

Sustaining a Healthy and Robust Workforce

Virtual Kick-Off Forum
19th Development Policy
Research Month
2 September 2021

PRESENTED BY:

Dominique Rubia-Tutay
Assistant Secretary



DEPARTMENT OF LABOR AND EMPLOYMENT



OUTLINE

Employment Situationer

The employment
landscape during the
pandemic

Philippines' Response

Policies and programs to
mitigate impact on
employment

NERS 2021-2022

The Country's Labor Market
Blueprint towards Economic
Recovery



LABOR MARKET SITUATION

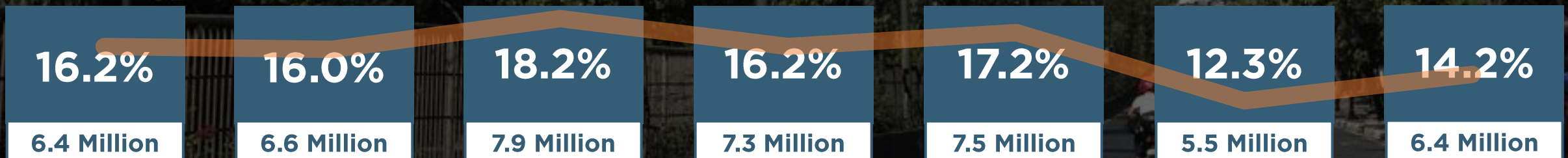
EMPLOYMENT



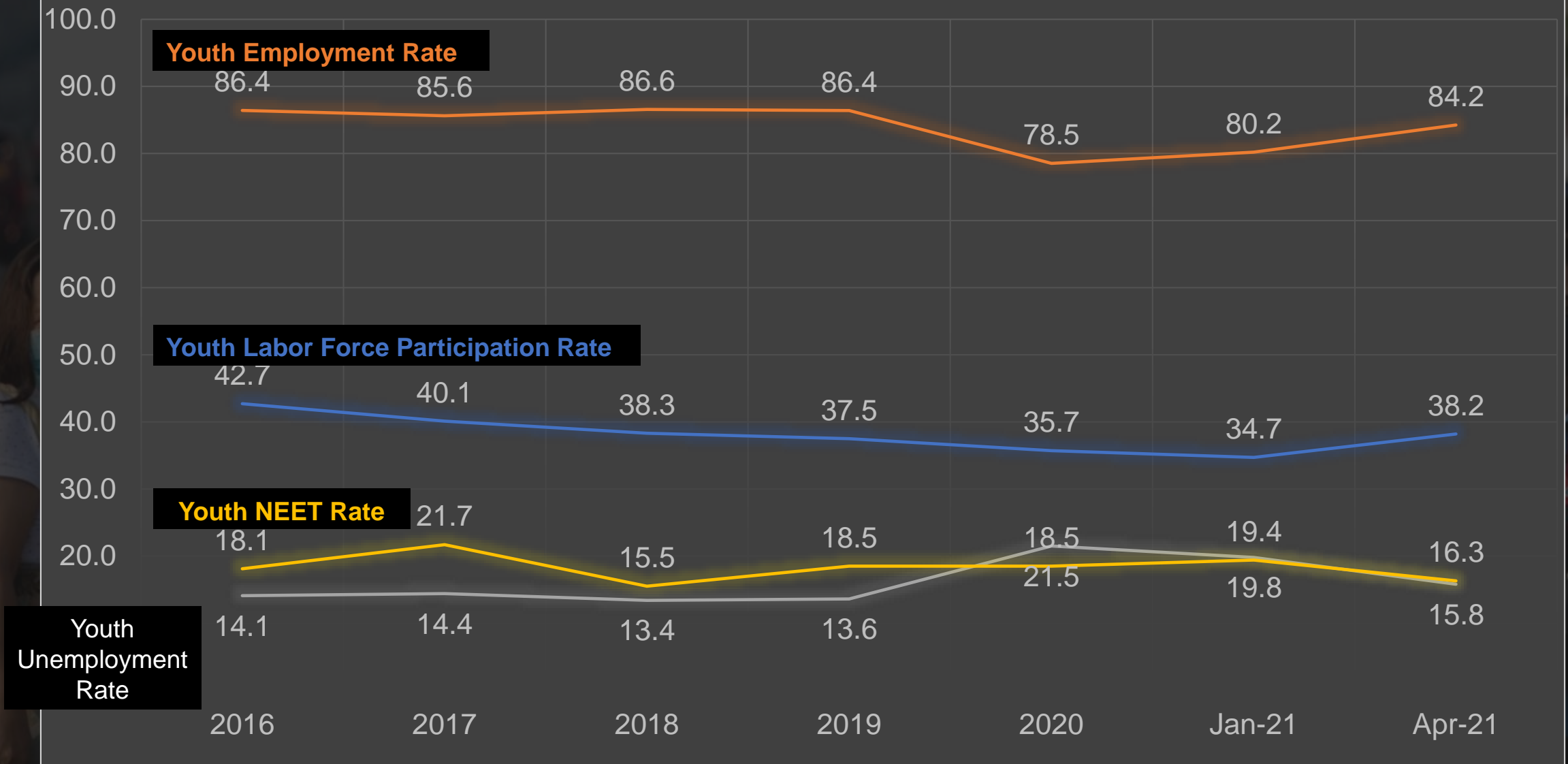
UNEMPLOYMENT



UNDEREMPLOYMENT



Youth Key Employment Indicators, Philippines: 2016 to April 2021 (in %)



Job creation is highly correlated to the level of quarantine.

JAN '20 42.5M Employment	APR '20 (ECQ) 33.8M	JUL '20 (GCQ) 41.3M	OCT '20 (GCQ) 39.8M	JAN '21 (GCQ) 41.2M	FEB '21 (GCQ) 43.1M	MAR '21 (GCQ) 45.3M	APR '21 (ECQ) 43.3M	MAY '21 (MECQ/ GCQ) 44.7M	JUN '21 (GCQ) 45.1M
	-8.7M	+7.5M	-1.5M	+1.4M	+1.9M	+2.2M	-2.1M	+1.4M	+0.4M

**Net employment creation between
January 2020 and June 2021**

+2.5 million




Source: PSA

Note: Due to the ECQ, the April round of the LFS was conducted between April 25 and May 16 for 2020.

The March 2021 survey was conducted from March 8 to 28.

The quarantine classification in NCR Plus was downgraded to GCQ from May 15 to 31 after being under MECQ status from April 12 to May 14.

Philippines' Response

 EMERGENCY STAGE	 RECOVERY STAGE	 RESILIENCY STAGE
MARCH-MAY 2020	JUNE-DEC. 2020	2021 ONWARDS
Bayanihan 1: Republic Act No. 11469	Bayanihan 2: Republic Act No. 11494	2021-2022 General Appropriations Act and other reform laws
