

LABOR SECTOR AGENDA TOWARDS EMPLOYMENT RECOVERY

We, the labor sector as represented by the workers in the formal, informal, public, migrant, women, youth, and platform work, aspire 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 as we transition into a “New Normal”, we foresee continuing challenges with the fast-evolving work patterns and environment, readiness to adopt to digitalization, rollout of vaccination program, and other disruptions on employment and livelihood of individuals, and adverse effects on decent work, particularly on the following pillars:

- On **EMPLOYMENT**, workers, both local and overseas, have become the most vulnerable sector with the pandemic being used as a reason for closure of establishments, and implementation of retrenchments and redundancy measures. This led to work hours reduction and massive lay-offs resulting in high rates of underemployment and unemployment, and ultimately the reduction of incomes of families. While the economy is slowly recovering, the lack of available employment, training and livelihood opportunities exacerbate the plight of workers and constrain their participation in the labor market.
- On **RIGHTS AT WORK**, labor rights and standards, including occupational safety and health (OSH), have been compromised by the pandemic, across all sectors of workers. Some experienced diminution of income, pay and benefits to keep businesses afloat. Circumvention of the Right to Security of Tenure and increasing contractualization of workers in both the private and public sectors have become prevalent. The pandemic also exposed the inefficiencies and lack of preparedness by employers, including government as public sector employer, to ensure respect for workers’ rights, covering OSH in workplaces, including consideration for psychosocial risks, in the transition to digitalization of work.
- On **SOCIAL PROTECTION**, the pandemic revealed gaps in the implementation of social protection programs of the government due to lack of efficient identification and integrated distribution mechanisms for financial assistance programs. Some workers did not receive support from the social assistance program, not only due to the non-inclusion in the social registration and limited funds to cover them, but also due to lack of awareness of typologies, especially on vulnerable sectors, among implementers.
- On **SOCIAL DIALOGUE**, union busting, red-tagging, and other challenges in the exercise of the right to self-organization has restricted areas of dialogue due to absence of legitimate representations from the workers. Similarly, the pandemic has resulted to the non-observance of labor relations rules on grievance handling, dispute settlement, union elections, and conduct and implementation of collective negotiations.

Given these realities, we affirm our strong commitment and constant cooperation to realize the outcomes espoused in the National Employment Recovery Strategy (NERS) to: Restart Economic Activities, Restore Business and Consumer Confidence, Upgrade and Retool the Workforce, and Facilitate Labor Market Access.

We commit to work on harmonizing the attached Strategies, Programs and Policies of our Employment Recovery Agenda for the workers within the framework of NERS through actions that will create a policy environment that encourages generation of more employment opportunities with improved access to employment, livelihood and training opportunities; improve employability, wellness and productivity of workers and take advantage of the opportunities in the labor market under the new normal; and provide support to existing and emerging businesses, and preservation of employment.

Adopted during the Validation Forum for the Pre-Summit Dialogue for Workers on 27 April 2021 in Manila City, Philippines.

Outcome 1: Restarting Economic Activities

General Program and Policy Recommendations

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

Formal Sector

Short-Term (2021-2022)

1. Government to ensure a full employment program or policy by adopting the recommendations espoused in the State of Labor and its Agenda on Recovery (SOLAR) and Unemployment Support and Work Assistance Guarantee (USWAG) proposals including greening the economy and promoting green and climate jobs and pursuing massive infrastructure projects such as the creation or construction of a national railway, and regional agricultural and fishery hubs by the government;
2. Ensure protection of labor rights especially right to self-organization and freedom of association and red-tagging should be eliminated;
3. Immediate release of monthly benefits for health workers;
4. Pass in Congress the Bayanihan 3 Act which should include the labor sector proposal on: expansion of the public sector to carry out social tasks such as upgrading the public health system, developing renewable energy, and carrying out mitigation and adaptation measures to climate change (climate jobs) and, extension of support for all healthcare workers;
5. Pass wealth tax as a priority legislation;
6. Provide a monthly wage subsidy instead of a one-time assistance covering affected workers in the micro, small and medium enterprise including large establishments during the period health emergency (pandemic);
7. Consider the proposal to tax wealth as a social reform initiative and as a source of funds for recovery;
8. Implement income guarantees for the unemployed and those unable to work due to lockdown;
9. Conduct social dialogue or tripartite discussion to respond to climate change by greening the economy and promoting green and climate jobs and the undertaking just transition in implementing the same; and to discuss wage policy, employment insurance schemes and social protection floor;
10. DOLE/CHED/DepEd to issue regulations and policy clarifications on class size, faculty loading or subject preparations, Intellectual Property Rights, Face-to-face teaching, and Screen Time (Dep-Ed);
11. Provide quarantine facilities for workers in education institutions;
12. Provide greater coverage of assistance to workers;

