



S E N A T E

S. No. 2035

(In substitution of Senate Bill Nos. 129 and 1659)

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PREPARED AND SUBMITTED JOINTLY BY THE COMMITTEE ON ECONOMIC AFFAIRS; COMMITTEES ON CIVIL SERVICE, GOVERNMENT REORGANIZATION AND PROFESSIONAL REGULATION; AND FINANCE WITH SENATORS VILLANUEVA, MARCOS, GATCHALIAN, ANGARA, ZUBIRI, GO, AND REVILLA JR. AS AUTHORS THEREOF

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AN ACT ESTABLISHING THE NATIONAL EMPLOYMENT MASTER PLAN, TO BE KNOWN AS THE “TRABAHO PARA SA BAYAN PLAN,” APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1 SECTION 1. *Short Title.* – This Act shall be known as  
2 the “*Trabaho Para sa Bayan Act.*”

3 SEC. 2. *Declaration of Policies.* – It is the policy of the  
4 State to afford full protection to labor, local and overseas,  
5 organized and unorganized, promote full, productive and

1 freely chosen employment and livelihood, and ensure  
2 equitable employment opportunities for all, irrespective of  
3 sex, race, color, religion, political opinion, ethnicity or  
4 social origin.

5         Accordingly, the State shall, in pursuit of poverty  
6 reduction through decent jobs, sustainable enterprises, and  
7 economic transformation, ensure an environment that  
8 encourages more employment and entrepreneurship  
9 opportunities, provide comprehensive support to existing  
10 and emerging businesses, particularly to the micro, small  
11 and medium enterprises (MSMEs), and improve the  
12 employability, productivity, and competitiveness of Filipino  
13 workers.

14         In order to carry out the policies of this Act, the  
15 “*Trabaho Para sa Bayan Plan*,” as provided herein, shall  
16 serve as the State’s master plan on employment generation  
17 and recovery to realize short-term and long-term goals and  
18 visions for the country. It shall have the following  
19 objectives:

1           (a) To stimulate national and local economic growth  
2           and development through various means, including, but  
3           not limited to, aligning investment and other incentives  
4           provided by law to the creation of more decent employment  
5           and other work opportunities to address unemployment,  
6           underemployment, youth unemployment, rising precarity  
7           and informality of working arrangements, reintegration of  
8           Overseas Filipino Workers (OFWs), and other challenges  
9           in the labor market;

10          (b) To promote the employability, competitiveness,  
11          wellness, and productivity of workers through efficient,  
12          effective, and timely delivery of industry-relevant skills  
13          training and enhancement programs, reintegration  
14          pathways, active labor market activities, and other  
15          services to allow workers to gain access to and maximize  
16          opportunities in the labor market;

17          (c) To provide support and incentives to businesses,  
18          whether existing or emerging, particularly MSMEs,  
19          including increased access to financing and capital, to

1 promote self-reliance, spur employment generation, and  
2 ensure the security and protection of employment; and

3 (d) To incentivize employers, industry stakeholders,  
4 and other private sector organizations that offer training,  
5 technology, knowledge and skills transfer, upskilling and  
6 reskilling, enterprise-based training, such as  
7 apprenticeship, work immersion, or on-the-job training,  
8 and other similar activities.

9 SEC. 3. *Coverage.* – This Act shall apply to national,  
10 regional, and local government units (LGUs), without  
11 prejudice to the right of the Bangsamoro Government and  
12 its component LGUs to adopt and implement projects and  
13 programs for labor and employment, consistent with  
14 national policies, laws, rules and regulations.

15 SEC. 4. *Trabaho Para sa Bayan Plan; Action*  
16 *Components, Success Measures, and Key Performance*  
17 *Indicators.* – The *Trabaho Para sa Bayan Plan* (TPB Plan)  
18 shall be the State’s employment generation and recovery  
19 master plan. It shall include a three (3)-year, six (6)-year,

1 and ten (10)-year development timeline for its vision,  
2 mission, goals, and milestones.

3 The *Trabaho Para sa Bayan* Inter-Agency Council  
4 created under Section 5 of this Act shall formulate success  
5 measures, key performance indicators, and action  
6 components, including:

7 (a) Providing support for the establishment, business  
8 continuity, and growth of MSMEs, including start-ups and  
9 cooperatives, through increased access to financing,  
10 capital, and other incentives, transition of informal  
11 MSMEs to formality, and other support mechanisms;

12 (b) Skilling, upskilling, and reskilling the workforce,  
13 including industry-relevant skills and core skills, to  
14 improve their employability and competitiveness and to  
15 foster lifelong learning, taking into consideration the  
16 nuanced needs of workers from marginalized or vulnerable  
17 sectors;

18 (c) Encouraging and providing incentives to  
19 employers and other private sector organizations,  
20 including industry stakeholders, that offer training,

