates of formal education and/or trainings to industry partners
- Implement career advocacy and employment coaching initiatives

LONG-TERM (2021-2026)

- Establish and implement registry and common ID systems for sectoral data analysis, matching, and confirmation of identity that would make it easier to pass through mobility restrictions and deliver targeted programs. The implementation of the national ID system is also advocated.
- Provide incentives to retain skilled workers and professionals in the Philippines and prevent them from migrating abroad.

SECTORAL RECOMMENDATIONS

OUTCOME 1: RESTARTING ECONOMIC ACTIVITIES

SHORT-TERM (2021-2022)

MANUFACTURING SECTOR

- Allow small-scale housing developments and construction during lockdowns
- Provide public transportation for workers
- Develop the Philippines as a

vaccine hub to lessen reliance on imported vaccines

- Implement initiatives to increase local demand such as buy local and resumption of classes in low risk areas
- Pursue implementation of Build, Build, Build program

- Implement plans and programs that will better support business operations including in the area of finance and trade facilitation

CONSTRUCTION SECTOR

- Advocate and institute into law the 30-year national

infrastructure master plan

- Increase and accelerate the bidding and implementation of infrastructure projects before the national elections
- Parcel government infrastructure projects or provide more small-scale projects, especially in rural areas, for the benefit of MSMEs
- Facilitate MSME participation in infrastructure projects through consortium-building and/or network matching as sub-contractors
- Pursue implementation of Build, Build, Build program

TRANSPORT AND LOGISTICS SECTOR

- Provide garages and terminals for transport cooperatives
- Standardize data collection and sharing, as well as uniformity of processes in the maritime sector
- Streamline port operations and processes, and upgrade to centralized and online operations
- Shoulder the cost of the vaccines in the service contracting industry instead of the employers

TOURISM SECTOR

- Establish travel bubbles in areas where there are low COVID-19 cases
- Repurpose tourism facilities, e.g., MICE venues, as vaccine or testing centers
- Settle government payables for services rendered/past due accounts such as the Southeast Asian (SEA) Games 2019
- Consider retrofitting hotels as a value added tax (VAT)-exempt activity when purchasing materials
- Consider tourism as essential
- Exempt or ease travel restrictions for those already vaccinated

IT-BPM SECTOR

- Provide flexibility and extension of work-from-home (WFH) and

work-from-anywhere (WFA) set-up of the BPO workforce

- Provide flexibility on rules and regulations for employers, e.g., entitlements, etc.

WHOLESALE AND RETAIL SECTOR

- Promote e-commerce, especially for local products and legitimate businesses
- Provide assistance or subsidy for reducing rent costs

BANKING AND FINANCE SECTOR

- Waive or ease liquidity requirements for rural banks
- Promote of digital "Iskaparate" system and capacitating micro-micro enterprises and the informal sector to participate
- Reduce interest and rates
- Assist in pilot-testing of digital financial services

AGRICULTURE SECTOR

- Ensure registration and updating in the Agriculture and Fishery Registry System for targeted financial and non-financial support
- Implement strategies and action plan for hog repopulation which includes bio security skills and measures, both for backyard and commercial farmers
- Approve the proposal to access 100 hectares of water in Pantabangan Dam for aquaculture
- Provide more irrigation facilities to encourage crop diversification and job creation
- Provide price support for corn farmers
- Provide financial support for high value crops

EDUCATION SECTOR

- Conduct a survey on e-learning needs assessment (pros and cons) of online and blended learning
- Include scholarship loans and opportunities for higher

education institution (HEI) students as part of the initiatives in facilitating easier access to finance, especially given that Landbank's iStudy students loan program is very strict with minimal recipients.

- Provide incentives to students for internet connectivity
- Strengthen healthcare of pupils

HEALTH AND WELLNESS SECTOR

- Provide financial subsidy for employees and business owners, especially SMEs
- Defer rental fees
- Revisit guidelines of financial assistance
- Relax regulatory measures e.g. BIR payments, business and local taxes, payments for Mayor's permit, interest payments in loans
- Provide wage subsidy
- Support vaccine roll-out thru PPP
- Inoculate 100% of health sector frontliners
- Ease vaccine procurement regulations; allow private sector to purchase
- Institute system of hiring health workers

MEDIUM-TERM (2021-2024)

MANUFACTURING SECTOR

- Ease the registration of products, drugs, and supplements with the Food and Drug Administration (FDA)
- Inclusion of cement in the SIPP
- Facilitate partnerships between MSMEs and large enterprises
- Incentivize local supplier linkages
- Develop upstream industries to ensure availability of raw materials
- Incentivize relocation to rural areas

CONSTRUCTION SECTOR

- Mandate the utilization of local construction materials in government infrastructure projects
- Incentivize housing development sector to spur economic development

TRANSPORT AND LOGISTICS SECTOR

- Harness smart port potential and pilot initiatives

TOURISM SECTOR

- Facilitate a shift from mass tourism to niche/specialty tourism markets
- Improve accessibility of hotel establishments for persons with disabilities

BANKING AND FINANCE SECTOR

- Ensure that Microfinancing institutions (MFIs) benefit from the financial inclusion programs of the Bangko Sentral ng