13. Support the demand of private school owners for government funding through more student scholarships or other forms of economic stimulus for the private schools but it should be tied up with the commitment of private schools to preserve employment;
14. Repeal Labor Advisory No. 9 excluding the education sector in the coverage.

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

1. Expand the Pantawid Pamilyang Pilipino Program (4Ps) program to cover the new or added poor families affected by the pandemic;
2. Pass in Congress the Social Enterprise Bill that would alleviate poverty in the country and create livelihood activities based on skills, etc. to the workers and people belonging to POs, NGOs, and community groups, among others;
3. Activate all industrial tripartite peace councils;
4. Support the passage of the bill enabling ILO Convention 151;
5. Modernize Information and Communications Technology to boost integration in the digital economy; and
6. Allocate standard budget for education sector.

Public Sector

Short-Term (2021-2022)

1. Conduct PSLMC emergency meeting to promote harmonization of COVID 19 issuances in the public sector, that are based on genuine social dialogue, and OSH concerns. Priority areas for discussion would include the call for free access to COVID-19 vaccination for public sector workers, strengthening and involvement of workers in OSH Committees both at the national and workplace-level, free and appropriate PPEs, work hours arrangements, improvement of workers' hygiene including accommodations and transportation;
2. Discuss (i) the impact of telework arrangements, (ii) labour relations in the public sector, specifically alignment of existing policies with ILO C 151, the effect of the pandemic on dispute resolution and the right to freedom of association and collective bargaining, (iii) climate and green jobs in the public sector . Focus should be given on the effects of the pandemic on front line public service workers especially in public health and allied services, public services, social services, civil protection, education, prisons, waste management, and public utilities.

3. Assess/review the state of devolution to Local Government Units, and the potential impact of the Supreme Court's Mandanas Ruling which would increase allocations to LGUs through customs duties, while decreasing resources for the national government.
4. Government, International Financial Institutions should involve public sector unions in dialogue on how to improve the capacity of public health care

Medium-Term (2021-2024)

1. Integrate social dialogue in the NERS Action Plan to also reflect response to possible government streamlining which might follow as government tightens spending due to the fiscal effects of the pandemic;
2. Promote income protection measures for public sector workers;
3. Promote taxation policies based on greater equity in taxation, including taxing wealth; and, linking taxation policies with the implementation of the Universal Health Care Law;
4. Identify social tasks that should be performed by the public sector to help generate employment;
5. Mobilize and utilize the full potential of GOCCs and GFIs to help restart economic activities;
6. Philippine Government to use its public procurement policy and power to promote compliance on labour laws in the private sector. The Build Build Build Program can be an opportunity to promote decent employment
7. Strengthening the links between access to public assistance and funding, including those that can be availed through GOCCs and GFIs, as part of recovery with compliance with labour laws (Labour's proposal to provide incentives to MSMEs which continue operations –linked with SOLAR, USWAG and LARGER).

Women Sector

Short-Term (2021-2022)

1. Explore targeting unemployment insurance which may subsidize distinct needs of women workers and persons of diverse SOGIE;
2. Prioritize the hiring of women and persons of diverse SOGIE who are rendering basic services such as the rural health workers and teachers;
3. Strengthen mechanisms to ensure women's and persons of diverse SOGIE voice, representation and leadership at all levels in planning and decision-making, including promotion sectoral dialogues and formation of sectoral councils;
4. Provide income support to women workers such as single mothers, persons with disability, and women workers, and persons of diverse SOGIE in the agriculture and fishing industry;
5. Restore and maintain peace and order within the framework of civil liberties and political rights by conducting dialogues with enforcers to address the alarming issues of red-tagging and killings;
6. Speed-up processing/granting of all government programs such as the delayed DOLE AKAP;
7. Recognize the rights of informal workers to organize or join unions in reference to Department Order No. 40-03;
8. Review allocation of Internal Revenue Allotment (IRA), per Mandanas Ruling, especially for lower class municipalities and its impact on employment opportunities and compensation for public sector workers;

