



Department of  
Labor and Employment



# Report on the on-going process towards developing the Philippine Labor and Employment Plan(LEP) 2017-2022

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# I. Deriving the Plan

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## Background

In 2011, the Department of Labor and Employment (DOLE), in collaboration with the social partners led by the National Tripartite Advisory Committee (NTAC) on Decent Work, other government agencies, civil society and international organizations, undertook a consultative process to develop the Philippine Labor and Employment Plan 2011-2016. The LEP, a “tripartite-plus” plan aligned with the Philippine Development Plan 2011-2016, provides the consolidated strategic direction for labor and employment in the medium-term.

With the implementation period of the LEP coming to a close and to prepare for the transition to the next medium-term development planning cycle, the DOLE, with support from the International Labour Organization, held a series of consultation and capacity-building activities to assess the implementation of the existing plan and develop the proposed Philippine Labor and Employment Plan 2017-2022.

## Plan Framework

As shaped by the inputs, the LEP 2017-2022 is expected to contribute to the national goal that will be set by the next Philippine Development Plan as well as in fulfilling our multi-lateral and regional commitments. To operationalize the attainment of decent work, the proposed LEP will formulate outcomes for the following key pillars: Employment; Labor Relations, Labor Standards, and Social Dialogue; and Social Protection including migration and development. Rights at Work, Gender and Development, and Labor Governance concerns will be mainstreamed during the consultation process. Once pillar outcomes are formulated, specific challenges and strategic priorities to address them will be identified. The LEP process is designed provide for a multisectoral platform for a more inclusive consultation.

## Deriving the Plan

Starting February 2016, the DOLE gather inputs from key stakeholders – workers (formal labor, public sector workers, informal sector workers, women, youth, migrant workers, persons with disabilities), employers, government agencies and civil society (i.e non-government organizations). This process included:

- **Area-Wide Consultation in Luzon, Visayas, Mindanao.** Three Area-Wide consultations were held in February highlighting the assessment of the current plan as well as draw inputs from regional stakeholders on outcome, challenges and strategic priorities for the next LEP.
- **Area-Wide Labor Dialogues and the National Labor Forum on Securing Decent Work for the Future.** Three Area-Wide Labor Dialogues were held in April to gather the sectoral perspective of labor on the challenges and strategic action with respect to the future of work. The National Labor Agenda as output was adopted during the National Labor Forum held in April 30.
- **Workshop on the Decent Work Country Diagnostics.** To assess the country’s progress on decent work as well as prepare the statistical requirements for the Sustainable Development Goals

2030, the ILO as part of its technical assistance, are working with DOLE to prepare the Philippine Decent Work Diagnostics (updated Philippine Decent Work Country Profile). The report aims to provide a comprehensive assessment on key decent work trends and issues to surface persisting and emerging decent work gaps as critical input in formulating the strategic actions in the next LEP.

- **Employers Sectoral Consultation.** To gather the sectoral perspective of employers on the challenges and strategic action with respect to the future of work, a sectoral consultation was held in May among industry players identified as key employment generators. Improving global competitiveness particularly in the area of labor market efficiency was highlighted in the discussion with the employers.
- **Review of the Results of the Consultations vis-à-vis the 10-Point Economic Agenda and Policy Pronouncements.** The DOLE LEP Technical Working Group reviewed the results of the labor and employer sector consultations vis-à-vis the 10-Point Economic Agenda and Policy Pronouncements of the new Administration. The labor sector's response was presented during the NTIPC meeting held on 29 June 2016.

## Key Inputs

In crafting the strategic outcomes, thrusts and priorities for the next LEP, key documents were reviewed as inputs and as part of a comprehensive environmental scanning of labor and employment situation and prospects at the global, regional and national levels, including international commitments of the Philippines. These include the following:

### Global and Regional

- **Sustainable Development Goals** as the post-MDG/2015 agenda where 11 labor and employment-related goals and targets were identified with goal 8 as core to promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all;

