



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



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2636

Introduced by Representative WALFREDO "ARMAN" R. DIMAGUILA, JR.

AN ACT
ESTABLISHING A NATIONAL JOBS GUARANTEE PROGRAM TO BE KNOWN
AS THE "BAYANIHAN WORK PROGRAM," PROVIDING FOR ITS
IMPLEMENTATION, APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

During times of crisis, whether brought by a pandemic, disaster, or economic downturn, the so-called *ayuda* or emergency cash assistance has proven to be a vital lifeline for many Filipino families. It provides immediate relief and restores a sense of hope in the hardest moments. But while *ayuda* helps people survive today, we must also ask: how do we help them thrive tomorrow?

Cash assistance alone cannot create jobs, build skills, or offer a stable path to a better life. When relied on as a long-term solution, it risks deepening dependence and straining limited public resources without addressing the root causes of joblessness and economic vulnerability.

This bill proposes a more sustainable and empowering alternative: the **Bayanihan Work Program**, a national jobs guarantee program that ensures any Filipino who is willing and able to work can do so with dignity, purpose, and fair compensation.

Instead of handing out aid, we invest directly in people's labor, potential, and pride. The Program affirms every Filipino's right to decent work and provides a meaningful response to unemployment, especially during periods of economic disruption, technological change, or regional disparity.

Under the Bayanihan Work Program, participants will be assigned to community-based projects that address urgent and socially valuable needs, such as climate adaptation, disaster preparedness, infrastructure maintenance, elder care, educational support, and environmental rehabilitation. They will receive a fair wage, not lower than the regional minimum, and enjoy full benefits, including PhilHealth and SSS contributions.

The Program also recognizes that work should not just be available, it should be **purposeful**. Participants will be matched with assignments that fit their educational background, training, and aspirations. In addition, the Program offers opportunities for upskilling and capacity-building, so that temporary public employment can become a stepping stone to long-term opportunities in both the public and private sectors.

This is not about creating dependence, it's about building **confidence** and **capability**. It's not about giving temporary relief, but it's about giving people the means to build a future. It's not a drain on public funds, but it's an investment that returns value by producing public goods, restoring community well-being, and stimulating local economies.

The **Bayanihan Work Program** serves not only as an employer of last resort but also as a platform for dignity, purpose, and nation-building. At a time when many of our *kababayans* feel left behind or forgotten, this measure offers a clear message: **that decent work is not a privilege for a few, but a right that should be guaranteed for all.**

We also recognize that a similar measure has been filed in the Senate by **Senator Paolo Benigno "Bam" Aquino IV**, whose advocacy continues to focus on meaningful, long-term solutions to poverty and unemployment. This counterpart proposal in the House echoes that same vision: that government must not only respond to crises, but actively open doors to dignity and self-reliance through decent work.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



ATTY. WALFREDO R. DIMAGUILA, JR.
Representative, Lone District of Biñan



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4 **IMPLEMENTATION, APPROPRIATING FUNDS THEREFOR**

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

7 **Section 1. *Short Title.*** – This Act shall be known as the "*Bayanihan Work Program*
8 *Act.*"

9 **Sec. 2. *Declaration of Policy.*** – It is hereby declared the policy of the State to
10 recognize and uphold the right of every Filipino to decent and gainful employment.
11 The State shall guarantee the availability of work opportunities for all individuals willing
12 and able to work, particularly during periods of economic downturn, technological
13 disruption, or structural transitions in the economy. To this end, the government shall
14 serve as an employer of last resort, ensuring dignified, productive, and community-
15 beneficial work that supports inclusive development, economic resilience, and social
16 cohesion.

17 **Sec. 3. *Establishment of the Bayanihan Work Program.*** – There is hereby
18 established a permanent, nationwide National Jobs Guarantee Program, to be known

19 as the Bayanihan Work Program, which shall be administered by the Department of
20 Labor and Employment (DOLE) in coordination with Local Government Units (LGUs),
21 the Department of Education (DepEd), the Technical Education and Skills
22 Development Authority (TESDA), and other relevant government agencies and
23 stakeholders.

24 **Sec. 4. Objectives.** – The Bayanihan Work Program shall have the following
25 objectives:

- 26 a) To provide public employment opportunities to all Filipino citizens aged
27 eighteen (18) years and above who are willing, able, and available to work but
28 are unable to secure suitable employment in the private sector;
- 29 b) To address unmet public needs and support local development through projects
30 that promote infrastructure development, environmental conservation, safety
31 and security, disaster risk reduction, care services, health and nutrition,
32 educational support, and cultural preservation;
- 33 c) To ensure that participants receive just compensation, social protection, and
34 opportunities for skills development and career progression;
- 35 d) To stabilize household incomes, alleviate poverty, reduce inequality, and
36 enhance the economic resilience of communities.

