



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 140

ADOPTING THE NATIONAL EMPLOYMENT RECOVERY STRATEGY (NERS) 2021-2022 AND REINFORCING JOB-GENERATING PROGRAMS THROUGH THE NERS TASK FORCE

WHEREAS, Section 3, Article XIII of the Constitution provides that the State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all;

WHEREAS, Article III of the Labor Code of the Philippines declares it a policy of the State to afford full protection to labor, promote full employment, ensure equal work opportunities regardless of sex, race or creed, and regulate the relations between workers and employers;

WHEREAS, the COVID-19 pandemic has prompted the imposition of lockdowns and other quarantine restrictions which have greatly affected the global economy and labor markets;

WHEREAS, the COVID-19 response requires a whole-of-government approach in the implementation of urgent and critical measures to mitigate its adverse impact to society, especially to the micro, small and medium enterprises, and the entire labor force;

WHEREAS, recent diverse technologies such as mobile internet, cheaper, smaller, and stronger sensors, and artificial and machine learning, are anticipated to result in labor displacements in some sectors of the economy, as a consequence of automation, likely involving clerical, routine and low-skilled positions;

WHEREAS, there is a need to revitalize the economy and create a national employment campaign that will promote and implement job-generating programs of various government agencies under the new normal;

WHEREAS, whole-of-government and whole-of-society approaches are key strategies in developing a holistic employment recovery plan that addresses social and economic issues arising from the pandemic, as well as the challenges and opportunities brought about by new technologies; and

WHEREAS, a national strategy which aims to stimulate the economy and employment, support enterprises, jobs and incomes, protect workers in the workplace, and emphasize the importance of social dialogue in conflict resolution, consistent with the pillars and principles of the International Labour Organization, is necessary to

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ensure the responsiveness of government policies and programs to the current situation of the country;

NOW THEREFORE, I, RODRIGO ROA DUTERTE, President of the Republic of Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

Section 1. National Employment Recovery Strategy 2021-2022. The National Employment Recovery Strategy (NERS) 2021-2022 is hereby adopted, and the *Trabaho, Negosyo, Kabuhayan* initiative shall be expanded, taking into consideration the changes in the labor market caused by the COVID-19 pandemic and the fast adoption of new technologies. The NERS shall focus on the following:

- a. Creation of a policy environment that encourages generation of more employment opportunities with improved access to employment, livelihood and training opportunities;
- b. Improvement of employability, wellness and productivity of workers, and maximization of opportunities in the labor market under the new normal; and
- c. Provision of support to existing and emerging businesses, and security and preservation of employment.

Section 2. Constitution of the NERS Task Force. A Task Force is hereby created for the implementation of the NERS 2021-2022, in response to the effects of the COVID-19 pandemic and the adoption of new technologies to the labor market. It shall be composed of the following government agencies and shall engage relevant stakeholders in the private sector as may be necessary:

- Chair : Secretary, Department of Trade and Industry
- Co-Chairs : Secretary, Department of Labor and Employment (DOLE)
Director-General, Technical Education and Skills Development Authority
- Members : Chairperson, Commission on Higher Education
Secretary, Department of Agrarian Reform
Secretary, Department of Agriculture
Secretary, Department of Budget and Management
Secretary, Department of Education
Secretary, Department of Environment and Natural Resources
Secretary, Department of Finance
Secretary, Department of Information and Communications Technology
Secretary, Department of the Interior and Local Government
Secretary, Department of Public Works and Highways
Secretary, Department of Science and Technology
Secretary, Department of Social Welfare and Development
Secretary, Department of Tourism
Secretary, Department of Transportation
Director-General, National Economic and Development Authority
Cabinet Secretary, Office of the Cabinet Secretariat
National Security Adviser

The Task Force members may designate their representatives, who must be next-in-rank to the principal member and fully authorized to decide for and on their behalf.

The DOLE shall serve as Secretariat of the NERS Task Force. It shall be composed of existing personnel from the DOLE, and shall provide administrative, operational and technical support to the Task Force.

Section 3. Powers and Functions of the NERS Task Force. The NERS Task Force shall have the following powers and functions:

- a. Formulate the NERS Action Plan, and make the necessary changes thereto, in order to address the recovery of the labor market, and the prevailing employment issues therein;
- b. Harmonize the employment, livelihood and training projects and programs of the National Government towards the preservation and creation of more jobs;
- c. Foster strong partnerships that will complement and sustain efforts for stakeholders to recover, secure and preserve employment, as well as rebuild the labor market;
- d. Tap the private sector employers' groups, the International Labour Organization Country Office, and other partners, where mutually feasible, for joint programs and technical cooperation initiatives to augment and expand employment generation and livelihood projects;
- e. Identify existing relevant programs of the member-agencies of the Task Force for harmonization with the NERS;
- f. Engage in promotional activities to expand the reach of the national and local employment campaign;
- g. Oversee the implementation of the NERS Action Plan, ensure the attainment of its objectives, and recommend measures to address gaps in implementation; and
- h. Perform such other functions as the President may direct.

Section 4. Monitoring, Reporting and Evaluation. Within three (3) months from the effectivity of this Order, and every 3 months thereafter, member-agencies of the Task Force shall conduct a joint evaluation of the policies and effectiveness of the NERS. The NERS Task Force shall submit to the Office of the President periodic reports on the results of the joint evaluations, and the implementation of this Order.

Section 5. Funding. The funding requirements for the implementation of this Order shall be charged against available appropriations of the member-agencies of the Task Force. Thereafter, subsequent funding requirements shall be included in the respective budget proposals of the member agencies, subject to the usual budget preparation process.

Section 6. Repeal. All issuances, rules and regulations, or parts thereof which are contrary to or inconsistent with the provisions of this Order are hereby repealed, modified or amended accordingly.

Section 7. Separability. If any portion or provision of this Order is declared invalid or unconstitutional, other parts not affected thereby shall be in full force and effect.

Section 8. Effectivity. This Order shall take effect immediately upon publication in the Official Gazette or a newspaper of general circulation.

DONE, in the City of Manila, this 25th day of **June** in the Year of Our Lord, Two Thousand and Twenty-One.



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By the President:

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SALVADOR C. MEDIALDEA
Executive Secretary