Pilipinas (BSP) and be provided cheaper fund sources

- Support the digitalization efforts in banking and finance

AGRICULTURE SECTOR

- Promote clustering/consolidation arrangements such as collectivization, cooperatives, among other modalities, to attain economies of scale in production and value chain development
- Provide strategy and incentives for development of post-harvest (especially farm to market roads for small farmers), logistics and distribution facilities (e.g., Viability Gap Fund) to effectively and efficiently link value chain segments
- Provide barge and other transport facilities to deliver goods to and from coastal areas
- Mandate/require government agencies to patronize locally produce products over imported products

- Improve ease of doing business by having One-Stop Shop and enacting law to allow long term permits
- Institutionalize and formalize representation of private sector in different agriculture policy and consultative bodies
- Encourage investments in and implement programs on aquaculture sustainability
- Encourage tree plantation in various parts of the country
- Implement loan condonation for agriculture MSMEs and farmers affected by pandemic and other calamities

EDUCATION SECTOR

- Improve collaboration between DepEd, TESDA, and CHED in developing unified strategies and solutions to address issues with basic, TVET, and higher education
- Extend Bayanihan Program for climate change and disaster preparedness of selected coastal and agricultural communities

LONG-TERM (2021-2026)

MANUFACTURING SECTOR

- Strengthen domestic sourcing of materials, parts, and accessories, and capacitate local manufacturers to meet the demands of their customers
- Provide technologies for innovation and digital transformation to enable more access to products and services

CONSTRUCTION SECTOR

- Consider time suspension or extension of contract, as well as the waiving or reducing of liquidated damages for infrastructure projects
- Maximize utilization of government-owned lands

TOURISM SECTOR

- Increase the budget of DOT especially in the promotion of our country as a good tourist destination

- Boost secondary and tertiary local destinations as a new site for tourism

IT-BPM SECTOR

- Provide support and incentives for firms to locate outside NCR
- Continue provision of interventions to the Digital Cities

BANKING AND FINANCE SECTOR

- Address low penetration of bank account holding among micro-entrepreneurs and the informal sector
- Enhance financial inclusion by relaxing documentary requirements, especially for low risk population such as microfinance clients
- Facilitate the granting of cash cards to microfinance clients
- Simplify document requirements

for microfinance clients to facilitate loan applications

AGRICULTURE SECTOR

- Regulate importation of agricultural products that directly compete with local produce and catch particularly during peak harvest seasons; Importation must be the last resort.
- Ensure that planting materials provided by government, such as abaca, rubber, etc., are of quality
- Fund and implement intelligence gathering for agriculture including market intelligence and early detection of diseases affecting crops and livestock
- Implement farming mechanization initiatives
- Enact National Land Use Act
- Develop and implement a holistic

Comprehensive Agriculture Development Program for ancestral domains to benefit and improve the livelihood of Indigenous People and increase

their contribution to our sustainability targets

EDUCATION SECTOR

- Include students in PhilHealth

HEALTH AND WELLNESS SECTOR

- Lower taxes deducted from professional compensation

OUTCOME 2: RESTORING CONSUMER AND BUSINESS CONFIDENCE

SHORT-TERM (2021-2022)

MANUFACTURING SECTOR

- Provide a moratorium in the implementation of the ban on the use of single-use plastics
- Amend DTI DAO 20-06 (New Technical Regulation Concerning the Mandatory Product Certification of Plywood) and DENR DAO 99-46 (Revised Regulations Governing the Entry and Disposition of Imported Logs, Lumber, Veneer, Plywood, Other Wood-Based Panels, Poles and Piles, Pulpwood and Wood Chips), as well as other relevant policies
- Implement anti-dumping laws on textile imports
- Suspend implementation of RA 11285 (Energy Efficiency and Conservation Act)
- Provide online platforms for raw materials tracing and B2B transactions
- Encourage sharing of expertise or knowledge to sectors involved in raw materials resources for health supplements, cosmetics, etc.
- Explore partnerships between the manufacturing sector and TESDA
- Provide certification subsidy to agri-organic industry and lower relevant requirements
- Develop a roadmap in producing and sustaining herbal supplements as health products
- Address EODB concerns such as standardization of the regulatory framework for herbal products and streamlining of the registration process of FDA especially for food, medicines and supplements, of export

procedures, LGU processes and requirements and DENR permits

CONSTRUCTION SECTOR

- Address concerns on EODB by streamlining documentation process of applications, e.g., easier licensing and acquisition of documents for employment, and improved responsiveness of regulating agencies

TRANSPORT AND LOGISTICS SECTOR

- Revive confidence in travelling through implementation of the test, isolate, trace program.
- Prioritize medical services and facilities in airports to readily address medical emergencies
- Improve and polish the readiness assessment, emergency management plan, and risk management plan
- Expedite the processing of application and renewal of the franchise
- Address the issues on financial institutions policies such as the Development Bank of the Philippines (DBP)'s PASADA Program

TOURISM SECTOR

- Adopt globally recognized safety accreditation such as WTTC's SafeTravel Stamp, and inclusion of additional industry segments such as MICE in certifiable entities
- Sustain tourism marketing programs even during the pandemic, with emphasis on safe travel destinations
- Adopt digital travel passes and AI in hotel operations

- Fast-track approval of S Pass
- Integrate information on health and travel protocols into booking systems for ease of communication
- Develop well-balanced advertisements and promotions so that no destination shall be left behind, i.e., NCR as MICE destination, other regions as eco, cultural, and agri-tourism destinations