GOAL 1:	end poverty in all its forms everywhere
GOAL 2:	end hunger, achieve food security, and improved nutrition and promote sustainable agriculture
GOAL 3:	ensure healthy lives and promote well-being for all at all ages
GOAL 4:	ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
GOAL 8:	promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all
GOAL 9:	build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
GOAL 10:	reduce inequality within and among countries
GOAL 11:	make cities and human settlements inclusive, safe, resilient, and sustainable
GOAL 13:	take urgent action to combat climate change and its impacts
GOAL 16:	promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels
GOAL 17:	strengthen the means of implementation and revitalize the global partnership for sustainable development

- **2015 Human Development Report** which gives particular attention to work as fundamental driver of human development;
- **ILO Future of Work** which tackles policy issues and framework for future initiatives on jobs, equity, sustainability, human security, labour mobility, social dialogue;
- **World Employment and Social Outlook 2016** which discusses a forecast of global unemployment levels, looking at the situation in developed, emerging and developing economies, as well as the scale of the informal economy and provides policy guidance to boost decent work opportunities around the globe;
- **ILO Core Labor Standards** and Reports of the **ILO Committee of Experts on the Application of Conventions and Recommendation**

#### CORE LABOR STANDARDS

Freedom of Association and Protection of the Right to Organise Convention (No. 87)

Right to Organise and Collective Bargaining Convention (No. 98)

Forced Labour Convention (No. 29)

Abolition of Force Labour Convention (No.105)

Minimum Age Convention (No. 138)

Worst Forms of Child Labour Convention (No. 182)

Equal Remuneration Convention (No. 100)

Discrimination in Employment and Occupation (No. 111)

- **2015 World Report on Child Labour** which highlights the close linkages between child labour and good youth employment outcomes, and the consequent need for common policy approaches to addressing these challenges;
- **2015 Trafficking in Persons Report** which highlights the hidden risks that workers may encounter when seeking employment and the steps that governments and businesses can take to prevent trafficking, including a demand for transparency in global supply chains;
- Multi-lateral and Regional Commitment

- **Global Reports on Competitiveness Report**

- ✓ Capacity to attract talent
- ✓ Capacity to retain talent
- ✓ Reliance on professional management
- ✓ Women participation in the labor force
- ✓ Pay and productivity
- ✓ Effects of taxation on incentives to work
- ✓ Flexibility in wage determination
- ✓ Cooperation between labor and management
- ✓ Hiring and firing
- ✓ Redundancy costs

- **Economic Freedom Index**

- ✓ Ratio of minimum wage to the average value-added per worker
- ✓ Hindrance to hiring additional workers
- ✓ Rigidity of hours
- ✓ Difficulty of firing redundant workers
- ✓ Legally-mandated notice period
- ✓ Mandatory severance pay

- **Other global reports such as on corruption, etc.**

## National

- **Socio-Economic Reports** which highlights Philippine Development Plan assessments particularly the challenges and future strategies;
- LEP Assessment Report 2011-2015;
- HRD Roadmap of Key Industries;
- **World Bank Report on Employment and Poverty in the Philippines** which analyses labor market performance in the Philippines using the lens of workers' welfare.
- **10-Point Agenda and Policy Pronouncements of the New Administration**

ECONOMIC AGENDA AND POLICY PRONOUNCEMENTS		
	1	Continue and maintain current macroeconomic policies, including fiscal, monetary, and trade policies
	2	Institute progressive tax reform and more effective tax collection, indexing taxes to inflation
	3	Increase competitiveness and the ease of doing business
	4	Accelerate annual infrastructure spending to account for five percent (5%) of Gross Domestic Product (GDP), with Public-Private Partnerships playing a key role
	5	Promote rural and value chain development toward increasing agricultural and rural enterprise productivity and rural tourism
	6	Ensure security of land tenure to encourage investments and address bottlenecks in land management and titling agencies
	7	Invest in human capital development
	8	Promote science, technology and creative arts to enhance innovation and creative capacity
	9	Improve social protection programs, including the government's Conditional Cash Transfer program, to protect the poor against instability and economic shocks
	10	Strengthen implementation of the Responsible Parenthood and the Reproductive Health Law (RH Law)
	*	Streamline the bureaucracy, promote the observance of the rule of law, and strengthen the justice system (including labor justice)



