



DEPARTMENT OF LABOR AND EMPLOYMENT  
**Bureau of Local Employment**

# LABOR MARKET INSIGHTS IN THE WAKE OF COVID-19 PANDEMIC AND SCHOOL CLOSURES

Philippine Institute for  
Development Studies (PIDS)  
Public Webinar  
27 June 2024

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Bureau of Local Employment

Department of Labor and Employment



# LABOR MARKET SITUATION

(In Thousands Except Rates)

## EMPLOYMENT GAINS Major Industry Groups



**Accommodation and  
Food Service  
Activities**  
+638,000 or 30.2%



**Construction**  
+378,000 or 8.8%



**Transportation  
and storage**  
+289,000 or 8.3%



**Manufacturing**  
+285,000 or 8.2%



**Other service  
activities**  
+200,000 or 6.8%

REAL GDP  
GROWTH RATE%

2018 2019 2020 2021 2022 2023P APRIL 2024P



EMPLOYMENT %  
(‘000)



UNEMPLOYMENT %  
(‘000)



UNDEREMPLOYMENT %  
(‘000)



# CHANGING EMPLOYMENT LANDSCAPES

## EMERGING ECONOMIES



**Digital Economy**



**Green Economy**



**Care Economy**

## ENABLING POLICIES

**Philippine Digital Workforce Competitiveness Act of 2022**

Digital Technology and Digital Skills Roadmap

**Philippine Green Jobs Act of 2016**

National Green Jobs HRD Plan

**Caregivers Welfare Act of 2023**

Implementing Rules and Regulations

## KEY EMPLOYMENT GROWTH SECTORS



**IT-BPM**



**Construction**



**Health and Wellness**



**Manufacturing**



**Transport and Logistics**



**Agriculture**



**Energy**



**Tourism**



**Education**



**Creative Industries**



# FUTURE OF WORK

**Factors** driving unprecedented transformation in labor markets:

**Social issues** in the world of work still persist:



**Technological advancements**



**Demographic changes**



**Sustainable development and just transition**



**Climate change**



**Geopolitical relations**

- Poor quality jobs
- Inequality and social exclusion
- Gender gaps and barriers to women's full and equal participation
- Proliferation of the informal sector
- Limited access to social protection



# IN-DEMAND OCCUPATIONS BY KEY EMPLOYMENT GROWTH SECTORS



Medical Field



Construction, Architecture,  
and Engineering-Related  
Work



Services and  
Tourism Sector



Information Technology and  
Business Processing



Platform  
Work

## JOBS & LABOR MARKET FORECAST 2023-2024 UPDATES

DEPARTMENT OF LABOR AND EMPLOYMENT  
Bureau of Local Employment



Access the full report of the Jobs and Labor Market  
Forecast 2023-2024 Updates via [bit.ly/JLMF-23](https://bit.ly/JLMF-23).



REPUBLIC OF THE PHILIPPINES  
Department of Labor and Employment

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# HARD-TO-FILL OCCUPATIONS

## JOBS & LABOR MARKET FORECAST

2023-2024 UPDATES

DEPARTMENT OF LABOR AND EMPLOYMENT  
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- *Chemical Engineering Technician (General)*
- *Chemist (General)*
- *Culinary*
- *Electrical and Instrumentation Technician*
- *Geologist*
- *Production Engineers*
- *Environment Community Relations Assistant*
- *Shipbuilders and Repairs*
- *AutoCAD Operator*
- *Agriculturist*
- *Medical Technologist*
- *Scaffolding Installer*
- *Sewage Treatment Plant (STP) Operator*
- *Power Plant Maintenance Engineer*
- *Licensed/Accredited Lifeguard*
- *Lawyer*
- *Industrial Electricians*
- *Forklift Operator*
- *Maintenance/ Powerplant Engineers*

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# EMERGING OCCUPATIONS



## Green Industry

Sanitation Personnel  
Panel Engineer  
Agri-fishery-related work  
Geodetic Engineer



## IT and Platform Industry

Virtual Assistant  
Cybersecurity Specialist  
Application Development  
Analysts  
Freelancers  
3D Printing Workers



## Creative Industry

Audio-Visual Design  
Digital Interactive Media Design  
Publishing and Printed Media  
Content Creation