WHOLESALE AND RETAIL SECTOR

- Intensify the regulation and monitoring of online transactions and businesses

BANKING AND FINANCE SECTOR

- Implement stricter monitoring and background checking of clients/applications to prevent abuses
- Discourage new provisions for loan moratorium under Bayanihan 3
- Preserve RA 10693 (Microfinance NGOs Act)
- Support for the passage of the PRESENT bill
- Promote and strengthen existing initiatives on financial literacy
- Facilitate cooperation and linkage between financial technology (fintech) and MFIs

AGRICULTURE SECTOR

- Ensure competitive transport and shipping costs for agri-based livestock, fishery, forestry and non-timber inputs, and products
- Ensure that government,

especially LGUs, source their relief packages for distribution from local agriculture and fishery

- Ensure closer monitoring of prices in food and agriculture products and inputs, as well as the proper and timely use of remedial measures to address price hikes
- Ensure proper enforcement of quality standards to domestic and imported agriculture outputs and inputs

EDUCATION SECTOR

- Provide financial assistance to private school students to lessen the number of migration from private to public schools, as well as scholarships for students in private HEIs
- Lessen regulatory requirements in private schools for flexible/online learning
- CHED to revisit the UNIFAST Implementing Rules and Regulations and allow local universities and colleges (LUCs) to double enrollment
- Strengthen linkages, partnerships, and collaboration among HEIs, LUCs, SUCs, and

TVIs to enjoy the same level of opportunities, particularly financial assistance

- Implement moratorium or quota for enrollees in public HEIs to help private HEIs or to reallocate excess capacity of SUCs and LUCs to private schools with idle capacity
- Create regional organization for online resources sharing with other HEIs to form key relationships among SUCs, LUCs, and private HEIs to collaborate
- Revisit the policies, processes, and procedures as stipulated in the PSGs, MORPHE, MOP, CHED CO, and CHED RO Citizens' Charters and other relevant issuances, specifically the Regional Office External Services to include: (i) online submission of documentary requirements; (ii) online evaluation of applications; (iii) virtual monitoring/validation of HEIs and their programs; (iv) online payment for services with fees; (v) online transmittal of responses to stakeholders' communications; (vi) timeline of submission of requirements; and (vii) submission via courier
- Encourage partnerships of SUCs, LUCs, and private HEIs with local

government units and internet service providers to ensure efficient delivery of flexible learning

- Use common learning management system by HEIs based on the DICT LMS
- Implement information campaigns with the private sector on the right of refugees, asylum seekers, and stateless persons to seek employment opportunities, as well as recognition of prior learning for them to allow access to employment opportunities

HEALTH AND WELLNESS SECTOR

- Subsidize for COVID testing and vaccination
- Impose a price cap for PPEs
- Include businesses in prioritization of national vaccination program
- Streamline government processes
- Standardize health and safety protocols in all areas including LGUs
- Mandate vaccination for wellness and medical sector

MEDIUM-TERM (2021-2024)

MANUFACTURING SECTOR

- Repeal RA 9290 (Footwear, Leather Goods, and Tannery Industries Development Act), and adopt a new law providing incentives and support to the local footwear industry
- Boost the global competitiveness of local industries through quality and design improvements
- Provide certification subsidy to halal industry
- Develop roadmap for plastic-free packaging for EU export market
- Establish online quality standards

CONSTRUCTION SECTOR

- Promote the practice of local

procurement along with the review of laws regarding importation

- Institutionalize occupational safety and health programs, not just insurance programs like SSS

TOURISM SECTOR

- Provide discounts and incentives to travel around
- Improve accessibility of hotel establishments for persons with disabilities and the retrofitting of hotels/accommodation establishments
- Emphasize the significance of medical tourism
- Establish guidelines in the assessment of Airbnb to monitor its exponential growth

- Police illegitimate travel agencies especially those who are operating online

WHOLESALE AND RETAIL SECTOR

- Institute a system of trust marks or seals of legitimacy for online businesses

BANKING AND FINANCE SECTOR

- Passage of helpful legislation on fintech and creation of a new central bank sector

AGRICULTURE SECTOR

- Accelerate individual land titling of lands distributed under certification of land ownership awards (CLOA)

- Institute a common tenurial map for DENR, NCIP, DAR, and DA

EDUCATION SECTOR

- Increase government funding for HEIs, TVET institutions, SHS vouchers and TES funding
- Encourage home-based IGPs
- Create Regional Education Council that will identify the needs of every region
- Clarify issues relative to intellectual property rights

- Provide employment funds or unemployment insurance as social safety net
- Decentralize good/competent universities and empower students' choice to prevail
- Institutionalize financial support for the Disaster Risk Reduction Management Programs of HEIs
- Establish Regional Cybernetics Centers
- Review TESDA internal processes of accreditation of

vendors and hopefully shorten the period and accommodate more vendors relevant to the industry

HEALTH AND WELLNESS SECTOR

- Promote private sector manufacturing (PPEs, etc.)
- Encourage partnerships to equip and rebuild the private sector (moratorium on taxes, low-cost loans to boost up their capacity)

LONG-TERM (2021-2026)

MANUFACTURING SECTOR

- Provide rational incentives that would establish a niche in Filipino footwear
- Secure tax incentives in the importation of equipment
- Incentivize the use of local raw materials and relocation to rural areas