9. Implement the provision of RA 10022 on allocation among IRA of LGUs for loan purposes with minimal interest rates for migrant workers and families left behind (where the head of household may be the mother or the father) to prevent debt bondage;
10. Provide an enabling environment for genuine representation of informal economy workers (in reference to NEDA SDC Resolution No. 2, s. 2003); and
11. Distribute equitably the representation for workers in the NTIPC, RTIPCs, SSS, PhilHealth, and NEDA SDC.

Medium-Term (2021-2024)

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

Youth Sector

Short-Term (2021-2022)

1. Provide income support to workers;
2. Create a policy detailing new work hours for people working at home using KPI-based performance evaluation or output-based work instead of traditional fixed number of work hours;
3. Replicate “Ark of Taste”, an Social Solidarity Economy (SSE) for youth enterprise;
4. Reconfigure government’s pandemic response by increasing allocation for both economic stimulus and social welfare;
5. Monitor digital work, including those that are project-based, to assure that workers’ rights are protected;
6. Increase budget for IT support (infrastructure, hardware, internet) for online work;
7. Amend DOLE Department Order No. 40-03; and
8. Review the current SSS unemployment scheme.

Medium-Term (2021-2024)

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

Platform Workers Sector

Short-Term (2021-2022)

1. Schedule regular discussions (e.g., monthly FGDs) and dialogues with platform workers to provide voice and open venues for participation especially during the pandemic;
2. Create a Technical Working Group (TWG) in aid of defining the nature of work, applicable labor standards, and terms of employment for platform workers;
3. Formulate a Department Order to reflect the collective interest of platform workers that have undergone extensive discussion of the TWG exploring, among others:
4. Develop a “model” contract that will serve as guide for new or aspiring freelancers to ensure fair terms and conditions of work, in direct consultation with the freelance and/or platform work sector;

5. Promote support for mental health services in the platform/freelance work sector;
6. Create a directory of freelance workers and delivery riders for inter-organization collaboration and support; and
7. Encourage platform workers organizations to register with DOLE-BLR.

Medium-Term (2021-2024)

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

Migrant Sector

Short-Term (2021-2022)

1. Provide livelihood assistance/business loan with no interest and payable for five years for displaced OFWs who returned in the country;
2. Strengthen and expand support for reintegration programs;
3. Continue to provide social amelioration assistance (i.e. TUPAD, AKAP, Tabang OFW, CAMP) and improve its processing and release;
4. Harmonize/unify/coordinate efforts between the Government and CSOs for more focused, efficient and effective delivery of programs and services;
5. Harness the potentials of OFW remittance for development;
6. Sustain the daily subsistence expenses, bills, medical needs and social insurances (Pag-IBIG, PhilHealth, SSS) of OFWs and their families;
7. Foster management and control the COVID-19 pandemic to fully reopen the economy;
8. Streamline government processes and other application procedures in both the deployment of workers and benefits Availment;
9. Open additional satellite offices and case officers for migrant workers in the nationwide;
10. Hasten the roll-out of the vaccination program and prioritize seafarers and land-based workers in the vaccination rollout within the next 3-6 months; including frontliners of the industry (i.e., personnel of recruitment agencies) in the prioritized groups;
11. Disseminate information on other programs that workers can avail as source of income; and
12. Be mindful of the vaccination protocol of host countries for migrant workers.

Medium-Term (2021-2024)

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

Informal Sector

Short-Term (2021-2022)

1. Guarantee Social Protection for Informal Sector Workers by providing shelters, counselling, legal and other services for women survivors of gender-based violence;

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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

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

Outcome 2: Restoring Consumer and Business Confidence

General Program and Policy Recommendations

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

Formal Sector

Short-Term (2021-2022)