1 technology, knowledge and skills transfer, upskilling and  
2 reskilling, enterprise-based training, such as  
3 apprenticeship, work immersion, or on-the-job training,  
4 recognition of prior learning and experience, and other  
5 similar activities geared towards the improvement of the  
6 workforce;

7 (d) Empowering the workforce on their rights and  
8 obligations under the Philippine Constitution, Presidential  
9 Decree No. 442, or the Labor Code of the Philippines, and  
10 other rules and regulations, including the right to self-  
11 organization, freedom of association, and collective  
12 bargaining, through orientations, seminars, and similar  
13 modes;

14 (e) Identifying priority sectors, key and emerging  
15 industries, and other activities with high employment  
16 potential for various purposes, such as encouraging  
17 domestic and foreign direct investments, implementing  
18 targeted interventions and subsidies, and providing  
19 support to create value-adding supply chain;

1 (f) Expanding the implementation of active labor  
2 market policies, information, and programs, including  
3 employment facilitation and reintegration support for  
4 OFWs, and utilizing innovative means to improve  
5 accessibility and efficiency in delivering such services;

6 (g) Enhancing tripartism and social dialogue among  
7 workers, employers, and the government, and increasing  
8 the participation and representation of marginalized and  
9 vulnerable sectors in various labor issues and concerns;

10 (h) Addressing youth unemployment by, among  
11 others, identifying challenges in the school-to-work  
12 transition of new entrants in the labor market, including  
13 challenges confronting youth not engaged in education,  
14 employment or training (NEET);

15 (i) Providing standards for training and employment  
16 of apprentices, and formulating guidelines for the creation  
17 of apprenticeship programs and other enterprise-based  
18 education and training modalities to improve productivity  
19 and efficiency in the workforce;

1 (j) Establishing effective and inclusive grievance  
2 redress mechanisms to provide an accessible and credible  
3 channel for complaints and exact accountability to those  
4 liable for obligations and commitments;

5 (k) Providing support to, and promoting the welfare  
6 of, all workers in new forms of work arrangements, such as  
7 freelance work, whether in-person or through online  
8 platforms or gig economy;

9 (l) Formulating integrated plans and incentives to  
10 encourage and facilitate the transition of workers and  
11 enterprises from the informal to the formal economy  
12 through enabling interventions, such as, but not limited to,  
13 business registration, financial literacy programs, and  
14 enrollment in social protection programs, such as the  
15 Social Security System (SSS), Philippine Health Insurance  
16 Corporation (PhilHealth), and the Home Development  
17 Mutual Fund (Pag-IBIG);

18 (m) Promoting the adoption of ethical and fair  
19 recruitment standards and practices to protect the rights of



1 migrant workers, promote decent work, and enhance the  
2 global competitiveness of Filipino workers;

3 (n) Promoting access to and utilization of digital  
4 infrastructure in doing business among MSMEs and  
5 informal economic units to overcome the digital divide; and

6 (o) Contributing to the implementation of the full-  
7 cycle and comprehensive national reintegration program  
8 for documented and undocumented OFWs.

9 *SEC. 5. Trabaho Para sa Bayan Inter-Agency Council*

10 *(TPB-IAC)*. – The TPB-IAC is hereby established, which  
11 shall be composed of the following:

12 (a) Director-General of the National Economic and  
13 Development Authority (NEDA), as Chairperson;

14 (b) Secretary of the Department of Trade and  
15 Industry (DTI), as Co-Chairperson;

16 (c) Secretary of the Department of Labor and  
17 Employment (DOLE), as Co-Chairperson;

18 (d) Director-General of the Technical Education and  
19 Skills Development Authority (TESDA), as member;

1 (e) Secretary of the Department of Budget and  
2 Management (DBM), as member;

3 (f) Secretary of the Department of Finance (DOF), as  
4 member;

5 (g) Secretary of the Department of Interior and Local  
6 Government (DILG), as member;

7 (h) One (1) representative from the employers'  
8 organizations;

9 (i) One (1) representative from the labor  
10 organizations;

11 (j) One (1) representative from the marginalized or  
12 vulnerable sector; and

13 (k) One (1) representative from the informal sector.

14 The TPB-IAC shall meet at least every quarter or as  
15 often as may be necessary. The TPB-IAC chairpersons and  
16 members may designate their representatives, who shall  
17 have at least the rank of Assistant Secretary or its  
18 equivalent, and who must be fully authorized to decide for  
19 and on behalf of the agency represented.

1           The Secretariat of the TPB-IAC shall be composed of  
2 dedicated personnel from NEDA, DTI, and DOLE, which  
3 shall provide administrative, operational, and technical  
4 support to the TPB-IAC.

5           The TPB-IAC shall engage other government  
6 agencies and instrumentalities, as well as representatives  
7 from the labor and employers' organizations, marginalized  
8 or vulnerable sectors, and informal sectors, as may be  
9 necessary.