## II. Proposed Labor and Employer Sector Response to the 10-Point Economic Agenda and Policy Pronouncements

### Employment

#### Agenda

- 3. Increase competitiveness and the ease of doing business
- 5. Promote rural and value chain development toward increasing agricultural and rural enterprise productivity and rural tourism
- 7. Invest in human capital development
- 8. Promote science, technology and creative arts to enhance innovation and creative capacity

#### Existing Policies and Programs

##### **EMPLOYMENT FACILITATION**

- Enhanced Phil Jobnet
- Public Employment Services
- Labor Market Information
- Career Guidance and Employment Coaching

##### **SKILLS / PROFESSIONAL DEVELOPMENT**

- Training-for-Work Scholarship Program (TWSP)
- Technical and Vocational Education and Training (TVET), including Assessment and Certification
- Maritime training
- Continuing Professional Development
- Mutual Recognition of Professional Qualification

##### **YOUTH-BRIDGING PROGRAMS**

- Special Program for the Employment of Students (SPES)
- JobStart Philippines
- Government Internship Program (GIP)

##### **COMPETITIVENESS AND PRODUCTIVITY**

- Two-Tiered Wage System (TTWS)
- Productivity Toolbox

#### Way forward (Proposed LEP 2017 – 2022)

##### **LABOR SECTOR**

- Implement a comprehensive national industrial policy that creates value-added supply chain by linking labor-intensive sectors with competitive and comparative advantages, such as agriculture and industry, to sustain investments and create employment opportunities, and by aligning monetary, fiscal, financial, and trade and investment policies in support of the Comprehensive National Industrial Strategy (CNIS) (*Concerned agencies: NEDA, DTI, DA, DOF, DOLE*);



- Stimulate decent and productive job creation by helping create a business environment conducive to foreign and local investments, such as lowering the cost of doing business (i.e., transport and utility costs, business fees and permits), streamlining bureaucratic processes, and ensuring compliance with labor laws and social legislations (Concerned agencies: NEDA, DTI, DBM, DILG, DOTC, DOF, DPWH, BIR, DOLE);
- Increase government spending on education, health, and infrastructure to ensure that our workforce remains competitive and productive (*Concerned agencies: DBM, Congress, DepEd, CHED, DOH, DPWH, CSC, DOLE*);
- Promote green jobs in key industries, such as construction, mining and manufacturing as a new source of local employment opportunities (Concerned agencies: CCC, DENR, DPWH, DOE, DOLE, DTI);
- Address unemployment and job-skills mismatch, and produce globally competent workforce through:
  - Intensifying skills training, upgrading, and retooling programs consistent with the global standards (Concerned agencies: DOLE, TESDA, PRC, CHED, DepEd);
  - Establishing skills training centers or hubs equipped with advanced technology (Concerned agencies: DTI, DOST, NYC);
  - Reviewing education curriculum and harmonizing all enterprise-based training models (i.e., learnership, apprenticeship, and On-the-Job Training) (Concerned agencies: DOLE, TESDA, PRC, CHED, DepEd);
  - Implementing youth exchange programs with other economies (Concerned agencies: DFA, DepEd, CHED); and
  - Increasing funds for the Government Internship Program (GIP) and Special Program for the Employment of Students (SPES) (Concerned agencies: DOLE, DBM).
- Intensify promotion of entrepreneurship and strengthen the implementation of the Go Negosyo Law to maximize the benefits and incentives accorded to Micro, Small and Medium Enterprises (MSMEs), including the following:
  - Rationalization of operations of training centers in each region to support small entrepreneurs and farmers in developing sustainable enterprises by putting together convergent services for business incubation, technology, and innovation services (Concerned agencies: DTI, DOST, DILG, DA, DOLE); and
  - Easy access to finance, credit, technology, information, training and strategic linkages (Concerned agencies: DTI, DILG, DOST).
- Improve the employability and quality of employment of workers in the informal economy by transitioning them into the formal economy through:
  - Increasing the number and upgrading of facilities of TESDA-accredited learning centers and training providers for the informal sector (*Concerned agencies: DOLE, TESDA*); and
  - Prioritizing youth, women, and workers in the informal economy in technical-vocational education and skills development programs (*Concerned agencies: DOLE, TESDA, DepEd, CHED, NYC*).
- Increase productivity and employment in the agricultural sector through the adoption of policies that will establish the national framework for the management and allocation of natural resources (passage of National Land Use Bill), facilitate the immediate release of coconut levy fund, and accelerate infrastructure development including irrigation system (*Concerned agencies: DA, PCA, NIA, DAR, DPWH*);
- Promote better coordination between employers, academe, government, and international development partners by analyzing demand and supply information in the labor market and by efficiently disseminating labor market information through PESOs down to the barangay level (*Concerned agencies: DOLE, DTI, DILG, CHED, DepEd*).