1. Promote universal vaccination for the workers who are key to restoring the economy;
2. Conduct more tripartite discussions and sectoral representation in researches and studies;
3. Review the implementation of the Special Risks Allowance (SRA) of P5,000 pesos/monthly, addressing discrimination for healthcare workers assigned in red or green areas;
4. Implement COVID-19 management protocols in the workplace through DOLE, and not DTI/DPWH as it is an OSH matter;
5. Lobby to Congress the continuation or extension of the compensation benefits granted to public and private healthcare worker who contracts severe COVID-19 infection while in the line of duty and, the granting of hazard pay to all frontline workers, and provision of quarantine leave when required by national/regional authorities to all suspected, infected or in any way affected by COVID-19;
6. Review the waiving of bank charges in using ATMs;
7. Examine the utilization of the fees imposed on students, particularly on Higher Education Institutions, and determine whether some of these fees are better used for other purposes. CHED should do more serious research in order to come up with a more granular or nuanced assessment of the economic state of private schools. COVID-19 should not be used for the purpose of engaging in labor saving devices or avoiding CBA related commitments;
8. Allow participation of teachers and non-academic personnel representatives in the creation of guidelines related to face-to-face classes;
9. Provide clear and responsive policies on testing and vaccination especially for teachers who will engage in face-to-face classes monitoring of health and COVID-19 protocols in the schools; and
10. Regularly convene education tripartite industrial peace council.

Public Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

1. Use public procurement policy and power to promote compliance in private sector – at least with labor laws;
2. Maximize Build Build Build Program to promote decent employment;
3. Tie access to public assistance and funding as part of recovery with compliance with labor laws (labor sector's proposal to provide incentives to MSMEs which continue operations as linked with SOLAR, USWAG and LARGER);
4. Hold accountable all public officers involved in corruption (i.e., PhilHealth); and
5. Restore and maintain peace and order within the framework of civil liberties and political rights.

Long-Term (2021-2026)

1. Deepen social dialogue to review the country's development model and possible reforms in the country's development, including development of a new architecture for public services and economic development; and
2. Increase domestic consumption based on decent wages and respect of workers' rights.

Women Sector

Short-Term (2021-2022)

1. Ratify and implement ILO Convention No. 190 (Violence and Harassment Convention, 2019) in order to uphold the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment;
2. Monitor discrimination against women in employment, in all sectors, must also be as it would have long-term impacts on gender inequality in the labor market;
3. Analyze COVID-19 policy responses through various lenses recognizing diversity and social inclusion;
4. Recognize women's contributions to paid and unpaid care work by promoting the 5R Framework (recognize, reduce, redistribute reward and represent care workers);
5. Conduct gender sensitivity trainings for authorities, especially at the LGUs, by discussing the implementation of policies on violence and harassment;
6. Recognize barangay health workers, who are women as "employees", and provide all benefits and remunerations that are due for an employee. Ensure application of health and safety standards including those on PPEs. (Amend Magna Carta for Health Workers to recognize the BHW);
7. Safeguard availability of funds for reproductive care and family planning services in the midst of COVID-19 crisis;
8. Provide alternative, safe and decent accommodations for COVID-19 infected women workers who cannot quarantine at home;

9. Improve health education programs targeting women workers to ensure they are protected from exposure to COVID-19;
10. Ensure that women will not suffer in claiming maternity benefits due to employer's non-payment of SSS and ECC contributions;
11. Monitor and respond to the alarming concerns of trafficking during amidst the pandemic, and harassment/violence happening in quarantine facilities;
12. Intensify community sensitization programs on GAD and mainstream in education to break the stereotypes gender roles among women in household;
13. Identify work/tasks which can be subject to telecommuting work in the public sector and set appropriate terms and conditions of employment;
14. Hold to account in expeditious manner those who are involved in corruption (PhilHealth, procurement, bills of COVID patient); and
15. Uphold equal protection and applications of laws.

Medium-Term (2021-2024)

1. Ratify and implement ILO Convention No. 190 (Violence and Harassment Convention, 2019) in order to uphold the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

Youth Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

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

Platform Workers Sector

Short-Term (2021-2022)

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

Migrant Sector

Short-Term (2021-2022)

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

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

Informal Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

1. Develop an online system for the issuance of business permits with requirements to be submitted during a prescribed period; and
2. Establish external monitoring mechanism to oversee the NERS implementation by including informal worker representatives in consultations and monitoring the results of these recommendations.