CONSTRUCTION SECTOR

- Promote the apolitical nature of development programs for sustainability

TOURISM SECTOR

- Launch new marketing campaigns focusing on emerging non-traditional market segments
- Establish a good image by gathering champion stories and promote the stories to restore confidence
- Include education tourism in the Philippines

AGRICULTURE SECTOR

- Sustain monitoring, feedback, and dissemination of

commodities and other market information through a common digital platform or national information network

EDUCATION SECTOR

- Streamline and unify support services among the learnings from basic education, TVET, and HEIs through adoption of unified learner's ID
- Increase funding for upgrading of digital technology
- Strengthen industry-academe linkage

OUTCOME 3: UPGRADING AND RETOOLING THE WORKFORCE

SHORT-TERM (2021-2022)

MANUFACTURING SECTOR

- Retrain and reskill workforce to match industry needs
- Revive partnership of industries with TESDA
- Introduce artificial intelligence in TESDA trainings

CONSTRUCTION SECTOR

- Strengthen industry-led and demand-driven TVET through various training modalities, especially for on-the-job students

TRANSPORT AND LOGISTICS SECTOR

- Consider truncated training

program to update certificates and compliances of flight attendants and pilots for the aviation sector.

- Provide targeted TESDA training and certification programs while businesses are in downtime and to enhance when the economy is reopened.
- Improve customer service query response

TOURISM SECTOR

- Encourage accepting on-the-job trainees and develop telemarketing mechanisms
- Include tour guide trainings for those conducting educational field trips

- Expand pool of trainers in the tourism sector by equipping them with historical and geographical knowledge, as well as digital and technology-driven competencies (e.g. hiring IT professionals)
- Develop databases or dashboards to facilitate growth and trends in tourism through creating a repository bank of all data relative to tourism

IT-BPM SECTOR

- Upscale TESDA trainings available for IT-BPM to be shorter and flexible

WHOLESALE AND RETAIL SECTOR

- Open virtual venues for the retail industry for online selling and seminars

AGRICULTURE SECTOR

- Prepare plans to revive eco-tourism such that when the economy is reopened, they can be immediately implemented
- Conduct trainings for alternative productive jobs
- Support supplementary job opportunities for farmers during the vegetation stage of crops
- Conduct trainings on aerator preparation for aquaculture diversification in both rural and urban areas
- Conduct trainings for operation of agri-machineries, especially those provided by the government

EDUCATION SECTOR

- Provide tax incentives to reskill, retrain, upskill personnel
- Provide training for teachers on learning assessment/evaluation and catch-up programs.
- Provide training for academic heads on new instructional set-ups
- Implement virtual trainings and assessment in TESDA, which will allow Senior High School (SHS)

students to secure national certifications

- Pursue Continuing Professional Development (CPD)
- Utilize TESDA's mobile workshop in residential areas and for every TTI
- Include private HEIs in CHED programs that are hitherto available to public entities only
- Promote programs that will help faculty and staff acquire competencies needed in the fourth industrial revolution/digital economy
- Support basic education (K1) by providing instructional video materials, gadgets, and internet access for free
- Include data privacy law in college courses
- Increase awareness among educators on the sensitivities and educational needs of refugees, asylum seekers, and stateless persons
- Institutionalize of home schooling
- Invest in TVET facilities and equipment
- Provide industry immersion opportunities for trainers
- Mobilize Parent-Teacher Associations (PTA) to support schools and learners in monitoring

- Institutionalize international benchmarking
- Bridge programs to ensure that educational opportunities translate to economic opportunities
- Allow face-to-face for the practicum with strict health protocol compliance
- Provide TESDA classes for Alternative Learning System (ALS) learners
- Provide digital tools equipment to teachers and learners
- Review and update educational and training curricula to include 21st century skills
- Include refugees, asylum seekers, and stateless persons in inclusive education
- Provide more trainings for online education
- Strengthen private participation by involving private education institutions in policy creation

HEALTH AND WELLNESS SECTOR

- Provide free relevant upskilling and retooling or training of affected workers including digital skills and farming in order for employees to find employment options in other industries
- Train more health professionals and health sector second liners

MEDIUM-TERM (2021-2024)

MANUFACTURING SECTOR

- Institute quality apprenticeship programs for craftsmanship industries wherein the graduates are also promoted/certified to train students of their own
- Establish virtual classrooms for training
- Provide capacity-building in the design and production of ergonomic furniture
- Provide trainings for local industries

TOURISM SECTOR

- Firm-up partnership among schools, hotels, and other tourism related establishments to maximize student on-the-job training
- Strengthen partnership between the government (DOT) and local communities with potential tourism sites for empowerment and boosting communities' tourism potentials/capabilities
- Maximize the opportunity of having national recognition ceremony for tourism

IT-BPM SECTOR

- Upskill and retool the animation, game development, software development, contact centers, health and information industry workforces
- Establish Digi-lab or shared service facilities (SSF) for animators and game developers

AGRICULTURE SECTOR

- Provide training on processing of unsold or excess products, recycling of waste agro-products, and aquaculture development

EDUCATION SECTOR

- Provide incentives for researchers and facilitate collaborative research
- Include additional courses on agriculture, agri-business, and agri-tourism in SHS curriculum
- Institutionalize a national blended strategy framework and include digital capacity-building for teachers and trainers
- Conduct sectoral assessment to formulate a matrix of priority research agenda
- Establish data on existing research undertakings with a pool of experts from different disciplines
- Translate e-learning materials to different languages
- Provide government support for the establishment of e-tech infrastructure
- Provide grants to MSMEs with apprenticeship programs, especially to apprentice senior high school students
- Create of Research Consortium Development for HEIs (partnership and linkages for benchmarking in local, national,

international) that can boot research productivity by simply learning from the best practices of leading institutions