## EMPLOYER SECTOR

- Promote better business environment conducive to foreign and local investments, with the end view of raising competitiveness of the country and improving productivity and efficiency;
- Address job-skills mismatch and produce globally competent workforce;
- Increase productivity in the agricultural sector by revitalizing and promoting farming and fishing industries, which may be done through strategies;
- Promote partnership between and among small and big industry players, minimizing instances of poaching or pirating of skilled workers;
- Promote better coordination between employers, academe, government, and international development partners by analyzing demand and supply information in the labor market and by efficiently disseminating labor market information through PESOs down to the barangay level

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# Labor Relations, Labor Standards, and Social Dialogue

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## Agenda

### 3. Increase competitiveness and the ease of doing business

- \* Promote the observance of the rule of law, and strengthen the justice system (including labor justice)

## Existing Policies and Programs

- Labor Laws Compliance System (LLCS)
- Single Entry Approach (SEnA)
- Conciliation-Mediation
- Project SpeED (Speedy and Efficient Delivery of Labor Justice)
- Tripartism and Social Dialogue
- Labor and Employment Education Services (LEES)
- Labor-Management Councils (LMCs)
- Two-Tiered Wage System (TTWS)
- Productivity Toolbox

## Way forward (Proposed LEP 2017 – 2022)

### LABOR SECTOR:

- Ensure and strengthen compliance with labor laws by:
  - Passing a law institutionalizing the Labor Laws Compliance System (LLCS) (*Concerned agencies: Congress, DOLE*);
  - Passing a law penalizing violations of General Labor Standards (GLS) and Occupational Safety and Health (OSH) Standards, imposing stricter penalty for repeated refusal of entry to Labor Law Compliance Officers (LLCOs), and requiring labor compliance in the issuance and/or renewal of business permits (*Concerned agencies: Congress, DOLE, DILG, DTI*);
  - Intensifying advocacy on the promotion of labor rights, including the right to self-organization and collective bargaining (*Concerned agency: DOLE*);
  - Integrating labor rights, including the right to self-organization, in high school and university curricula (*Concerned agencies: DOLE, DepEd, CHED*);
  - Deputizing labor unions to conduct labor law compliance assessment in private establishments (*Concerned agencies: DOLE, Congress*);
  - Strictly enforcing and executing Compliance Orders of DOLE Regional Offices and decisions of the NLRC, and allowing automatic execution of the same after 10 days (*Concerned agencies: DOLE, NLRC*);
  - Passing the bill on anti-discrimination at the workplace, specifically among women and youth for them to have equal access to employment and other opportunities (*Concerned agencies: DOLE, Congress*);
  - Requiring lactation station/facility in the renewal and/or issuance of building and business permits (*Concerned agencies: DOLE, DILG, DPWH, DTI*);
  - Intensifying facilitation of Labor-Management Committees (LMCs) and mandate election of workers' representatives as LMC officers, except when the company is unionized, to sustain compliance with labor laws and productivity (*Concerned agency: DOLE*).