Long-Term (2021-2026)

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

Outcome 3: Upgrading and Retooling the Workforce

General Program and Policy Recommendations

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

Formal Sector

Short-Term (2021-2022)

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

Public Sector

Short-Term (2021-2022)

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

Long-Term (2021-2026)

1. Deepen social dialogue to review the country's development model and possible reforms in the country's development, including development of a new architecture for public services and economic development; and
2. Increase domestic consumption based on decent wages and respect of workers' rights.

Women Sector

Short-Term (2021-2022)

1. Provide accessible and applicable training opportunities toward sustainable livelihood, including, but not limited to the use of new technology, especially for women who resorted to the use of internet / platform work during pandemic;
2. Provide specific re-entry programs to assist diverse groups of women workers to reintegrate the labor market, with upskilling and reskilling, job matching, enterprise support, etc.; and
3. Provide training programs that will address barriers to labor force participation among female members of the LGBTQIA+ in various sectors (e.g., construction sector) in the midst of COVID-19 situation.

Youth Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

1. Increase budget for training programs (e.g., TESDA, Project Sparta), including for private TVIs which as in-house training centers of companies usually have employment provision to training graduates (with emphasis on digital transformation – on digital skills component, leveraging digital technologies, etc.); and
2. Promote awareness on the available training opportunities for youth, including requirements and eligibility (with emphasis on digital transformation – on digital skills component, leveraging digital technologies, etc.).

Long-Term (2021-2026)

1. Provide the youth with free and accessible training and upskilling opportunities, especially on entrepreneurship, with complementing policies for capital access among youth entrepreneurs;
2. Utilize NYC's resources and platform in forwarding the youth worker agenda; and
3. Rethink education and training programs through research, based on learning abilities.

Platform Workers Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

1. Create an organization similar to that of the American Arbitration Association for alternative dispute resolution without the need to go to courts; and
2. Maximize existing or explore new alternative dispute resolution mechanisms for platform workers.

Migrant Sector

Short-Term (2021-2022)

1. Enhance online TVET programs, provide scholarships for OFWs through partnerships with TESDA and other government training institutions;
2. Encourage skills and technology transfer by engaging the services of OFWs and OFWs-retirees;
3. Institute a system of facilitating/referring or endorsing OFW returnees to industries or jobs where their skills and experiences gained abroad will be useful;
4. Promote social dialogue with stakeholders by reviving the Overseas Land-based Tripartite Consultative Council (OLTCC);
5. Extend additional health/medical benefits or assistance for OFWs;
6. Provide psychosocial support or counselling for returning OFWs;
7. Deploy additional overseas personnel at the POLOs to cater to OFW concerns and welfare needs immediately;
8. Ensure that trainings available in Metro Manila can be accessed even in provinces (macro level to devolve into micro level);
9. Streamline the procedure on claiming the unpaid wages of OFWs as well as their respective end-of-service benefits; and
10. Invest in digitalization of government procedures and promote computer literacy.

Medium-Term (2021-2024)

1. Create or enhance social protection of OFWS, especially programs that would cover retirement and provident benefits of all OFWs;
2. Enhance OWWA welfare fund to include retirement coverage for members; and
3. Institutionalize the advanced applications and systems online for ease in use for OFWs while securing data and information protection to maintain privacy.

Long-Term (2021-2026)

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

Informal Sector

Short-Term (2021-2022)

1. Provide skills development activities free of charge and with subsidies for meals, transportation and wages at least equal to the minimum wage to compensate for income loss during the training activities;
2. Establish social dialogue mechanisms for Informal Workers through gender-fair informal workers' representation in all tripartite bodies, and substantial representation to policy-making bodies for informal workers associations;
3. Prioritize Occupational Safety and Health (OSH), social insurance, and crop insurance to help farmers and fishers become more resilient and sustainable;
4. Include Disaster Risk Reduction Management (DRRM) perspectives in capacity building activities and skills training;
5. Develop a "Trainings on Wheels" Program for people in geographically isolated and disadvantaged areas;
6. Strengthen sectoral representation of Informal Sector Workers in social security/social protection policy making bodies;

7. Review and update the structure of NEDA Social Development Committee-Subcommittee on Informal Sector (SDC-SCIS) as national body for informal sector workers;
8. Promote the preventive safety and health culture and productivity among the informal sector workers; and
9. Operationalize the NAPC-WIS Just Transition Plan.

