

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

TWENTIETH CONGRESS
First Regular Session
House Bill No. 3723



Introduced by Representative

BRIAN DANIEL POE LLAMANZARES, PhD, MNSA

**AN ACT ESTABLISHING A TRIPARTITE COUNCIL TO ADDRESS
UNEMPLOYMENT, UNDEREMPLOYMENT AND JOB-SKILLS MISMATCH, AND
APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

Unemployment, underemployment, and job-skills mismatch remain persistent challenges in the Philippine labor market. According to the Philippine Statistics Authority (PSA), millions of Filipinos either have no work, are forced to take jobs below their skill level, or are employed in positions that do not match their qualifications. This situation not only hampers productivity and economic growth but also prevents many Filipinos from attaining a dignified standard of living.

One key reason for this disconnect is the gap between the skills produced by our educational institutions and the actual needs of industry. While our higher education institutions (HEIs) and technical-vocational institutions (TVIs) produce a significant number of graduates every year, many employers still report difficulty finding applicants with the right competencies. This indicates a systemic misalignment between education and labor market demand.

To address this, there is a pressing need for a **Tripartite Council** that will serve as a permanent, institutionalized platform for collaboration between the government, academe, and industry. By monitoring labor market trends, assessing current educational and training

programs, and recommending policy reforms, the Council can ensure that our workforce is equipped with relevant and competitive skills.

This proposed measure seeks to:

- **Institutionalize cooperation** between government agencies, educational institutions, and business sectors to tackle unemployment, underemployment, and job-skills mismatch;
- **Review and align curricula** and training programs with national and international labor market demands;
- **Provide accurate and timely labor market intelligence** to guide both policy and education planning; and
- **Recommend actionable policies** to bridge the skills gap and improve employability of graduates.

By enacting this bill, we invest in a future where every Filipino has the opportunity to develop skills that match industry needs, where employers can readily find qualified talent, and where our economy benefits from a more productive, competitive, and adaptable workforce.

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


HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA
Representative
FPJ Panday Bayanihan Party-List

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

SECTION 1. Declaration of Policy — It is declared the policy of the State to reduce the levels of unemployment and underemployment, increase productivity, and improve the standards of living in the country through the sustained development of a skilled citizenry and maintenance of a reservoir of national talents consisting of Filipino scientists, entrepreneurs, professionals, managers, high-level technical manpower, and skilled workers and craftsmen in all fields. To this end, the State shall ensure the relevance and adequacy of academic programs of higher education institutions (HEIs) and training programs offered in technical-vocational institutions (TVIs) in relation to the needs and requirements of the business and industry sectors and the over-all human resource requirement of the country pursuant to its socioeconomic development goals.

SECTION 2. Creation of a Tripartite Council. — There is hereby established a Tripartite Council, hereinafter referred to as the Council, that shall formulate policies and programs to address the problems of unemployment, underemployment and job-skills mismatch in the country. It shall be a coordinating body among the government, academe and industry sectors to primarily monitor economic trends in the global and domestic markets, including those pertaining to business and commerce and the local labor market, and to generate information

relative to employment, unemployment, underemployment, and job-skills mismatch. The Council shall be made up of representatives from the government, academe, and industry.

The government representatives shall be composed of the following: a Commissioner of the Commission on Higher Education (CHED); a Deputy Director-General of the Technical Education and Skills Development Authority (TESDA); an Undersecretary of the Department of Education (DepEd); an Undersecretary of the Department of Labor and Employment (DOLE); an Undersecretary of the Department of Science and Technology (DOST); an Undersecretary of the Department of Trade and Industry (DTI); a Commissioner of the Civil Service Commission(CSC); and a Commissioner of the Professional Regulation Commission (PRC).

The representatives of the academe shall be composed of the presidents of the federations of public and private HEIs, public and private TVIs, and accreditation bodies of higher and technical-vocational educational institutions, which shall include the following: Philippine Association of State Universities and Colleges; Association of Local Colleges and Universities; Coordinating Council of Private Educational Associations; Technical-Vocational Schools and Associations of the Philippines; National Network of Quality Assurance Agencies; and the Federation of Accrediting Agencies of the Philippines.

The representatives of the industry sector shall be composed of the presidents of the following business and industry federations: Philippine Chamber of Commerce and Industry; Joint Foreign Chambers of the Philippines; Employers Confederation of the Philippines; Semiconductor and Electronics Industries in the Philippines Foundation, Incorporated; Information Technology and Business Process Association of the Philippines; Philippine Business for Education; Management Association of the Philippines; Philippine Business for Social Progress; and the People Management Association of the Philippines.

The Council shall be headed by a CHED Commissioner as Chairperson, and the Deputy Director-General of the TESDA shall be its Vice-Chairperson. The members of the Council, except for the ex-officio members, shall receive per diem for every meeting attended in accordance with existing rules and regulations. The Council shall be attached to the CHED for administrative and budgetary purposes.

The CHED shall provide a secretariat to the Council to be manned by the organic personnel of the CHED and may be augmented by the employees from the member-agencies of the Council through detail or secondment.

For the effective performance of its functions, the Council may, upon the recommendation of the CHED and the TESDA, revise the composition of its members.

SECTION 3. Powers and Functions of the Council. - The Council shall have the following specific powers and functions:

- a) Monitor the trends in the domestic and international labor market vis-a-vis the incidence of unemployment, underemployment and the job-skills mismatch in the country;
- b) Formulate short-term and long-term policies, plans and programs that shall address job-skills mismatch, unemployment and the job-skills mismatch in the country;
- c) Conduct an inventory, review and evaluation of courses, academic programs and curricula of public and private HEIs and technical education and training programs of TVIs;
- d) Conduct an assessment of qualifications, skills and competencies of students and graduates of higher education courses and technical-vocational education and training and benchmark these with national and international standards such as the Philippine Qualifications Framework, Association of Southeast Asian Nations Qualifications Reference Framework, and other relevant frameworks and international agreements to which the Philippines is a signatory.
- e) Conduct an inventory of job specifications and skills requirement of various industries;
- f) Recommend to the President of the Philippines, Congress and other government institutions such policies to address the problems of unemployment, underemployment and job-skills mismatch;
- g) Request the assistance of government agencies in the performance of its duties and functions;
- h) Hold regular quarterly meetings; and
- i) Perform such other functions as may be necessary for its effective operation to achieve the objectives of this Act.

SECTION 4. *Annual Report and Assessment.* — Upon effectivity of this Act, the Council shall submit an annual report to Congress on the status of employment of college students and new HEI or TVI graduates for the last five (5) years, as well as an assessment of the trends in the labor market and the skills required by various industries and business establishments.

SECTION 5. *Appropriations.* — The amount necessary for the effective implementation of this Act shall be included in the annual General Appropriations Act.

SECTION 6. *Implementing Rules and Regulations.* — Within sixty (60) days after the effectivity of this Act, the CHED shall, in coordination with the TESDA, DepEd, DOLE, DOST,

DTI, CSC, and PRC, as well as other education stakeholders, promulgate the rules and regulations for the effective implementation of this Act.

SECTION 7. *Separability Clause.* — If any provision or part hereof is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in full force and effect.

SECTION 8. *Repealing Clause.* — All laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to and inconsistent with this Act are hereby repealed, amended or modified accordingly.

SECTION 9. *Effectivity.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,


HON. BRIAN DANIEL POE LLAMANZARES, PhD, MNSA
Representative
FPJ Panday Bayanihan Party-List