- Promote regular employment as the primary mode of employment and eliminate the prohibited practice of contractualization by:
  - Addressing the increasing incidence of precarious work and amending the provisions of D.O. 18-A, or the new rules on contracting and subcontracting, to ensure workers' right to security of tenure (*Concerned agency: DOLE*);
  - Passing the bill on security of tenure of workers in the private and public sector (*Concerned agencies: DOLE, CSC, Congress*);
  - Clarifying the employment status of realty agents in relation to developers and brokers and standardize payment of realty commission to ensure compliance with labor standards in the realty industry (*Concerned agency: DOLE*); and
  - Reviewing regulatory policies concerning on-the-job training (OJT) and apprenticeship so that students and apprentices are protected from abusive and unscrupulous companies (*Concerned agencies: DOLE, TESDA, DepEd, CHED*).
- Enhance open, broad-based, and transparent tripartism and social dialogue through:
  - Ensuring representation of women, youth, migrants, workers in the informal economy and public sector in the NTIPC, RTIPCs, ITCs, and LGU bodies (*Concerned agencies: DOLE, DILG*);
  - Promoting social dialogue to build consensus on national, sectoral and agro-industrial reform initiatives (*Concerned agencies: DOLE, DTI, DA, NEDA*).
- Create an atmosphere that ensures the effective exercise of the right to collective bargaining through:
  - Promoting the practice of multi-employer bargaining across the supply chain and explore the adoption of industry-wide, supply chain-wide, and establishment-based organizing and bargaining, and provide support to such organizational thrust (*Concerned agencies: DOLE, Congress*);
  - Reviewing tax exemption granted to workers both in the public and private sector to promote the right to collective bargaining and increase their take home pay (*Concerned agencies: DBM, CSC, DOF, BIR, DOLE*);
  - Providing legal framework on the right to collective bargaining of workers in the informal economy (*Concerned agencies: Congress, DOLE*); and
  - Forging a Memorandum of Agreement between DOLE and National Electrification Administration to strengthen the promotion of the right to self-organization and collective bargaining and settlement of labor disputes in electric cooperatives (*Concerned agencies: DOLE, DOE, NEA*).
- Promote decent work in the public sector through:
  - Reviewing employment relations policies for government employees to eliminate job order work arrangement and to prioritize hiring of job order employees as regular employees and placement of displaced workers in government agencies, and allowing telecommuting and flexible working arrangements, subject to CSC rules and regulations (*Concerned agencies: DBM, CSC*);
  - Reviewing the Salary Standardization Law for government employees to ensure pay and equity of salary and benefits among all government employees working in NGAs, LGUs, GOCCs and SUCs, and determining the minimum wage for the public sector (*Concerned agencies: CSC, DBM, DILG, CHED, GCG*);
  - Institutionalizing the assessment of OSH compliance in government agencies and offices (*Concerned agencies: OSHC, CSC*);
  - Passing the Civil Service Code to strengthen the Public Sector Labor-Management Council (PSLMC) and providing a national and sectoral standards framework for public sector unionism to cover settlement of disputes, collective negotiation, social dialogue, representation, and the right to strike (*Concerned agencies: CSC, Congress*);
  - Amending Executive Order No. 180 to ensure representation of teachers and public sector unions' right to vote (*Concerned agencies: CSC, DOLE, Congress*);
  - Institutionalizing social dialogue mechanism in the public sector through the issuance of an Executive Order or a CSC Resolution (*Concerned Agencies: DOLE, CSC*); and

- Crafting a Comprehensive National Public Sector Human Resource Development Action Plan (*Concerned agency: CSC, CESB*)
- Improve the quality of jobs and facilitate the transition of workers from the informal to the formal economy (*Concerned agencies: DOLE, DTI, DA, Congress*) through:
  - Passing of the Magna Carta of Workers in the Informal Economy and a law or ordinance designating legal vending places and terminals for small transports, and promoting safety, hygiene and sanitation in those places to ensure compliance with occupational safety and health standards (*Concerned agencies: DOTC, DILG, DOLE, Congress*);
  - Assessing public markets and transport terminals to ensure compliance with occupational safety and health standards among small farmers, vendors, and transport workers (*Concerned agencies: DOLE, DA, DOTC, DILG*);
  - Registering informal economic units in LGUs, and creating a Committee on Social Protection for Workers in the Informal Economy at the LGU Level (*Concerned agencies: DILG, DOLE*); and
  - Ensuring payment of hazard pay for informal sector workers exposed to hazardous working conditions (*Concerned agencies: DOLE, DA, DOTC, DILG*).
- Promote work-life balance in the private and public sector by introducing flexible work-time arrangements and other forms of employment without compromising productivity and the right to self-organization (*Concerned agencies: DOLE, CSC*); and
- Expedite ratification of ILO Convention No.:
  - **C151** on labor relations in the public service,
  - **C155** on occupational safety and health,
  - **C187** on promotional framework for occupational safety and health,
  - **C81** on labor inspection,
  - **C177** on homeworkers,
  - **C188** on work in fishing sector, and
  - **C181** on private employment agencies

