

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **2241**



Introduced by **HON. BRIAN RAYMUND S. YAMSUAN**

AN ACT
INSTITUTIONALIZING A NATIONAL EMPLOYMENT FACILITATION SERVICE
NETWORK FOR PERSONS WITH DISABILITY (PWDs) AND SENIOR CITIZENS
THROUGH THE ESTABLISHMENT OF A LOCAL CENTER FOR INCLUSIVE
EMPLOYMENT IN EVERY PROVINCE, KEY CITY AND OTHER STRATEGIC
AREAS THROUGHOUT THE COUNTRY

EXPLANATORY NOTE

The Philippines has long upheld a national employment policy that ensures equal employment opportunities for all, regardless of sex,¹ race², disability³, or age.⁴ No less than the 1987 Constitution acknowledges the importance of labor as the primary social economic force,⁵ recognizing economic participation as an important component of promoting a just and dynamic social order that will free the people from poverty.⁶ To this end, the fundamental law mandates equal employment opportunities for all,⁷ including vulnerable sectors of society who are nonetheless competent, able, and willing to participate in the labor force. This is especially relevant to the plight of persons with disabilities (PWDs) and senior citizens.

To support this policy, the State has enacted laws of national relevance⁸ and

¹ P.D. 442 (1974) or the Labor Code of the Philippines, Section 3.

² *Id.*

³ Republic Act No. 7277 (1991) or the Magna Carta for Disabled Persons, as amended, Section 32.

⁴ Republic Act No. 10911 (2015) or the Anti-Age Discrimination in Employment Act, Section 2.

⁵ 1987 Constitution, Article II, Section 18.

⁶ 1987 Constitution, Article II, Section 9

⁷ 1987 Constitution, Article XIII, Section 3.

⁸ See Republic Act No. 7277, as amended; Republic Act No. 10911; Republic Act No. 9994 or the Expanded Senior Citizens Act of 2010.

has acceded to international commitments⁹ aimed at providing an equal playing field for senior citizens and PWDs. Despite these efforts, unemployment and underemployment remain to be an overlooked, yet pervasive challenge for the sector. According to the Philippine Statistics Authority, there were only 353,000 gainfully employed PWDs out of 1.9 million who are within working age¹⁰ in 2022. This translates to roughly 1 in 5 PWDs being employed. In the same year, the elderly sector faced a similar predicament where only 38.2% of the 2,538,000 qualified senior citizens in the country were employed.¹¹

There are already local government policies and programs aimed at promoting the hiring of PWDs and senior citizens. For instance, in the 2nd District of Parañaque, senior citizens and PWDs are given access to the Department of Labor and Employment's program called the *Tulong Pang-hanapbuhay sa Ating Disadvantaged/Displaced Workers* or TUPAD, which provides temporary employment to workers in the informal sector. However, despite these local efforts, the sector continues to encounter substantial obstacles such as inadequate vocational training, insufficient accessible job openings, and biases related to physical abilities and age. Therefore, there is a pressing need to formalize these local initiatives into a national policy to truly attain equality.

The proposed measure seeks to directly address these barriers to work. By expressly mobilizing existing Public Employment Service Offices, the State can provide targeted support and resources to help qualified individuals in the sector find and retain gainful employment. In providing an accessible and dedicated employment facilitation office to PWDs and senior citizens, the State not only enhances their economic independence, but also enables them to tap into their diverse set of skills and experiences that would benefit the industries they will work in. Moreover, enabling an open and accessible labor market can boost local businesses because of enhanced customer diversity.

Finally, the proposed legislation would enable the Philippines to effectively fulfill its international commitments in promoting social justice for PWDs, having sponsored the United Nations (UN) General Assembly's Third Committee Resolution in 2014 titled "Realizing the Millennium Development Goals and other internationally agreed development goals for persons with disabilities towards 2015 and beyond." The bill also supports the Philippines' obligations assumed under the UN Convention on the Rights of Persons with Disabilities, the UN Principles for Older Persons, and the Madrid International Plan of Action on Ageing.

⁹ See International Labor Organization (ILO) Convention No. 159; Convention on the Rights of Persons with Disabilities; The United Nations Principles for Older Persons; Madrid International Plan of Action on Ageing.

¹⁰ Guillen et al. (2022), citing January 2022 Labor Force Survey.

¹¹ Philippine Statistics Authority, June 2022 Labor Force Survey.

In view of the foregoing, the approval of this measure is earnestly sought.

A handwritten signature in black ink, appearing to read 'BRYAN RAYMUND S. YAMSUAN', with a long horizontal flourish extending to the right.

BRIAN RAYMUND S. YAMSUAN

Representative

2nd District of Parañaque

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

SECTION 1. Short Title. - This Act shall be known as the “Inclusive Employment Act of 2025.”

SECTION 2. Declaration of Policy. - It is a declared policy of the State to promote employment opportunities for all and strengthen the existing employment facilitation service machinery of the government for persons with disability and senior citizens, particularly at the local levels.

