

BUSINESS SECTOR AGENDA TOWARDS EMPLOYMENT RECOVERY

We, the business sector, will contribute to achieve our national goal of recovery from the COVID-19 pandemic through inclusive and sustainable economic growth that is based on the principles of social justice, full employment, and decent work;

As our country continues to battle the effects of the COVID-19 pandemic and transition into a “New Normal”, we foresee continuing challenges with the fast-evolving work patterns and environment, and other disruptions that may hinder the attainment of decent work and affect employment and livelihood of individuals, such as:

- On dwindling **MARKET AND BUSINESS CONFIDENCE** due to uncertainty, risk, and wait-and-see attitudes that slowed down economic activities, particularly investments and consumption, which then snowballed to lower sales and cash liquidity constraints for businesses, thereby exerting downward pressure on their productivity and operational capacity;
- On **COMMUNITY QUARANTINE RESTRICTIONS** that caused delays in logistics and disrupted supply chains, prevented free movement of people, goods, and services, added operational costs, and limited business operations and planning, further compounded by unclear government communications, sporadic changes in policy guidelines, and inconsistent implementation of regulations and mobility controls;
- On the necessary **SHIFT TO DIGITALIZATION** which revealed the constraints of many businesses on acquiring and applying the resources, tools, and knowledge for digitalization due the lack of electronic devices, reliable internet access, and digital literacy, among others;
- On **EDUCATION AND TRAINING** mismatch between the education and training curricula, and the industry practices, needs, and requirements; and
- On concerns on **EASE OF DOING BUSINESS AND BUSINESS ENVIRONMENT**, the government needs to further strengthen its implementation of related initiatives while also being more deliberate yet flexible in policy, accurate in data gathering and monitoring, undertaking further streamlining, rationalizing, and easing government process flows, filing fees, and application requirements, as well as adopting digitalization;

Given these challenges, we affirm our strong commitment and constant cooperation to realize the outcomes espoused in the National Employment Recovery Strategy (NERS) to:

- **RESTART ECONOMIC ACTIVITIES** by revitalizing domestic demand and business activities, complemented with accelerated vaccination rollout and recognition of industry workers as essential economic frontliners, increasing government spending particularly on domestically produced goods and services, improving guidelines on community quarantine restrictions, facilitating financing options, as well as provision of subsidies;
- **RESTORE BUSINESS AND CONSUMER CONFIDENCE** by promoting local goods and services, addressing concerns on ease of doing business, improving the

overall business environment, rationalizing and aligning national and local government programs, projects and policies, and enhancing monitoring of compliance with public health and safety measures;

- **UPGRADE AND RETOOL THE WORKFORCE** through the conduct of retooling and upskilling initiatives and the updating of curricula to match with industry needs, providing industry-recognized certifications, as well as capacity-building for modernization, digitalization, technology and innovation; and
- **FACILITATE LABOR MARKET ACCESS** by strengthening linkages between government, academe, and industries, provision of entrepreneurial education and business starting assistance, as well as establishing online platforms, databanks, registries, and common identification systems for the private sector;

We commit to participate in the implementation of the attached Strategies, Programs and Policies of the 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;

Adopted during the Job Summit on 01 May 2021 in Manila City, Philippines.

OUTCOME 1: RESTARTING ECONOMIC ACTIVITIES

General Program and Policy Recommendations

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

Manufacturing Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

- 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

Transport and Logistics Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- Harness smart port potential and pilot initiatives

Tourism Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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.

Long-Term (2021-2026)

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

Wholesale and Retail Sector

Short-Term (2021-2022)

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

Banking and Finance Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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)

- Include students in PhilHealth

Health and Wellness Sector

Short-Term (2021-2022)

- 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

Long-Term (2021-2026)

- Lower taxes deducted from professional compensation

OUTCOME 2: RESTORING BUSINESS AND CONSUMER CONFIDENCE

General Program and Policy Recommendations

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.
- 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

Manufacturing Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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

Long-Term (2021-2026)

- Promote the apolitical nature of development programs for sustainability

Medium-Term (2021-2024)

- 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

Transport and Logistics Sector

Short-Term (2021-2022)

- 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

Short-Term (2021-2022)

- 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 of digital travel passes and artificial intelligence 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Wholesale and Retail Sector

Short-Term (2021-2022)

- Intensify the regulation and monitoring of online transactions and businesses

Medium-Term (2021-2024)

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

Banking and Finance Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

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

Agriculture Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- Accelerate individual land titling of lands distributed under certification of land ownership awards (CLOA)
- Institute a common tenorial map for DENR, NCIP, DAR, and DA

Long-Term (2021-2026)

- Sustain monitoring, feedback, and dissemination of commodities and other market information through a common digital platform or national information network

Education Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Health and Wellness Sector

Short-Term (2021-2022)

- 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)

- 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)

OUTCOME 3: UPGRADING AND RETOOLING THE WORKFORCE

General Program and Policy Recommendations

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

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

Manufacturing Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

- 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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

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

Long-Term (2021-2026)

- 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.

Transport and Logistics Sector

Short-Term (2021-2022)

- 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

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

- 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

Wholesale and Retail Sector

Short-Term (2021-2022)

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

Banking and Finance Sector

Long-Term (2021-2026)

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

Agriculture Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

- 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

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

- 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)

- 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

Health and Wellness Sector

Short-Term (2021-2022)

- 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

OUTCOME 4: LABOR MARKET ACCESS FACILITATION

General Program and Policy Recommendations

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.

Manufacturing Sector

Short-Term (2021-2022)

- Provide local employment at the barangay level

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

- 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

Construction Sector

Short-Term (2021-2022)

- 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

Transport and Logistics Sector

Medium-Term (2021-2024)

- Facilitate rehiring of retrenched employees as soon as the industry recovers

Tourism Sector

Short-Term (2021-2022)

- Establish accrediting tourism employment registration platforms

Medium-Term (2021-2024)

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

IT-BPM Sector

Short-Term (2021-2022)

- 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)

Agriculture Sector

Medium-Term (2021-2024)

- Support the engagement of rural and urban youth in productive and viable agriculture and agribusiness ventures.

Long-Term (2021-2026)

- Support for enabling business environment promotion of private investment in agriculture to create non-farm employment opportunities in rural areas.

Education Sector

Short-Term (2021-2022)

- 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

Medium-Term (2021-2024)

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

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

Health and Wellness Sector

Short-Term (2021-2022)

- Open public transportation especially for health workers