37 **Sec. 5. Eligibility and Enrollment.** – All Filipino citizens aged eighteen (18) and
38 above, legally employable and actively seeking work, shall be eligible to enroll in the
39 Bayanihan Work Program. Priority shall be accorded to long-term unemployed
40 individuals, youth not in education, employment, or training (NEET), persons with
41 disabilities, senior workers, and those residing in economically depressed or climate-
42 vulnerable areas.

43 DOLE, in partnership with Public Employment Service Offices (PESOs), barangay units,
44 and accredited civil society organizations, shall ensure inclusive, accessible, and
45 efficient enrollment procedures, including digital and on-site registration platforms.

46 **Sec. 6. Nature of Work and Compensation.** – Work provided under the Program
47 shall be productive, socially beneficial, and aligned with local development and climate
48 resilience goals. Projects may include, but are not limited to:

- 49 a) Public infrastructure maintenance and greening;
- 50 b) Reforestation and climate adaptation initiatives;
- 51 c) Disaster preparedness and emergency response;
- 52 d) Security and safety;
- 53 e) Health and nutrition;
- 54 f) Childcare, elder care, and community health services;
- 55 g) Educational and cultural support services.

56 *Provided, That,* To the extent practicable, the nature of work assigned to participants
57 shall be aligned with their educational background, prior work experience, and existing
58 skills and training. The Program shall endeavor to build on and further develop
59 participants' competencies to enhance employability and support longer-term career
60 pathways.

61 *Provided further, That,* participants shall receive a wage not lower than the prevailing
62 regional minimum wage, along with social security coverage, PhilHealth benefits, and
63 other mandatory contributions in accordance with existing labor laws.

64 *Provided finally, that,* while full-time employment shall be prioritized, part-time or
65 flexible work arrangements may be provided in consideration of project requirements
66 and individual circumstances, including caring responsibilities.

67 **Sec. 7. Skills Development and Transition Support.** – The Program shall
68 integrate mandatory skills development and capacity-building interventions, including
69 but not limited to: foundational literacy and numeracy, digital skills, green skills,
70 technical and vocational training, and workplace readiness competencies.

71 DOLE, in collaboration with TESDA, DepEd, SUCs, LUCs, and private sector partners,
72 shall offer career counseling, job matching, and placement services to support
73 participant transitions to long-term employment in the private or public sector.

74 **Sec. 8. Appropriations.** – The amount necessary for the implementation of the
75 Bayanihan Work Program shall be funded through annual General Appropriations,
76 supplemented by grants, donations, and other allowable sources. A dedicated
77 Bayanihan Work Program fund shall be created under the National Treasury.

78 LGUs shall submit project proposals to DOLE for approval and funding under the
79 Program, ensuring alignment with local development priorities, employment needs,
80 and climate goals.

81 **Sec. 9. Oversight.** – A National Oversight Committee shall be constituted, co-chaired
82 by the Secretary of Labor and Employment and the Secretary of Budget and
83 Management, with representation from:

- 84 a) The Department of the Interior and Local Government (DILG),
- 85 b) Leagues of LGUs,
- 86 c) Labor unions and workers’ organizations,
- 87 d) Employers’ groups,
- 88 e) Civil society representatives.

89 This Committee shall ensure effective program design, inter-agency coordination,
90 budget utilization, and policy coherence.

91 **Sec. 10. Reporting and Evaluation.** – DOLE shall submit an annual report to
92 Congress, detailing:

- 93 a) The number and profile of program participants;
- 94 b) Types and scope of projects implemented;
- 95 c) Wages and benefits disbursed;
- 96 d) Skills acquired and certifications obtained;
- 97 e) Number of individuals transitioned to private or public sector employment; and
- 98 f) Recommendations for program improvement, scalability, and sustainability.

99 An independent program evaluation shall be commissioned every three (3) years to
100 assess long-term impacts on employment, poverty reduction, and local development.

101 **Sec. 11. *Implementing Rules and Regulations.*** – Within ninety (90) days from
102 the effectivity of this Act, DOLE, in consultation with relevant government agencies,
103 LGUs, and stakeholders, shall promulgate the necessary rules and regulations for the
104 effective implementation of this Act.

105 **Sec. 12. *Separability Clause.*** – If any provision of this Act is declared
106 unconstitutional or invalid, the other provisions not affected thereby shall remain in
107 full force and effect.

108 **Sec. 13. *Repealing Clause.*** – All laws, decrees, executive orders, rules and
109 regulations, and other issuances inconsistent with this Act are hereby repealed or
110 modified accordingly.

111 **Sec. 14. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication
112 in the *Official Gazette* or in a newspaper of general circulation.

Approved,