

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 3036



Introduced by: Hon. Keith Micah "Atty. Mike" D.L. Tan

AN ACT
INSTITUTIONALIZING SKILLS TRAINING PROGRAM, PROVIDING JOB
OPPORTUNITIES TO PERSONS DEPRIVED OF LIBERTY, AND APPROPRIATING
FUNDS THEREFOR

EXPLANATORY NOTE

The Philippines is a State Party to United Nations treaties and instruments concerning persons deprived of liberty. It is obligated to implement the treaty commitments, primarily through the passage of domestic laws based on internationally recognized standards that set benchmarks and indicators of success.

For persons deprived of liberty, the United Nations Minimum Standards for the Treatment of Prisoners is a comprehensive tool to help policy makers and implementers ensure that detention provides opportunities for correction and reform.

In this light, this bill seeks to institutionalize the provision of opportunities to persons deprived of liberty (PDLs) by mandating the establishment of a skills training program for PDLs in all correctional facilities in the country.

According to the Bureau of Jail Management and Penology (BJMP), there are approximately 116,000 PDLs in 484 jails nationwide who are mostly 18 to 41 years old¹. Meanwhile, the Bureau of Corrections (BuCor) reported that there are 53,397 PDLs in their seven major prison facilities as of May 2024². To rehabilitate the PDLs, BJMP and BuCor provided technical-vocational classes (tech-voc) or incorporated vocational programs into their job assignments in most correctional facilities.

Transition services, especially technical vocational education and training (TVET), provide PDLs the opportunity to reform by affording them assistance in seeking for jobs once they are released back into society.

A system of reformation to reintegrate them efficiently into the community where they once belonged is vital. With employable skills, they can find new life when they leave detention. Tech-voc training will also bring new hope to the offenders because they know they have the skills that can be their passport to employment

¹ Inquirer.net. (2025, April 25). *Jail congestion stands at 298 percent, down from 600 percent, says BJMP*. <https://newsinfo.inquirer.net/2055833/jail-congestion-stands-at-298-percent-down-from-600-percent-says-bjmp>

² <https://bucor.gov.ph/wp-content/uploads/2024/06/Prison-Congestion-06142024.pdf>

opportunities once they leave confinement. Aside from these, tech-voc training will also aid in breaking the cycle of recidivism of certain prisoners.

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

A handwritten signature in black ink, appearing to read 'Mike Tan', written in a cursive, stylized script.

Keith Micah "Atty. Mike" D.L. Tan
4th District, Quezon

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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 "Skills Training Program for Prisoners Act."

SEC. 2. *Establishment of Skills Training Program for Persons Deprived of Liberty (PDLs).* - The Technical Education and Skills Development Authority (TESDA), in coordination with the Bureau of Corrections (BuCor), the Bureau of Jail Management and Penology (BJMP), and other relevant agencies shall establish a skills training program for all persons deprived of liberty (PDLs).

The program shall equip PDLs with technical and vocational skills which they can use in seeking employment or starting their own business after release from confinement.

SEC. 3. *Post-Prison Employment.* - There shall be created in every penal institution a Job Assistance Office (JAO). Without prejudice to other existing government employment programs, the JAO shall, together with the Department of Labor and Employment (DOLE), establish and maintain a Post-Prison Employment Program (PPEP) that will raise awareness regarding available job opportunities which a prisoner may avail upon release.

The JAO shall encourage private sector participation by proposing incentives and privileges to private business establishments that will open job opportunities to former prisoners. The JAO shall ensure that the job opportunities, both in the public and private sectors, shall not create undue and unlawful discrimination against former prisoners seeking employment.

SEC. 4. *PPEP Tax Credit.* - Employers who shall participate in the PPEP shall be entitled to an additional deduction from their gross income, equivalent to fifteen percent (15%) of the total amount paid as salaries and wages to former prisoners, subject to Section 4 of the National Internal Revenue Code for a period of five (5) years from the time of employment or until such employment is terminated, whichever is shorter.

Any company or individual who has hired a former prisoner within five (5) years from his or her release, is entitled to avail of tax credit granted under this Act. The said tax credit should be collected immediately on the next tax period.

SEC. 5. *Appropriations.* - The amount necessary for the implementation of this Act shall be sourced from the current budgets of TESDA, DOLE, BuCor and the BJMP. Thereafter, the funds necessary for the continuous implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 6. *Implementing Rules and Regulations.* - Within sixty (60) days after the effectivity of this Act, the TESDA, DOLE, BuCor and the BJMP, in consultation with relevant stakeholders, shall issue the necessary rules and regulations for the effective implementation of this Act.

SEC. 7. *Effectivity.* -This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,