- Include senior high school teachers on the teachers' salary subsidy (TSS) as well as more teacher salary subsidies for private institutions
- Provide psychosocial support to refugees, asylum seekers, and stateless persons in education systems
- Include additional courses in agriculture
- Redefine the teacher's role in this new environment of remote learning
- Add 21st century and 4th industrial revolution related courses
- Increase the duration of the TVET tracks in SHS with inclusion of 21st century skills
- Include seniors, ALS, and women who had to suspend careers due to child rearing in special education programs
- Trim down year in college with two years for general education and professional subjects and one year for internship

- Reinforce research and development programs in TVET institutions for higher technology as well as update research agenda
- Include agricultural entrepreneurship in TESDA program
- Establish of specialized institutions per province/region or institutions offering specialized courses according to their areas
- Provide funding for PQF Level 5 implementation
- Capacitate more trainers on updated curricula
- Give work experience with equivalent units
- Institutionalize equivalency and credit transfers between TESDA diploma programs and CHED degree programs
- Provide capacity-building to parents on their role as second teacher in the home-based module class of students. Support also to be provided to refugee parents who may be illiterate or have language barriers

LONG-TERM (2021-2026)

MANUFACTURING SECTOR

- Upgrade curriculum to match industry needs
- Strengthen/upskill the labor force, especially in product development and design, manufacturing process, and utilization of technology
- Include footwear manufacturing curriculum in entrepreneurship degrees of both public and private HEIs

CONSTRUCTION SECTOR

- Provide better working conditions and implementation of occupational safety programs.
- Provide benefits for construction workers, such as life and accidental insurance.

- Ensure that contractors enroll workers in SSS, Pag-IBIG, and PhilHealth.

BANKING AND FINANCE SECTOR

- Integrate Philippine Quality Framework (PQF) to upgrade qualifications, to be at par with international counterparts

AGRICULTURE SECTOR

- Rollout and support the province-led Agricultural and Fishery Extension System to strengthen the collaboration between DA, LGUs, academe, and private sector in bringing agri and fishery extension services to the grassroots level

EDUCATION SECTOR

- Align Professional Regulation Commission (PRC) and CHED
- Support the Dual Training System
- Strengthen coordination with business sector and training institutions to improve curriculum, expansion of apprenticeships/internship programs, and open new courses that would be able to fill industry demands
- Institutionalize green technology to all sectoral skills policy
- Update CMOS and DepEd orders to recognize that we are now in the digital era
- Review of area-based specific skills and industry requirements

- Include ALS learners PWDs in apprenticeships
- Provide incentives to companies who provide opportunities to refugees
- Institutionalize Risk Management Council in every region

OUTCOME 4: FACILITATING LABOR MARKET ACCESS

SHORT-TERM (2021-2022)

MANUFACTURING SECTOR

- Provide local employment at the barangay level

CONSTRUCTION SECTOR

- Provide access to sustainable financing for both public and private end users
- Provide subsidy (e.g., wage subsidy) for lower income groups including the housing development sectors
- Demote the entry of foreign firms and workers as the liberalization of the market is counter-productive to the NERS
- Provide price ceiling adjustments, especially to urban areas

TOURISM SECTOR

- Establish accrediting tourism employment registration platforms

IT-BPM SECTOR

- Expedite the consolidation, review, and passing of the following legislative bills: House Bill No. 4692 (Creative Industries Charter of 2019), House Bill No. 6476 (Creative Industry

Development Act of 2016), and Unnumbered House Bill (Philippine Creative Industries Act)

EDUCATION SECTOR

- Provide livelihood and employment packages to SHS graduates
- Provide dedicated support to operating private schools.
- Provide ICT training to DepEd personnel and offices in providing technical assistance in online learning requirements
- Fund assistance from TESDA should be promptly delivered and avoid delays in teachers' compensation.
- Include refugees, asylum seekers, and stateless persons in economic re-integration programs
- Provide employment packages to ALS and PWD learners
- Provide entrepreneurial education and business assistance, TESDA training livelihood, and employment package to women who want to return to the workforce after child-rearing hiatus, refugees, asylum seekers, stateless

persons, rebel returnees, ALS learners, and PWD learners.

- Include entrepreneurial education and business starting assistance in the TVET sector and ALS training
- Add industry-relevant courses to make students more job ready
- Strengthen partnership with industries for skills upgrading and immersion
- Include rebel returnees to livelihood and employment packages
- Include refugees, asylum seekers, and stateless persons in TESDA programs
- Mandate inclusion of industry practitioners in teaching force
- Establish a tripartite Employment Council, composed of government, industry, and the training institutions
- Provide day care services and child minding services in workplaces

HEALTH AND WELLNESS SECTOR

- Open public transportation especially for health workers

MEDIUM-TERM (2021-2024)

MANUFACTURING SECTOR

- Revise TESDA rules on local employment affected by the pandemic
- Provide industry-recognized training certifications

TRANSPORT AND LOGISTICS SECTOR

- Facilitate rehiring of retrenched employees as soon as the

industry recovers

TOURISM SECTOR

- Develop resources in the tourism destination priority areas
- Implement career advocacy, partnership of sectors in workforce development

AGRICULTURE SECTOR

- Support the engagement of rural and urban youth in productive

and viable agriculture and agribusiness ventures.