# JOBS & LABOR MARKET FORECAST

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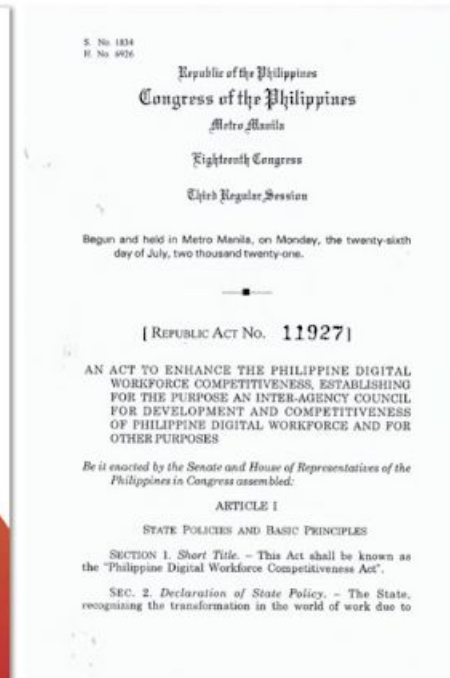
# NATIONAL GOVERNMENT SHAPING THE FUTURE WORKFORCE



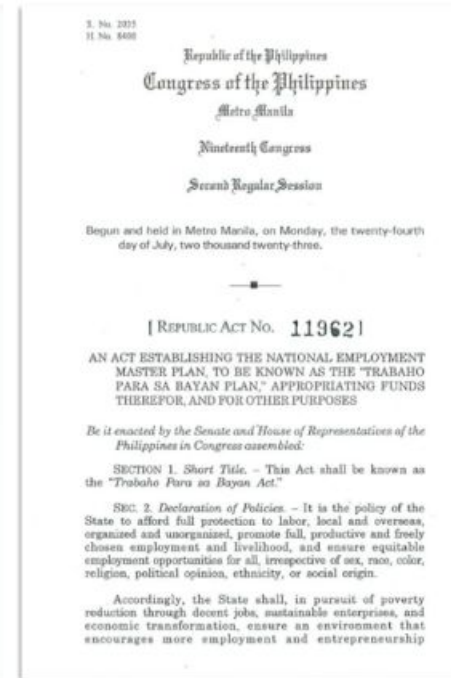
Philippine  
Development Plan



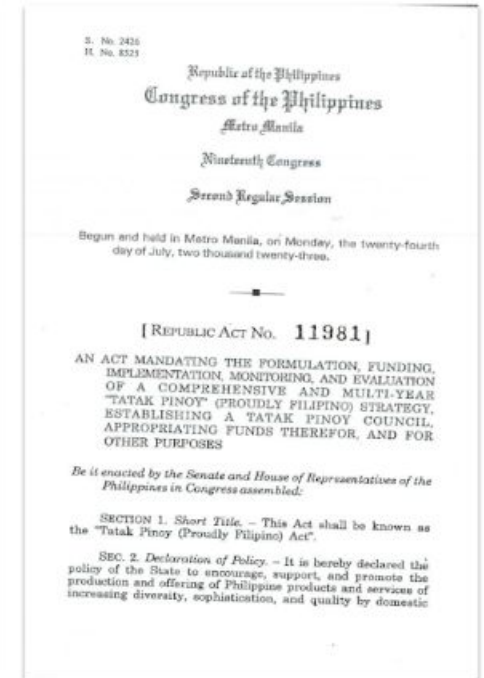
Philippine Labor and  
Employment Plan



Philippine Digital  
Workforce  
Competitiveness Act



Trabaho Para  
sa Bayan Act



Tatak Pinoy Act

# PHILIPPINE LABOR AND EMPLOYMENT (PLEP) 2023-2028

## FRAMEWORK



### PHILIPPINE LABOR AND EMPLOYMENT PLAN 2023-2028



**Maximizing Productive,  
Remunerative, Freely  
Chosen, and Sustainable  
Work and Employment  
Opportunities**



**Ensuring Labor Market Governance  
that Respects for all Fundamental  
Principles and Rights at Work,  
International Labor Standards and  
Human Rights**



**Building an Equitable  
and Inclusive Social  
Protection**



INCREASED INCOME-EARNING ABILITY

INCREASED EMPLOYABILITY

EXPANDED ACCESS TO EMPLOYMENT OPPORTUNITIES

Youth and Adult  
Employability  
Programs

Public Employment  
Services

Labor Market  
Information Services

Local Employment  
Regulations

SHARED LABOR MARKET GOVERNANCE



Maximizing Productive,  
Remunerative, Freely  
Chosen, and Sustainable  
Work and Employment  
Opportunities