10           SEC. 6. *Powers and Functions of the TPB-IAC.* – The  
11 TPB-IAC shall have the following powers and functions:

12           (a) Formulate the TPB Plan that shall include action  
13 components, success measures, and key performance  
14 indicators as provided under this Act and such other  
15 strategies and activities as may be necessary;

16           (b) Monitor, review, evaluate and update, as  
17 necessary, the TPB Plan, its implementation and  
18 accomplishments, and identify gaps in execution, and  
19 recommend improvements;

1           (c) Conduct a comprehensive analysis of the  
2 employment situation and labor market in the country,  
3 global employment and economic trends, existing policies  
4 and programs affecting the workforce and specific workers  
5 in particular sectors, and map initiatives undertaken with  
6 the support of the private sector, nongovernment  
7 organizations, or international development organizations;

8           (d) Review and streamline all existing policies, plans,  
9 programs, projects, and all existing inter-agency councils,  
10 and provide directions for the alignment of their efforts  
11 with the TPB Plan to avoid duplication of functions, ensure  
12 effective use of resources, and harmonize and complement  
13 all governmental efforts;

14           (e) Assist LGUs in planning, devising, and  
15 implementing employment generation and recovery plans  
16 and programs within their localities, and ensure their  
17 alignment with the TPB Plan;

18           (f) Craft and provide guidelines for the  
19 institutionalization of the TPB Plan in each government  
20 agency; and

1 (g) Perform such other functions that may be related  
2 to the implementation of the TPB Plan.

3 *SEC. 7. Establishment of TPB-IAC Working Groups. –*

4 To pursue the implementation of the TPB Plan, working  
5 groups may be established by the TPB-IAC, as may be  
6 necessary. The creation of working groups shall be in line  
7 with the objectives and targets as may be indicated in the  
8 TPB Plan, and shall work on developing and/or enhancing  
9 employment generation and recovery in specific industries  
10 and emerging sectors, such as, but not limited to, health  
11 services, construction, tourism, agriculture, information  
12 technology and business process management, and  
13 manufacturing, as well as working groups on thematic  
14 areas.

15 Each working group shall be chaired by a government  
16 agency, as may be designated by the TPB-IAC. Industry  
17 sector representatives may also be represented and shall  
18 participate in the working groups.

19 *SEC. 8. Government Job Provision. –* The Civil Service  
20 Commission (CSC), Commission on Audit (COA), and

1 DBM, in consultation with relevant government agencies  
2 and LGUs, shall conduct an analysis and review of the  
3 existing hiring policies and standards of the government,  
4 including, but not limited to, the skills and competencies  
5 required, streamlining and improving the processes of  
6 recruitment and selection, and identifying the appropriate  
7 manpower needs of the government.

8       SEC. 9. *Role of Other Government Agencies.* – All  
9 government agencies, including LGUs, shall:

10       (a) Cooperate and coordinate with the TPB-IAC in the  
11 alignment and integration of the TPB Plan with their  
12 policies and programs; and

13       (b) If requested, provide the necessary information to  
14 the TPB-IAC to realize the objectives of this Act.

15       SEC. 10. *Reporting Requirements.* – The TPB-IAC  
16 shall submit reports every January and July of each year  
17 to the Office of the President, the Senate of the  
18 Philippines, and the House of Representatives on the  
19 following:

1 (a) Timeline and status of implementation and  
2 accomplishments of each action component in the TPB  
3 Plan;

4 (b) Evaluation of policies, plans, programs, and  
5 projects of relevant government agencies;

6 (c) Recommendations for possible policy interventions  
7 to improve and address identified labor market challenges  
8 in the TPB Plan; and

9 (d) Other information that may be relevant.

10 The reports shall be made publicly available through  
11 the respective websites of the relevant government  
12 agencies.

13 SEC. 11. *Implementing Rules and Regulations.* –  
14 Within one hundred eighty (180) days from the effectivity  
15 of this Act, the TPB-IAC, together with other concerned  
16 agencies and private stakeholders, shall jointly formulate  
17 the implementing rules and regulations for the effective  
18 implementation of this Act.

19 SEC. 12. *Appropriations.* – The amount needed for the  
20 initial implementation of this Act shall be charged against

1 the current year's appropriations of the departments or  
2 agencies concerned. Thereafter, such sums as may be  
3 necessary for the continued implementation of this Act  
4 shall be included in the annual General Appropriations  
5 Act.

6 SEC. 13. *Separability Clause.* – Any portion or  
7 provision of this Act that is declared unconstitutional or  
8 invalid shall not have the effect of nullifying other portions  
9 or provisions hereof as long as such remaining portions can  
10 still subsist and be given effect in their entirety.

11 SEC. 14. *Repealing Clause.* – All laws, ordinances,  
12 rules, regulations, other issuances or parts thereof, which  
13 are inconsistent with this Act, are hereby repealed or  
14 modified accordingly.

15 SEC. 15. *Effectivity.* – This Act shall take effect fifteen  
16 (15) days after its publication in the *Official Gazette* or in  
17 two (2) newspapers of general circulation.

Approved,