## EMPLOYER SECTOR

- Strengthen and promote social dialogue mechanisms through tripartism by conducting inclusive consultations with concerned stakeholders prior to the issuance of industry rules and regulations
- Encourage the adoption by Labor Management Councils (LMCs) of productivity improvement programs focused on improving communication and productivity in addition to monetary reward and gainsharing
- Promote strict compliance with General Labor Standards and Occupational Safety and Health Standards
- Review and/or introduce schemes that will improve productivity in the industry
- Promote the speedy and efficient administration of labor justice

### Agenda

5. Promote rural and value chain development toward increasing agricultural and rural enterprise productivity and rural tourism
9. Improve social protection programs, including the government's Conditional Cash Transfer program, to protect the poor against instability and economic shocks
10. Strengthen implementation of Responsible Parenthood and the Reproductive Health Law (RH Law)

### Existing Policies and Programs

- DOLE Integrated Livelihood and Emergency Employment Program (DILEEP)
- Social Amelioration Program for Sugarcane Workers
- Child Labor Prevention and Elimination Program
- *Kasambahay* Program
- Family Welfare Program
- On-site services for OFWs
- Reintegration Program for OFWs
- Welfare and Repatriation Program

### Way forward (Proposed LEP 2017 – 2022)

#### LABOR SECTOR:

- Establish a nationally-defined social protection floor (SPF) based on the results of the assessment-based national dialogue (ABND), and facilitate its implementation by sourcing funds for its various programs (*Concerned agencies: DSWD, DOH, DepEd, NEDA, DOLE, SSS, GSIS, PhilHealth, PAG-IBIG*);
- Amend the SSS/GSIS Law to:
  - Increase the minimum pension;
  - Institutionalize mandatory coverage of OFWs and workers in the informal economy;
  - Lower the mandatory retirement age of workers in the public and private sector from 65 years old to 60 years old, and the optional retirement age from 60 years old to 55 years old in the absence of a Collective Bargaining Agreement (CBA), and improve the retirement package should be complemented with livelihood programs; and
  - Establish/provide employment insurance and/or assistance which linked with active labor policies (e.g., employment facilitation services, livelihood assistance) for displaced workers and seasonal workers, including OFWs and workers in the informal economy. (*Concerned agencies: Congress, SSS, GSIS, OWWA, CSC, DOLE*)
- Develop innovative and affordable schemes to enroll and sustain the membership of vulnerable sectors in the Social Security System (*Concerned agencies: DOLE, SSS, DSWD*);