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

1. Establish a clear policy and program for the self-employed (i.e. own-account, freelancers, independent contractors, gig economy) especially those in the digital industries in order to protect their labor rights and welfare; and
2. Establish an equal and inclusive social protection system, ensuring that the informal workers can survive the COVID-19 pandemic and that they can bounce back better in the future.

Outcome 4: Facilitating Labor Market Access

General Program and Policy Recommendations

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

Formal Sector

Short-Term (2021-2022)

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

Long-Term (2021-2026)

1. Invest on information technology in schools

Women Sector

Short-Term (2021-2022)

1. Incorporate gender quota in the COVID-19 employment programs;
2. Provide alternative employment opportunities to seasonal workers;
3. Intensify coordination and monitoring of concerned government agencies on repatriation programs to make assistance more responsive to the needs of OFWs;
4. Refocus attention to employment generation through “Social and Solidarity Economy Enterprise” development rather than insisting to be formally employed in the new normal.
5. Revive ‘worktrepreneurship’ for the informal sector;
6. Ensure grants and subsidies provided by the government are for start-ups. Integration of BSP-Basic Deposit Account in all livelihood projects is also recommended;
7. Review policies on cooperatives towards inclusiveness and ease of registration;
8. Intensify the communication campaign to popularize the First Time Jobseekers Assistance Act;
9. Explore the possibility of non-fee charging for pre-employment documentation even for those who are no longer first-time jobseekers, particularly those that have been retrenched and are in search of a new job; and
10. Enhance skills registry for returning OFWs to ensure that available jobs in their communities are fit to the skills that they have.

Medium-Term (2021-2024)

1. Review policies on platform work for it to be recognized in different institutions;
2. Implement a gender sensitive Human Resource for Health Master Plan;
3. Provide an enabling environment towards affordable and accessible internet services especially in areas where it remains to be of great concern; and

4. Formulate an employment guarantee program / Improve our current public work programs (PWP).

Youth Sector

Short-Term (2021-2022)

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

Medium-Term (2021-2024)

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

Long-Term (2021-2026)

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

Platform Workers Sector

Short-Term (2021-2022)

1. Conduct advocacy and information dissemination activities on the industries, opportunities and prospects in the digital economy (e.g. employment opportunities for PWDs, or those with limited educational background); and
2. Collaborate with platform workers in information dissemination by tapping the expertise of freelancers or online professionals in publicity, advertising and marketing, capacity building.

Migrant Sector

Short-Term (2021-2022)

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

7. Incentivize the PRAs with exemplary recruitment process, and recognize PRAs with ethical recruitment practices to encourage them to strictly abide by the laws and regulations of the overseas deployment program;
8. Explore the internship provision in the Labor Code for training/upskilling purposes and cooperation between and among employers, PRAs and CSOs – develop a clear roadmap for engagement for the reopening of safe labor markets to include streamlining of processes;
9. Advocate for inclusion of OFWs in vaccination programmes in destination countries; advocate for higher prioritization of OFWS in the vaccination programme in the country, especially those preparing for re-migration;
10. Prepare database of repatriated OFWs for employment/job or skills matching for in-country or overseas jobs;
11. Shift compliance focus to Market development focus;
12. Reduce unpredictability of business environment;
13. Improve predictability and fairness of the process of the administrative procedures;
14. Simplify the requirements and procedures for employment, and maintain employment contract packages;
15. Allow manning offices to fully operate, subject to health protocols; and
16. Produce timely, accurate and relevant labor market information and updates on the pandemic with gender perspective.

Medium-Term (2021-2024)

1. Develop partnerships with the industry in developing markets.

Long-Term (2021-2026)

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

Informal Sector

Short-Term (2021-2022)

1. Provide fund assistance or microloans (solidarity or recovery fund) to informal worker groups and cooperatives to become more competitive by investing in digitalization or other innovative approaches or restore their lost livelihoods;
2. Promote the linking of skills development program to employment facilitation services where the government can provide support platforms to training graduates to secure employment/jobs;
3. Encourage urban gardening as an alternative form of entrepreneurial undertaking;
4. Promote the implementation of Basic Deposit Account, participation in e-commerce and credit programs;
5. Promote the linking of skills development program to employment facilitation services where the government can provide support platforms to training graduates and Out of School Youth (OSY) to secure employment/jobs; and
6. Promote innovative farming technologies and methods for entrepreneurial undertaking.

Medium-Term (2021-2024)

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