<ul style="list-style-type: none"> • Social Amelioration Program (SAP) targeting the poor and low-income • Financial support to formal sector workers and overseas Filipino workers (OFWs) • Emergency employment for workers in the informal sector • Support to front liners, MSMEs, key sectors 	<ul style="list-style-type: none"> • Better targeted and implemented programs (financial support, emergency employment, etc.) • Low interest/flexible term loan programs for MSMEs • Reprioritization of 2020 Budget • Resumption of priority construction projects under the Build, Build, Build Program 	<ul style="list-style-type: none"> • Reprioritization of 2021 and 2022 Budget • Support Balik Probinsya, Bagong Pag-asa Program • National Employment Recovery Strategy • Vaccination

WORKPLACE MINIMUM STANDARDS



Safety protocols

- "No mask, no entry"
- Frequent sanitation and handwashing
- Avoid touching surfaces and face
- stricter protocols for higher-risk occupations, industries, and spaces



Safe distancing

- **at least** 1 m apart
- Reconfigured work spaces
- Markers in public spaces
- No work if showing symptoms



Return-to-work protocols for private companies

- Work from home as a default; onsite as exception
- Private shuttles required for workers;
- Antibody testing and confirmatory PCR



DOLE COVID-19 RESPONSE PROGRAMS



COVID-19
ADJUSTMENT
MEASURES
PROGRAM



TUPAD

TULONG PANGHANAPBUHAY SA ATING
DISADVANTAGED/DISPLACED WORKERS

DOLE AKAP

ABOT-KAMAY ANG PAGTULONG

BAYANIHAN 1

658,886	WORKERS ASSISTED	423,511	PAID BENEFICIARIES	321,450	PAID OFWS
Php 3.311 B	AMOUNT DISBURSED	Php 1.591 B	AMOUNT DISBURSED	US\$ 27 M (onsite)	AMOUNT DISBURSED
				Php 1.86 B (local)	

AS OF 7 JULY 2021

AS OF 30 JUNE 2021

AS OF 7 JULY 2021

BAYANIHAN 2

1,424,822	WORKERS ASSISTED	993,188	PAID BENEFICIARIES	192,856	PAID OFWS
Php 7.134 B	AMOUNT DISBURSED	Php 5.6 B	AMOUNT DISBURSED	US\$ 6.55 M (onsite)	AMOUNT DISBURSED
				Php 1.6 B (local)	