- Increase amount of financial and loan assistance to displaced workers and ensure continuation of social insurance benefits (i.e., SSS, PhilHealth, and Pag-Ibig) in cases of displacement (*Concerned agencies: SSS, DOLE, CSC, Pag-Ibig*);
- Intensify implementation of active labor market policies and programs that enhance employability of vulnerable workers (displaced workers, workers affected by crisis, workers in the informal economy, displaced and distressed OFWs, youth and women) by facilitating their (re)integration and, where appropriate, their re-employment through placement in government agencies (*Concerned agencies: DOLE, OWWA, CSC, NRCO, TESDA*);
- Expand cash-for-work programs to include housing and financial assistance, and issue a special proclamation for facilitating locally-funded loans to public and private sector workers who are victims of calamities (*Concerned agencies: DBM, CSC, SSS, PAGIBIG, GSIS*);
- Develop sustainable livelihood and entrepreneurship schemes for vulnerable workers (particularly the youth, women and informal sector workers) by intensifying advocacy on financial literacy and community-based cooperatives, establishing partnership with other entities to market link of products and services of livelihood projects of vulnerable workers and workers in the informal economy, and providing wider access to productive resources (i.e., capital, credit and technology) to enhance access to market supply chains (*Concerned agencies: DTI, DOLE, DOST, DA, TESDA, CDA*).
- Promote Occupational Safety and Health by:
  - Developing OSH profile for the informal sector at the local level (for work-related diseases and hazards) (*Concerned agencies: DOLE and DILG*);
  - Providing annual healthcare insurance and annual physical examinations for workers in the public sector (*Concerned agencies: DBM, CSC, GSIS, PhilHealth*);
  - Exploring hazard insurance for workers in highly hazardous industries and simplifying requirements for entitlement to hazard pay (*Concerned agencies: DOLE, DBM, CSC*);
  - Intensifying health and safety education towards increasing health consciousness particularly among workers in the informal economy (*Concerned agencies: DOLE, DepEd, CHED, CSC*); and
  - Raising awareness on programs, services, and benefits that could be claimed under the Employees' Compensation Program (ECP) of the Employees' Compensation Commission (ECC) (*Concerned agencies: DOLE, ECC, OSHC*).
- Review and improve the following social safety nets for specific sectors: (a) implementation of crop insurance; (b) distribution of the Social Amelioration Fund for workers in both sugar and coconut industries; (c) establishment of a scheme similar to the Sugar Amelioration Fund for workers in the fishing and mining industries; and (d) increase funding for DILEEP, particularly the DOLE Adjustment Measures Program for displaced workers (*Concerned agencies: Congress, DA, PCIC, SRA, PCA, DENR*);
- Expand rehabilitation program and services for occupationally-disabled workers and intensify implementation of the law mandating for the employment of persons with disabilities (PWDs) in public and private establishments by at least 1% of their workforce (*Concerned agencies: DOLE, DILG, NCDA*); and
- Develop policy to extend social protection to those engaged in virtual work (e.g., homework, telecommuting, and online-based work) (*Concerned agencies: Congress, DOLE*).

## Migration and Development

- Identify the country-level Sustainable Development Goals (SDG) indicators to promote and protect the rights of migrant workers (*Concerned agencies: DOLE, POEA, OWWA*);



- Ratify ILO Convention No. 181 (Private Employment Agencies) prohibiting private employment agencies from charging directly or indirectly, in whole or in part, any fee or cost to workers, and amend existing laws to align these with the said Convention (*Concerned agencies: DFA, DOLE, POEA*);
- Establish an office or department that will handle all migration-related concerns and provide services for active and returning OFWs (*Concerned agencies: DOLE, POEA, OWWA, Congress*);
- Strengthen policies and programs to promote the protection of the rights of migrant workers and ensure ethical and fair recruitment through:
  - Improving supervision of recruitment agencies (*Concerned agencies: DOLE, POEA, OWWA*);
  - Updating OFW databases (*Concerned agencies: DFA, DOLE, POEA, OWWA*);
  - Ensuring prosecution and conviction of human traffickers and illegal recruiters through strengthened inter-agency coordination, reforms and innovations in investigation, handling, and case build-up strategies (*Concerned agencies: DOJ, POEA, OWWA*);
  - Pursuing bilateral agreements that ensure ethical and fair recruitment, allow POLOs to conduct labor standards and occupational safety and health inspection subject to host country regulations to ensure observance of occupational safety and health standards, and promote mutual recognition of skills and qualifications (*Concerned agencies: DFA, DOLE, POEA, OSHC, CHED, PRC, TESDA*);
  - Promoting the exercise of the right to self-organization of OFWs in the host country (*Concerned agencies: DFA, DOLE*);
  - Including labor standards and occupational safety and health standards modules in the Pre-departure Orientation Seminar (PDOS) and Post-Arrival Orientation Seminar (PAOS) as well as in the Pre-Migration Decision Kit (*Concerned agencies: DOLE, POEA, OWWA, OSHC*); and
  - Effectively implementing the Joint Manual Operations in Providing Assistance to Migrant Workers and Other Filipinos Overseas (*Concerned agencies: DFA, DOLE, DSWD, DOH, POEA, OWWA*).
- Ensure that skills development and training programs meet global standards through technology transfer and ensuring a sufficient number of trainers (*Concerned agencies: DOLE, TESDA, PRC*);
- Promote social protection and coverage by:
  - Mandating SSS coverage of all OFWs (*Concerned agencies: SSS, DFA, DOLE*);
  - Setting minimum wage for all migrant workers, particularly in vulnerable occupations (*Concerned agencies: DOLE, POEA*);
  - Providing unemployment insurance to returning OFWs (*Concerned agencies: DOLE, OWWA, SSS*); and
  - Providing on-site health services to OFWs (*Concerned agencies: DOLE, DOH, PhilHealth*).
- Intensify on-site and in-country financial literacy education for OFWs and their families to encourage savings and investments; strengthened anti-scam campaign drives (*Concerned agencies: DOLE, POEA, OWWA*);
- Continuously improve social services to OFWs through:
  - Increasing start-up financial capital assistance to returning OFWs who want to start their own business and lifting the three-year requirement in availing the services (*Concerned agencies: DOLE, OWWA*);
  - Simplifying scholarship requirements for children of OFWs and creating a student loan fund to be administered by the OWWA (*Concerned agency: OWWA*);
  - Simplifying the requirements and processes in accreditation of CSOs and availing of financial assistance (*Concerned agencies: DOLE, DSWD*);
  - Ensuring effective utilization of Bottom-up Budgeting funds to support the projects and programs that enhance the capabilities and entrepreneurship opportunities of returning OFWs (*Concerned agencies: DOLE, DILG, DBM, OWWA*); and