## Bureau of Local Employment's 4 MAJOR PROGRAM AREAS



# Youth and Adult Employability Programs



## Special Program for Employment of Students

Temporary employment to poor but deserving students, out-of-school youth during summer or Christmas breaks



## JobStart Philippines

Full cycle employment facilitation services to enhance the employability of at-risk youth



## Government Internship Program

Internship opportunities to serve the general public in government agencies/ entities' projects and programs



## Adjustment Measures Program

Improve the employability and skills development of workers in the formal sector as well as the growth, development, and competitiveness of enterprises and start-ups



# Public Employment Services



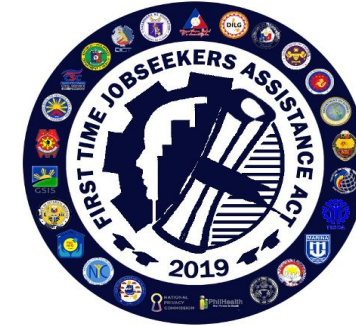
## Public Employment Service Offices

Provides the package of services which matches people to jobs, helps employers find the workers they need, and aligns labor market and skills needs across the economy.



## Career Development Support Program

Provide career development support services to individuals in addressing gaps in employability dimensions



## Assistance to First-Time Jobseekers

Help first-time jobseekers lessen their financial burden in securing pre-employment documents and aid in better managing their school-to-work transition



# Labor Market Information Services



## Integrated PhilJobNet - PESO Employment Information System

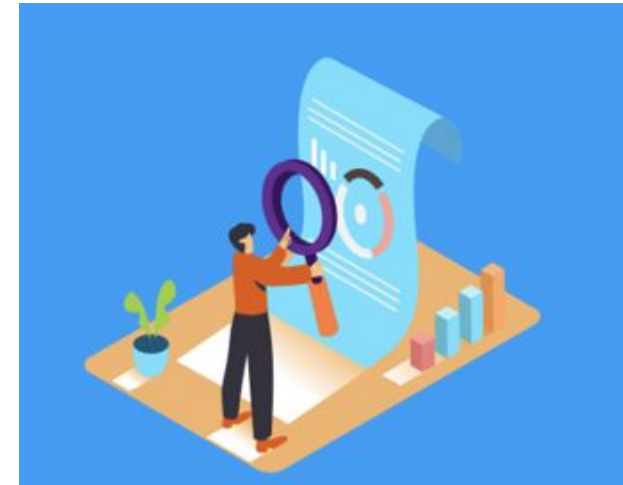
Internet-based job and applicant matching system which aims to fast track the jobseeker's search for jobs and the employer's search for manpower



CareerInfoPH

## Career Information System

Digitized version of DOLE's Career Guides, which provide valuable information such as nature of work, basic educational requirements, skills and competencies, attributes, employment opportunities, and cost of education training.



## Job Displacement Monitoring System

Maintain a continuing nationwide database of displaced workers based on Establishment Reports submitted to the DOLE Regional Offices



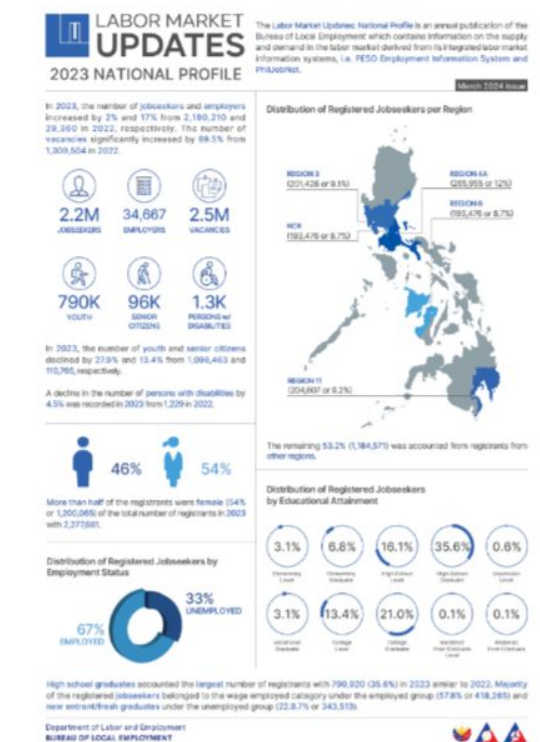
# LABOR MARKET INFORMATION PUBLICATIONS



Jobs and Labor  
Market Forecast



Labor Market  
Profile



Labor Market  
Updates



Labor Market  
Trends

# Local Employment Regulations



## Job Fair Regulation

Regulate the conduct of job fairs which aims to **fast-tracking the meeting of jobseekers and employers** in one venue at a specific date to reduce cost, time and effort particularly on the part of the applicants