EDUCATION SECTOR

- Update the Philippine Qualifications Framework to incorporate the recognition of short online courses, e.g., micro-credentials.
- Provide sufficient & timely funding support to private HEIs; invest more support to TESDA

Job Summit: A Whole-of-Society Approach Towards Employment Recovery

- Further develop and integrate TVET learning materials
- Finance support to graduates looking for jobs
- Linkage to LGU PESO designate regarding employment facilitation in the local level industry-based immersion and training of TVET trainers
- Provide funding support to TESDA trainers for industry experience

- Continue inclusion of refugees, asylum seekers, and stateless persons in TVET courses and community programs
- Include more industry people in curriculum/course development
- Boost sector-specific entrepreneurship by providing business functions skills such as business finance, human resource, business management, sales and marketing
- Create New Normal Instructional

Council for delivery, validation, creation of learning instructional materials based on the new normal situation

- Strengthen teacher education council
- Strengthen job bridging program of TESDA
- Provide access to TESDA training vouchers for the apprenticeship programs of IT-BPM for SHS graduates and new hires

LONG-TERM (2021-2026)

MANUFACTURING SECTOR

- Provide additional employment and support to industries
- Retool labor force for the international market under a “patriotic agenda” i.e. 6-month industry work in the Philippines

(includes training and mentoring), then be allowed to work under foreign industry

AGRICULTURE SECTOR

- Support for enabling business environment promotion of private investment in agriculture

to create non-farm employment opportunities in rural areas.

EDUCATION SECTOR

- Provide coaching on ID system
- Encourage private sector investment in schools in terms of equipment and curriculum

National
Employment
Recovery
Strategy
2021-2022

Business Sector Agenda TOWARDS EMPLOYMENT RECOVERY

“ We commit to participate in the implementation of the Business Sector Employment Recovery Agenda with the view to create a business environment that encourages generation of more employment opportunities, improve access to livelihood and training opportunities; and improve employability, productivity and wellness of workers. The business sector remains open for more dialogues, consultations, and collaborations. ”



Amb. Benedicto V. Yujuico
PCCI
**BUSINESS SECTOR AGENDA
TGER-NERS JOB SUMMIT
1 MAY 2021**

TGER-NERS JOB SUMMIT

*Geared Up for the
Safe Re-opening
of the Economy*

The month-long series of activities for the Job Summit culminated on May 1 as part of the Labor Day celebration where employment recovery took center stage. After 18 sectoral consultations and three (3) pre-summit dialogues for workers and businesses, the TGER-NERS Job Summit Proper served as a venue for high-level consultation and discussion with employer groups, the labor sector, government representatives, and other key stakeholders to address the employment problems in the country brought about by the pandemic.



TGER NERS JOB SUMMIT
2021 • 2022
LABOR DAY 2021
READY FOR WORK, OPEN FOR BUSINESS
*Geared Up for the Safe
Re-opening of the Economy*

1 May 2021
1:00 - 3:00 PM

REGISTRATION:
tgnersjobsummit.adb.org

IN PARTNERSHIP WITH PRESIDENTIAL COMMUNICATIONS OPERATIONS OFFICE

WITH THE SUPPORT OF:
ADB, ILO, THE WORLD BANK, IBRD • IDA | WORLD BANK GROUP

Managing the current risks brought about by the Covid-19 pandemic and other economic shocks will be crucial in continuously improving labor market conditions.



Sec. Karl Kendrick T. Chua
NEDA
RECHARGE.PH
TGER-NERS JOB SUMMIT
1 MAY 2021

The Bureau of Local Employment of the Department of Labor and Employment served as the secretariat for the Task Group on Economic Recovery (TGER) and National Employment Recovery Strategy (NERS) jointly-organized activity, overseeing coordination among the 20 NERS Task Force member agencies, three (3) international development partner organizations, and the Presidential Communications Operations Office (PCOO) which provided communications services for the activity.

In his welcome remarks, Cabinet Secretary Karlo Nograles honored the contributions of the Filipino workforce to the economy. He emphasized the importance of social dialogue for the country's holistic and inclusive recovery, commending the TGER and NERS Task Force for the Summit's accomplishments towards this end.

The country directors of the NERS development partners: Kelly Bird of ADB, Khalid Hassan of the International Labour Organization, and Ndiame Diop of the World Bank; each delivered messages of support

for the government's recovery efforts and initiatives. They reaffirmed their commitment to extend assistance towards the country's recovery, pledging to maintain active support to the Philippines' program and policy interventions.

Technical Education and Skills Development Authority Secretary and NERS co-chairperson Isidro Lapeña recounted the journey to the Job Summit, the result of a meaningful collaboration with over 500 employer and worker groups, and more than 2,000 participants. This was followed by the presentation of the outcome of the pre-summit activities: the Labor Sector Agenda and the Business Sector Agenda.

The Labor Sector Agenda was presented by Representative Raymond Democrito C. Mendoza of the Trade Union Congress of the Philippines, while the Business Sector Agenda was reported by Amb. Benedicto V. Yujuico, President of the Philippine Chamber of Commerce and Industry. The sectoral agendas contained the program and policy recommendations of the labor and employer groups towards inclusive employment recovery.



