



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1463



Introduced by

HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

EXPLANATORY NOTE

The COVID-19 pandemic adversely affected the economy of the country. Businesses sustained financial reverses. Most companies were constrained to retrench employees to prevent losses. Some suspended their operations. Worse, others closed shop. Consequently, unemployment became prevalent. The only alternative left for most people was to go back to the provinces since living in the metropolis became unbearable.

Noteworthy, even before the onset of the pandemic, urban congestion is already a grave problem. It led to a multitude of other social and economic difficulties that the government has to address, such as the prevalence of crime. Accordingly, there is a pressing necessity to develop the provinces, cities, and municipalities in the countryside by institutionalizing measures that will ensure the creation of employment for the people.

This draft bill aims to create local employment opportunities for the people.

This measure intends to adopt a "Localized Job Opportunities Plan" for each Province, City, and Municipality in the country. It shall have, among others:

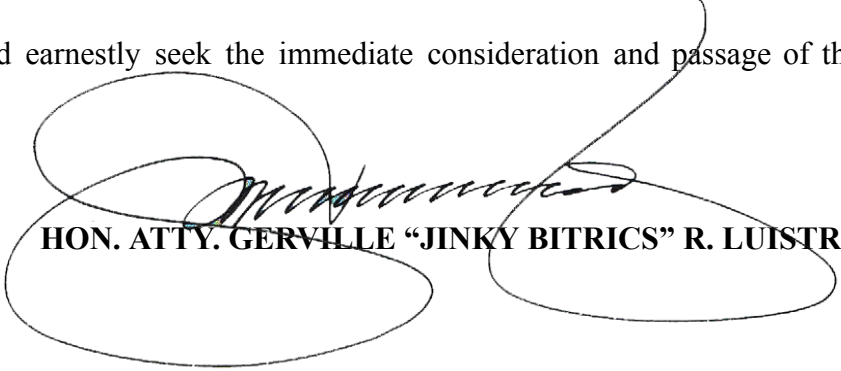
- a.) A sustainable program for public and private sector investment and participation;
- b.) A grant of fiscal and similar incentives for labor-intensive businesses;
- c.) A comprehensive measure to support local micro, small, and medium enterprises;
- d.) A development program for local infrastructure, and training of the local work pool.

This bill proposes to adopt a policy of "priority of employment for locals." Permanent residents of the province, city, or municipality shall be preferred in employment, provided that the applicant is qualified for the position being applied for. To be considered as a local, the person availing the benefits of this measure must be (i) born and raised in the province, city or municipality; (i) the latter's legal spouse; or (iii) a permanent resident for a period of not less than 20 years from the passage of this Act.

The "priority of employment for locals" policy applies to all forms and nature of employment whether regular, probationary, temporary, casual, seasonal, contractual, or outsourced; management and whether the position applied for is supervisory, rank and file, professional, technical or vocational.

Once this measure is institutionalized and fully implemented, urban migration and congestion will be lessened as there is no more necessity for people to leave their provinces, cities, and municipalities.

Undersigned earnestly seek the immediate consideration and passage of this proposed measure.



HON. ATTY. GERVILLE "JINKY BITRICS" R. LUISTRO



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
Third Regular Session

HOUSE BILL NO. 1463

Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

AN ACT MANDATING THE LOCALIZATION OF JOB OPPORTUNITIES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

Section 1. Short Title. - This Act shall be known as the "Localization of Job Opportunities Act of 2025."

Section 2. Declaration of Policy. - It is hereby declared the policy of the State to (i) provide employment and livelihood opportunities, especially in the countryside, (ii) improve the quality of life in rural areas, (iii) minimize urban migration and congestion, (iv) empower local governments, and (v) achieve inclusive growth.

Section 3. Creation of Local Job Opportunities. - The Department of Labor and Employment (DOLE), in coordination with the Department of Trade and Industry (DTI), the Board of Investments (BOI), along with all regional, provincial, city, and other local field offices, and the pertinent Local Government Unit (LGU) Executive, shall draft a Localized Job Opportunities Plan for each Province, City, and Municipality. The Localized Job Opportunities Plan shall include:

- A sustainable program for public and private sector investment and participation;
- Grant of fiscal, facilitation of business permit and/or license, among other incentives, particularly for businesses that are labor intensive or creates more permanent employment opportunities; Support for local micro, small, and medium enterprises;
- Development of local infrastructure, including transport, power, and telecommunications;

- Training and development of local job seekers to enhance employability; and,
- Other support services.

Section 4. Priority in Employment. - All companies shall adhere to the policy of "priority of employment for locals" where permanent residents of the province, city, or municipality, shall be preferred in employment, provided that the applicant is qualified for the position being applied for. To be considered as a local, the person availing the benefits of this measure must be (i) born and raised in the province, city or municipality; (ii) the latter's legal spouse; or (iii) or a permanent resident for a period of not less than 20 years from the passage of this Act.

Section 5. No Distinction as to Type of Job Opportunity or Employment. - The "priority of employment for locals" policy applies to all forms and nature of employment whether regular, probationary, temporary, casual, seasonal, contractual, or outsourced; management and whether the position applied for is supervisory, rank and file, professional, technical or vocational.

Section 6. Qualified Local Applicants - The "priority of employment for locals" policy applies only when the local has all the necessary educational, work experience, and expertise to discharge the functions and the duties of the position being applied for. However, if no other local is qualified to be hired, the employer can secure the services of a non-local so as not to impede the business operations of the company.

Section 7. Penalties for Violations. - Any person, corporate director, or officer who violates Sections 4 and 5 of this Act shall suffer the following penalties: (1) For the first violation, a fine of not less than Fifty thousand pesos (Php50,000.00) but not exceeding One hundred thousand pesos (Php 100,000.00); and (2) For any subsequent violations, a fine of not less than One hundred thousand pesos (Php100,000.00) but not exceeding Two hundred thousand pesos (P200,000.00) for every violation.

Section 8. Revocation of Business Permit - Violation of this Act shall be a cause for the cancellation and revocation of the business permit, franchise, and other similar privileges granted to the erring entity.

Section 9. Implementing Rules and Regulation. - Within sixty (60) days after the effectivity of this Act, the DOLE, in coordination with the DTI, BOI and PEZA, shall promulgate the necessary rules and regulations for the proper implementation of this Act.

Section 10. Appropriations. - Funds necessary for the implementation of this Act shall be sourced out from the General Appropriations Act (GAA) and from the internally generated funds of DOLE.

Section 11. Separability Clause. - If any provision of this Act, or any parts thereof, is declared unconstitutional, the same shall not affect the validity and effectivity of the other portions.

Section 12. Repealing Clause. - All laws, executive orders, presidential decrees, rules and regulations, and other issuances contrary or inconsistent with this Act shall be deemed repealed or modified accordingly.

Section 13. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,