WORKERS	PROGRAM	AMOUNT
847,600	CAMP2	Php 4.238 B
523,674	TOURISM	Php 2.628 B
53,548	EDUCATION	Php 268 M

**ASSISTED 4.024 MILLION WORKERS WITH
TOTAL DISBURSEMENT OF PHP 21.05 BILLION**

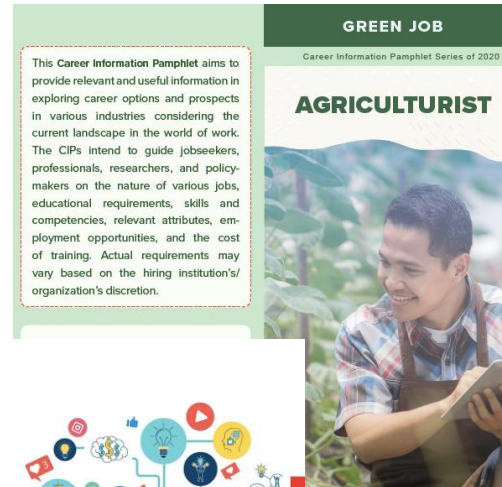
MULTI-PLATFORM EMPLOYMENT FACILITATION SERVICES

- TNK Webpage
- Online Job Search Assistance
- Virtual Job Fair
- Online Career Fair
- PhilJobNet
- Labor Market Information
- Social Media
- Traditional Referral and Placement



YOUTH EMPLOYABILITY PROGRAMS

- Scaled-down
- Suspended
- Digitised
- Updated





**National
Employment
Recovery
Strategy**
2021-2022



The **NERS 2021-2022** is an **employment recovery plan** anchored on the Updated Philippine Development Plan 2017-2022 and ReCharge.PH expanding the Trabaho, Negosyo, Kabuhayan initiative in consideration of the changes in the labor market brought by the pandemic and the accelerated adoption of new technologies. It takes a whole-of-society approach in the development of a national strategy that addresses the social and economic issues arising from the lingering pandemic.

The NERS TF was **first organized on 5 February 2021**, during the ceremonial **signing of the NERS Joint Memorandum Circular** constituting the group. On the 22nd of the same month, **the President approved NERS during the 52nd Cabinet meeting** and ordered the development of an EO institutionalizing the plan and the task force.

On 25 June 2021, **President Duterte signed EO 140, formalizing the adoption of NERS.**

Strategic Framework



Stimulating the Economy and Employment

- Gradual reopening of the economy
- Easing of quarantine and age restrictions
- Fiscal policy
- Monetary policy and financial sector regulatory relief
- Trade and Investment promotions
- Addressing policy and process gaps for competitive local preference in procurement
- Built-in flexibility in the 2021 and 2022 budgets
- Tax incentives under the Corporate Recovery and Tax Incentives for Enterprises (CREATE) Bill
- Structural reforms

Pillar 1



Supporting Enterprises, Jobs and Income

- Provision of subsidies
- Repatriation and reintegration of OFWs
- Skills retraining and retooling program
- Labor market facilitation
- Business Continuity Planning and Management
- Socio-economic reversals (expansion of loans, flexible term loan programs, reduction of interest rates)
- Liberalisation of the grant of incentives for the manufacture or importation of critical or needed supplies/equipment

Pillar 2



SAFETY FIRST

Protecting Workers in the Workplace

- Prevent-Detect-Isolate (PDI) to reduce morbidity and mortality rates due to COVID-19
- Adherence to basic labor standards and health protocols to protect workers
- Development of policies that encourage more labor market flexibilities

Pillar 3



Trusting Social Dialogue to Encourage Innovative Solutions

- Engagements with private sectors, labor groups, CSOs, and other interest groups
- Inter-agency collaboration on development of policies and guidelines
- Policy coherence at the national, regional and local levels
- Conduct of webinars/learning sessions (Revive and Thrive, Productivity Improvement, Advance LMI Training)

Pillar 4

Sources:

ILO Policy Brief on COVID-19, retrieved from https://www.ilo.org/global/topics/coronavirus/impacts-and-responses/WCMS_739047/lang--en/index.htm

Updated Philippine Development Plan 2017-2022: Towards a Healthy and Resilient Philippines

PH Progreso: Philippine Program for Recovery with Equity and Solidarity, Discussion Paper as of 13 May 2020, NEDA

RECHARGE.PH: Strategic Action Plan of Task Force on Recovery, NEDA

Republic Act No. 11494 "Bayanihan to Recover as One Act"