[It is best that we return and revert to that classic trifecta of job generation tested and proven over decades – relief for workers, recovery particularly for marginalized sectors, and finally for reform for the future.

Sen. Imee R. Marcos
SENATE
LEGISLATIVE'S RESPONSE
TGER-NERS JOB SUMMIT
1 MAY 2021



**National
Employment
Recovery
Strategy**
2021-2022

8-Point Employment Recovery Agenda

The NERS 8-Point Employment Recovery Agenda encapsulates the convergence programs of various Departments and Agencies that contribute to the overall objective of generating more employment and entrepreneurship opportunities while reviving companies affected by the pandemic.

ALLOCATED BUDGET: **PHP 1.139 T** | PROPOSED BUDGET: **PHP 24 B**
TARGET BENEFICIARIES: **1.421 M**

1 Approval of the Proposed Wage Subsidy for Private Sector Workers

The proposed wage subsidy program is a safety net program which aims to save jobs, promote employee retention, and augment income loss of affected workers in the formal sector. Priority will be given to (i) MSMEs currently implementing Flexible Work Arrangements (FWAs) or Temporary Closure (TC), (ii) other MSMEs, and (iii) establishments availing of the zero or low interest loan facility of DTI-SB Corp and CARES program.

Agencies involved: DOLE, DBM, DOF, DTI, NEDA

PROPOSED BUDGET:
PHP 24 B

PROJECTED BENEFICIARIES:
1 MILLION

2 Conduct of a Job Summit

The 20 NERS Task Force agencies partnered with the International Labor Organization (ILO), World Bank (WB), and the Asian Development Bank (ADB) to conduct focus group discussions (FGDs) for various sectors leading to the Pre-Summit Dialogues. These events—gathering together more than 500 organizations with more than 2,000 participants—helped to identify priority action agenda to address the challenges of the labor market under the “New Normal.”

3 Support the passage of priority legislations and policies that strengthen economic and employment recovery

LEDAC Priority Bills: Amendments to the Public Service Act, Amendments to the Retail Trade Liberalization Act, and Amendments to the Foreign Investments Act

DTI, DOF, NEDA

Bayanihan to Arise as One Act (HB 8031 and 8628), and Bayanihan to Rebuild as One Act (HB 8059)

DTI

Warehouse Receipt Bills

SEC

Policy on Local Preference on Government Procurement

GPPB

Policy on Consumer Welfare (Revised Consumer Act of the Philippines)

DTI

Enterprise and Entrepreneurial Support: Pondo sa Pagbabago at Pag-asenso (P3) Act, Amendments to the Magna Carta for Micro, Small, and Medium Enterprises (MSMEs), One Town, One Product (OTOP) Philippines Act

DTI



Industry-Specific Legislations: E-vehicles, creative industries, Philippine Rubber Industry Development, Philippine Bamboo Industry Development

DTI

Enabling Policies: Internet Transactions Act (ITA), Pandemic Protection Act (PPA), 30-year Long-term Infrastructure Development Plan

DTI

4 Promote retooling and upskilling of workers

BUDGET:
PHP 11.1 B

BENEFICIARIES:
407,804

Tsuper Iskolar Program

TESDA &
DOTR

Community-Based Tourism Organization (CBTO) Re-Start Program

DOT

Implementation of the Tulong Trabaho Act

TESDA

Skills Training for Employment/Entrepreneurship Program (STEEP)

DTI &
TESDA

TESDA 911 Trabaho App

TESDA

Kapatid Mentor Me Program, PTTC-GMEA Advancement of Skills and Competencies of Entrepreneurs towards the Internationalization Agenda, etc.

DTI

TESDA Scholarship Programs (i.e., STEP, PESFA, UAQTEA, BKSTP)

TESDA

Rice Competitiveness Enhancement Fund – Rice Extension Services Program (RCEF-RESP)

TESDA &
DA

Capacity-building programs for Agricultural Extension Workers (AEWs) and other extension service providers

DA

Pivot Embrace Technology (PET) Project

DTI

Manpower trainings to retool and upskill tourism workers and stakeholders

DOT

E-Learning and School On Air (SOA)

DA

5 Full implementation of youth employability programs

BUDGET:
PHP 1.759 B

BENEFICIARIES:
85,159

Government Internship Program

DOLE

Scholarship Program on Continuing Education for the Youth

DA

Special Program for Employment of Students

DOLE

Young Filipino Farm Leaders Training Program in Japan

DA

JobStart Philippines

DOLE

Mentoring and Attracting Youth in Agribusiness (MAYA) Program

DA

Career Advocacy and Employment Coaching

DOLE

Youth Entrepreneurship Program (YEP)

DTI

EasyAgri Scholarship Program

DA

6 Extend assistance to establishments through loans, deferment of applicable fees, upgrading of processes

BUDGET:
PHP 14.81 B

BUSINESSES
ASSISTED:
37,350

JOBS
CREATED:
140,633

Small Enterprise Technology Upgrading Program (SETUP), Community Empowerment thru Science and Technology (CEST), & Innovation for Filipinos Working Distantly from the Philippines (iFWD PH)

DOST

Enterprise Start-ups (HEROES) Program CTRL+Biz, Livelihood Seeding Program, Bagsakan Special Project, "Buy Lokal, Go Lokal" Campaign