- Allocating funding for OFW Family Circles to ensure their operation and performance of their functions (*Concerned agencies: DOLE, OWWA*).
- Strengthen the National Reintegration Program by:
  - Increasing access of OFWs to relevant training on emerging skills (*Concerned agencies: TESDA, OWWA, NRCO*);
  - Improving job search assistance to match returning migrants with local employment opportunities with competitive salary similar to the reintegration program for teachers (*Concerned agencies: DOLE, OWWA, NRCO*);
  - Encouraging OFWs to invest in employment-generating activities by making skills training, retooling, and capital assistance more accessible (*Concerned agencies: DOLE, DTI, OWWA, NRCO*); and
  - Intensifying information dissemination on the Assist WELL Program for OFWs and extending its coverage to all returning OFWs (*Concerned agencies: DOLE, OWWA, POEA, NRCO*).
- Encourage OFWs to vote for government leaders who will advance the welfare and interest of migrant workers (*Concerned groups: OFW Communities*).

## EMPLOYER SECTOR

- Introduce programs in the agriculture industry that will ensure competitiveness through promotion of stronger implementation of crop insurance to assist farmers and fishers during disaster and off-season, and promotion of delivery of agrarian reform support services by integrating financial assistance to land distribution to jumpstart livelihood for farmers, among others;
- Promote stronger cooperation between the private sector and the government in providing workers with skills trainings especially on new technologies;
- Encourage industry to set its own retirement policy for its employees through collective bargaining agreement or other applicable employment contract;
- Strengthen entrepreneurial skills of contractors to ensure continuity of business operations;
- Review and implement tax changes, i.e. tax incentives for investors, income tax, waiver of taxes for donations of used IT equipment

### Agenda

- \* **Streamline the bureaucracy, promote the observance of the rule of law, and strengthen the justice system including labor justice**

### Existing Policies and Programs

- Transparency Seal
- Efficiency and Integrity Development Plan, Tripartite Efficiency and Integrity Boards
- ISO-Certification of Frontline and Support Services, Quality Management System
- ARTA, Citizens' Charter
- Project SpeED/SEnA
- Capacity-building program for employees and stakeholders

### Way Forward (Proposed LEP 2017-2022)

#### LABOR AND EMPLOYER SECTOR

- Upgrade QMS processes to ISO 9001:2015 standards
- Utilize technology in frontline services consistent with e-Government standards, including feedback mechanism
- Improve targeting and M&E systems by developing program databases and tracer systems
- Improve personnel capacities in project management, monitoring and evaluation, labor market analysis, documentation, systems development
- Enhance merit- and performance-based recruitment and selection consistent with CSC PRIME standards
- Enhance performance management system towards linking this to rewards, incentives, and discipline under the PRAISE Guidelines and guidelines on administrative discipline