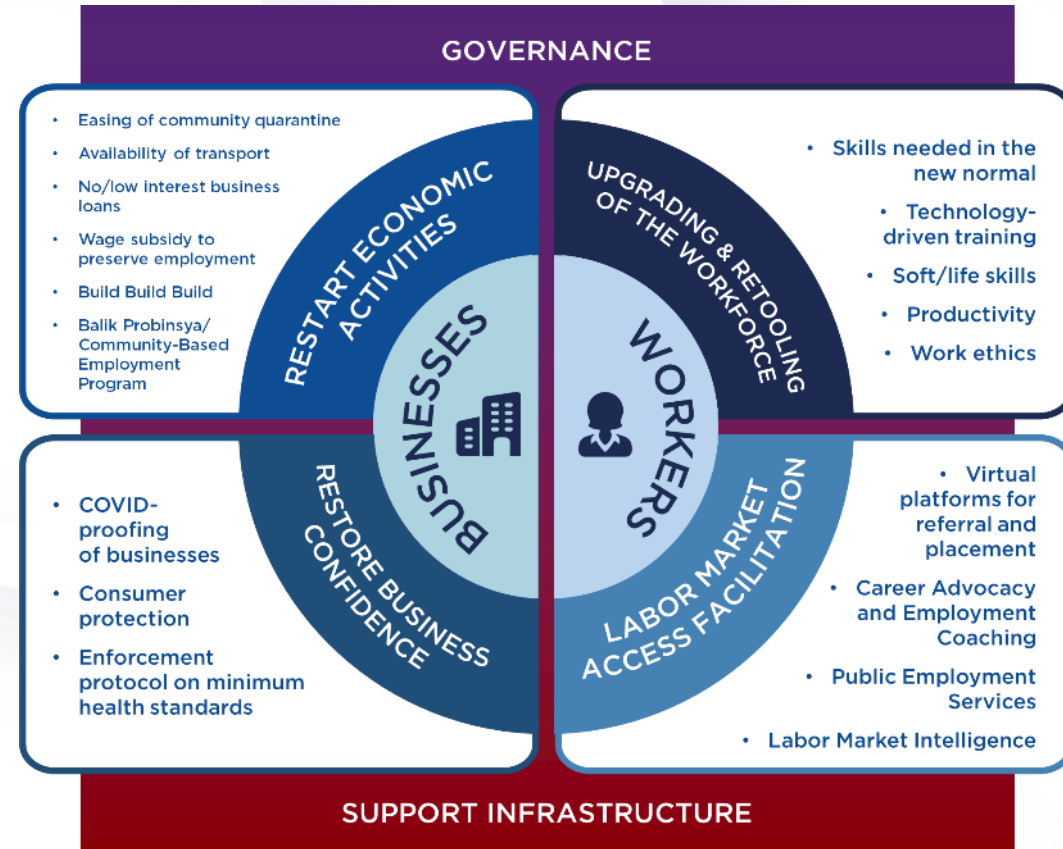
Issuances, retrieved from www.dole.gov.ph





National Employment Recovery Strategy 2021-2022

OPERATIONAL FRAMEWORK



5 February 2021 – Ceremonial signing of the JMC constituting the Task Force

24 June 2021 – President Duterte signs EO No. 140, institutionalizing NERS



National Employment Recovery Strategy 2021-2022

8-POINT EMPLOYMENT RECOVERY AGENDA

BUDGET ALLOCATED	PROPOSED BUDGET	TARGET BENEFICIARIES
Php 1.139 Trillion	Php 24 Billion	1.421 Million
<ol style="list-style-type: none"> 1. Approval of the Proposed Wage Subsidy for Private Sector Workers 2. Conduct of a Job Summit 3. Support the passage of priority legislations that strengthen economic and employment recovery 4. Promote retooling and upskilling of workers 5. Full implementation of youth employability programs 6. Extend assistance to establishments through loans, deferment of applicable fees, upgrading of processes, etc. 7. Provide social protection to vulnerable groups 8. Monitor and support continuous implementation of programs with high impact on employment 		

Reform. Rebound. Recover: One Million Jobs for 2021



JOB SOURCES:

- CONSTRUCTION
- MANUFACTURING: ELECTRONICS/SEMI-CONDUCTORS
- TOURISM
- IT-BPM



452,000 Vaccines

MANUFACTURING & CONSTRUCTION

MOVING FORWARD: TOWARDS A SAFE AND BETTER NORMAL

- Strict implementation of the minimum public health standards
- Continuous rollout of the vaccination program
- Support for business through available incentives
- Upskilling and retooling initiatives to empower the workforce



“This is a now-or-never situation and we cannot wait until tomorrow to reskill and upskill.

We are in the midst of a crisis and the longer we put aside developing ourselves, the tougher it will be for us to deal with the current and future issues that the world throws at us.”

Arinya Talerngsri, Managing Director
SEAC – Southeast Asia’s Lifelong Learning Center

Source: <https://theaseanpost.com/article/readying-our-youth-post-covid-workplace>

Sustaining a Healthy and Robust Workforce

Virtual Kick-Off Forum
19th Development Policy
Research Month
2 September 2021

PRESENTED BY:

Dominique Rubia-Tutay
Assistant Secretary



DEPARTMENT OF LABOR AND EMPLOYMENT