DTI

COVID-19 Assistance to Restart Enterprises (CARES) Program, Shared Service Facilities (SSF) Program, Helping the Economy Recover thru OFW

DTI

Issuance of World Trade and Tourism Council Safe Travels Seals, Issuances on Health and Safety Protocols and Guidelines for Operation of Tourism Enterprises, Waiving of accreditation fees for tourism enterprises, Hospitality

DOT

Sanitation Support Program, CARES for TRAVEL Program

DOT

Survival and Recovery (SURE) Assistance Program, & Expanded SURE Aid and Recovery Project (SURE COVID-19)

DA

DOLE NWPC Productivity Toolbox

DOLE

Implementation of AgriFishery Credit Programs: AgriNegosyo (ANYO), Kapital Access for Young Agripreneurs (KAYA),

DA

Enterprise Development and entrepreneurship Development (EDES)

DAR

7 Provide social protection to vulnerable groups

DOLE Integrated Livelihood and Emergency Employment Program

DOLE

BUDGET:
PHP 1.1 B

DOLE Integrated Livelihood Program

DOLE

Tulong Panghanapbuhay sa Ating Disadvantaged/Disadvantaged Workers

DOLE

BENEFICIARIES:
112,541

Contact Tracers under TUPAD Program

DOLE

FAMILIES:
112,541

Mission RACE

DOLE

Sustainable Livelihood Programs

DSWD

ENTREPRENEURS:
28,208

Livelihood Seeding Program-Negosyo Serbisyo sa Barangay

DTI

Community Facemask Project

DTI

Cash subsidy for affected transport sector workers

DOTr

8 Monitor and support continuous implementation of programs with high impact on employment

BUDGET:
PHP 1.2 T

JOBS:
220,000

Build, Build, Build

DPWH

Balik Probinsya, Bagong Pag-Asa

BP2TF

Integrating Workforce Opportunities for Rebalanced Communities (iWORC)

DILG, TESDA, DOLE, DTI

Public-Private Partnership for the People Initiative for Local Governments (LGU P4)

DILG

Support to National Convergence and Initiatives for Sustainable Rural Development (NCI-SRD)

DA, DENR, DAR, DILG



The NERS 8-Point Employment Recovery Agenda will help improve employability and productivity of workers while providing support to existing and emerging businesses.



Sec. Ramon M. Lopez
DTI
NERS CHAIRPERSON
TGER-NERS JOB SUMMIT
1 MAY 2021

In response to the Labor and Business Sector Agendas, Secretary Karl Kendrick T. Chua of the National Economic Development Authority presented RechargePH, the government's recovery action plan based on the updated Philippine Development Plan 2017-2022 and from which the NERS takes off.

Department of Trade and Industry Secretary and NERS chairperson Ramon Lopez presented the NERS 8-point Employment Recovery Agenda which is expected to contribute to job generation. The conduct of the Job Summit forms part of the agenda,

MESSAGES OF SUPPORT FROM THE NERS DEVELOPMENT PARTNERS

During the TGER-NERS Job Summit on Labor Day, 1 May 2021, the NERS international development partner organizations delivered messages of support to the recovery agenda.

“ADB remains committed to support the Philippines get through this pandemic and return to high economic growth and job creation. In 2020 ADB provided concessional financing amounting to \$4.2 billion. A record amount for ADB. We commit to working with the government and stakeholders in labor and industry to operationalize many of the NERS recommendations through our upcoming programs and projects.”



Kelly Bird

Country Director
Asian Development
Bank

“The COVID-19 pandemic has a human face and, certainly calls for a human-centred response by investing in people’s capabilities, decent and sustainable work, and institutions of work. The ILO is committed to support the NERS together with the government, employers’ and workers’ organizations in line with the Decent Work Country Programme of the Philippines.”



Khalid Hassan

Country Director
International Labour
Organization

“Since the pandemic, the World Bank has provided large scale financial support to the Philippines ... Going forward, we remain strongly committed to continuing to support the government’s efforts to recover from this crisis and build back better. In our efforts to rebuild, we can generate a recovery that ensures a broad and lasting rise in prosperity, especially for the poorest and most vulnerable.”



Ndiamé Diop

Country Director
The World Bank

emphasizing the Task Force's commitment to a whole-of-society approach in addressing the employment challenges of the pandemic.

Senator Imee R. Marcos, presented the legislative perspective in response to the presentation of the Action Agenda. Acknowledging the efforts of the National Government Agencies in upskilling the workforce, she called for more relief measures designed to mitigate the economic impact of the coronavirus pandemic on Filipino workers, including those in the informal economy.

The activity concluded with the keynote address of President Rodrigo Roa Duterte, as introduced by DOLE Secretary and NERS co-chairperson Silvestre H. Bello III. In his pre-recorded video, he expressed appreciation for the TGER and NERS Task Force for jointly organizing the summit. He hopes the summit inspires stronger cooperation among stakeholders so that the labor force is provided with more opportunities for their welfare and development.



“I ... hope that [the Job Summit] will inspire stronger cooperation amongst the stakeholders so that we may provide our labor force with more opportunities for their improved welfare and development. May [it] be instrumental in making all workers an important catalyst for the revival of our economy.”

President Rodrigo Roa Duterte
KEYNOTE ADDRESS
TGER-NERS JOB SUMMIT
1 MAY 2021