## Private Employment Agency Regulation

Regulate the **participation of private individuals and entities** in the recruitment and placement of workers for local employment



## Alien Employment Regulation

Regulate the **employment of foreign nationals in the country and safeguard the interest of Filipino workers**, as provided for under Article 40 of the Labor Code of the Philippines



## Contracting and Subcontracting Regulation

Regulate the **registration of parties engaged in legitimate contracting and subcontracting arrangements**



## LEP Priority 2



**Ensuring Labor Governance  
that respects all  
Fundamental Principles and  
Rights at Work, International  
Labor Standards and Human  
Rights**



*Technical Advisory Visits*



## LEP Priority 3



**Building an Equitable and  
Inclusive Social Protection**



**DOLE  
Integrated  
Livelihood  
Program**



**DILEEP**



**TUPAD**

**TULONG PANGHANAPBUHAY SA ATING  
DISADVANTAGED/DISPLACED WORKERS PROGRAM**



# COLLABORATION TOWARDS SKILLS DEVELOPMENT



**Philippine  
Qualifications  
Framework**



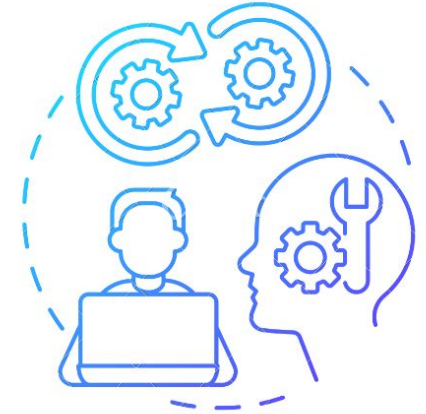
**Philippine Skills  
Framework**



**National  
Innovation  
Council**



**Inter-Agency  
Technical Working  
Group on Green  
Jobs**



**Inter-Agency Council for  
Development and  
Competitiveness of the  
Philippine Digital Workforce**

**Modern and responsive technical vocational education (TVET), apprenticeships,  
basic and higher education, and professional development interventions**

# DOLE GAD AGENDA 2024-2028

## GENDER ISSUES



Gender gap in LFPR of women brought about by the changing world of work and inadequate support for care work to enable women to stay in the labor market



Prevailing gender norms among employers and HR personnel which limits women's employment opportunities



Challenges faced by workers, including women workers, both in private and public sectors



Inadequate workplace health and safety protection of women workers



Inadequate social protection coverage for women in vulnerable situations

## PRIORITIES AND STRATEGIES



Maximizing Productive, Remunerative, Freely Chosen, and Sustainable Work and Employment Opportunities



Ensuring Labor Governance that Respects for all Fundamental Principles and Rights at Work, International Labor Standards and Human Rights



Building an Equitable and Inclusive Social Protection



Enhancing the Organizational Capacities towards an Inclusive and Gender-Responsive Department



# PH RATIFICATION OF ILO C190

- The Philippines becomes the 38th country in the world, and the **first Asian country**, to ratify Convention No. 190 on **Violence and Harassment in the Workplace**.
- Ratification document was deposited on **20 February 2024**, which coincides with the celebration of the World Day of Social Justice.
- C190 principles are already incorporated and operationalized in several legislations:
  - Labor Code (PD 442);
  - Anti-Sexual Harassment Act (RA 8046);
  - Magna Carta of Women (RA 9710); and
  - Safe Spaces Act (RA 11313).



A world of work that is free from violence and harassment is better for everyone.



# AREAS FOR COLLABORATION

- Promoting **gainful and quality** employment
- Developing human resource for **emerging economies**
- Strengthening linkages among **government-industry-education** sector
- Adopting green economy roadmaps and embedding **just transition**
- Devoting special attention to **vulnerable groups**



# HUMAN-CENTERED TRANSITIONS FOR A JUST AND SUSTAINABLE WORKPLACE



Skills development in the digital, green, care, and solidarity economies



Respect for workers' and employers' rights



Social dialogue



Social protection to support workers in transition

A **Philippines** where every worker is **valued**, every innovation is **celebrated**, and every accomplishment is **acknowledged**



**BAGONG PILIPINAS**





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# THANK YOU

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27 June 2024



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