SECTION 3. Establishment of the Local Center for Inclusive Employment (LCIE).
- There is hereby established a Local Center for Inclusive Employment, hereinafter referred to as “LCIE”, in all capital towns of provinces, key cities and other strategic areas, which shall be a unit under the existing Public Employment Service Office (PESO) in each local government unit.

The LCIE under each PESO shall be linked with the regional offices of the Department of Labor and Employment (DOLE) for coordination and technical supervision, and to the DOLE Central Office, to constitute the national employment service network.

SECTION 4. Objectives of the LCIE. - The LCIE shall ensure prompt, appropriate, and timely employment facilitation services for PWDs and senior citizens and the provision of relevant information, education, and communication (IEC) materials for

the benefit of the PWDs and senior citizens seeking gainful employment opportunities.

Specifically, the LCIE shall:

- a. Provide a venue where PWDs and senior citizens could find and explore various employment options and seek training assistance for possible employment ventures;
- b. Serve as referral and information center for the various services and programs being provided by the DOLE and other government agencies with respect to the welfare and employment of PWDs and senior citizens;
- c. Provide PWDs and senior citizens with sufficient information on employment opportunities and labor market situation in the area; and
- d. Network with other LCIEs within the province and/or region on employment opportunities for PWDs and senior citizens.

SECTION 5. Functions of the LCIE. - The LCIE shall have the following functions:

- a. Establish partnerships with employers who shall regularly submit to the LCIE a list of job vacancies available for PWDs and senior citizens in their respective establishments;
- b. Facilitate the exchange of labor market information between the PWDs and senior citizens jobseekers and employers, by providing employment information services to the jobseekers and recruitment assistance to employers;
- c. Develop and administer testing and evaluation instruments for effective qualification, selection, training, and counseling;
- d. Develop training modules for PWDs and senior citizens in order to improve their skills and comply with the skills requirement of the employer;
- e. Undertake employability enhancement trainings/seminars for PWDs and senior citizens, as well as those PWDs and senior citizens who would like to enhance their employability;
- f. Provide occupational counseling, career guidance, motivation and values development activities to PWDs and senior citizen;
- g. Conduct pre-employment counseling and orientation to PWDs and senior citizens;
- h. Provide PWDs and senior citizens with access to the various livelihood and self-employment programs offered by both government and non-government organizations (NGOs) at the provincial, city, municipal, and barangay levels by undertaking referrals for such programs;

- i. Conduct jobs fairs, Work Appreciation Programs (WAPs), and livelihood and self-employment bazaars, among other employment facilitation strategies;
- j. Provide reintegration assistance services to PWDs and senior citizens who are retrenched or terminated; and
- k. Perform such functions and willfully carry out the objectives of this Act.

SECTION 6. Role of the DOLE and LGUs. – Upon the request of the local government units through existing PESOs, the DOLE shall undertake the establishment, operation, and maintenance of the LCIE.

It shall be the responsibility of the DOLE to:

- a. Establish and maintain a computerized PWD and senior citizens manpower registry of skills and employment and business opportunities to facilitate the provision and packaging of employment assistance to PWD and senior citizen clients and the setting-up of regional job clearance systems as part of the overall employment network;
- b. Designate, in consultation with the PESO or NGO concerned, a qualified project manager and/or key personnel who shall be responsible for the operation and management of the LCIE;
- c. Provide technical assistance and allied support services to the LCIE;
- d. Train LCIE personnel in the various aspects of employment facilitation functions;
- e. Extend/facilitate such other package of employment services through the provision of employment assistance to PWD and senior citizen clients of the LGU or NGO concerned, including the conduct of jobs fairs and other activities; and
- f. Undertake, monitor, assess and evaluate the LCIE program implementation.

SECTION 7. Administration of the LCIE Program. - The DOLE shall be primarily responsible for the administration of the LCIE Program through the Bureau of Workers with Special Concerns, as well as its regional offices throughout the country. The Secretary of Labor and Employment, in coordination with the Department of the Interior and Local Government (DILG), National Council on Disability Affairs (NCDA), and National Commission Of Senior Citizens (NCSC), and in consultation with the presidents of the various local government leagues, namely the League of Provinces,

the League of Cities, the League of Municipalities, and the League of Barangays, shall accordingly promulgate, within ninety (90) days from the effectivity of this Act, the necessary rules and regulations for the effective implementation of the Program.

SECTION 8. Appropriations. - The amount necessary for the initial implementation of this Act shall be charged against the existing appropriations of the DOLE and its other operating agencies. Thereafter, the amounts needed for the full implementation of this Act shall be included in the budget of the DOLE in the succeeding annual General Appropriations Act.

SECTION 9. Separability Clause. - If any part or provision of this Act is declared unconstitutional or invalid, other parts or provisions hereof which are not affected shall continue to be in full force and effect.

SECTION 10. Repealing Clause. - All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Approved,