

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5889



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

As mandated by the Constitution, the State is committed to promote full employment and equality of employment opportunities for all. Consistent with this mandate, the Department of Labor and Employment (DOLE) has been implementing the Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD) Program, a community-based package of assistance that provides emergency employment for displaced, underemployed, and seasonal workers, particularly those in the informal sector.

The TUPAD Program has proven to be an effective social protection initiative, providing a much-needed financial safety net to the most vulnerable sectors of our society, especially during times of calamities, economic crises, or periods of seasonal unemployment. Since its inception, the program has directly benefited millions of Filipinos, enabling them to earn temporary income through socially relevant projects such like declogging of canals, clearing of debris, and rehabilitation of public infrastructure.

While the TUPAD Program has successfully operated under various DOLE issuances and annual appropriations, it lacks the stability and continuity afforded by a permanent law. Its current reliance on yearly budget allocations and administrative orders exposes it to potential fluctuations and changes in policy direction, which can disrupt the consistent delivery of services to its target beneficiaries.

The institutionalization of the TUPAD Program through an Act of Congress will ensure its permanent status as a government-mandated social protection program, secure its annual funding, and guarantee its standardized and sustained implementation across all regions, regardless of changes in administration. This measure seeks to legally establish the program, define its scope, identify its beneficiaries, and mandate the continuous provision of emergency employment assistance.

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



SALVADOR A. PLEYTO, SR.

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Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

AN ACT INSTITUTIONALIZING THE TULONG PANGHANAPBUHAY SA ATING DISADVANTAGED/DISPLACED WORKERS (TUPAD) PROGRAM OF THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), PROVIDING FOR ITS PERMANENT FUNDING, AND FOR OTHER PURPOSES

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 “TUPAD Institutionalization Act of 2025.”

SEC. 2. *Declaration of Policy.* - It is the policy of the State to afford full protection to labor, promote full employment, and ensure the right of all workers to a just and living wage. Towards this end, the State shall establish a permanent and responsive emergency employment program to provide immediate financial relief and temporary work opportunities to disadvantaged and displaced workers, especially those in the informal economy, affected by natural or human-induced calamities, or facing socio-economic crises.

SEC. 3. *Institutionalization of the TUPAD Program.* - The Tulong Panghanapbuhay sa Ating Disadvantaged/Displaced Workers (TUPAD) Program of the Department of Labor and Employment (DOLE) is hereby institutionalized as the government’s flagship emergency employment and social protection program for the disadvantaged and displaced workers.

SEC. 4. *Program Objective.* - The TUPAD Program shall provide a temporary employment safety net to qualified beneficiaries by engaging them in community-based, non-infrastructure, or post-disaster recovery and rehabilitation work for a minimum period of ten (10) days, but not to exceed thirty (30) days, depending on the nature of the work and the number of beneficiaries, within a calendar year.

SEC. 5. *Eligible Beneficiaries.* - The following workers shall be eligible for the TUPAD Program:

- a. Displaced Workers: Individuals whose employment was terminated or whose livelihood was lost due to natural or human-induced calamities, economic crises, or health emergencies.
- b. Underemployed Workers: Individuals who are employed but desire additional hours of work in their present job or a new job with longer working hours.
- c. Seasonal Workers: Workers engaged in a cyclical industry who are in their off-season.
- d. Workers in the Informal Sector: Vulnerable workers not covered by regular social protection mechanisms. *Provided*, That only one (1) member per household shall be eligible to avail of the assistance within one (1) calendar year, except in cases of catastrophic natural or human-induced calamities.

SEC. 6. *Program Components.* - The TUPAD Program shall include, but not be limited to, the following components:

- a. Pre-Implementation: Beneficiary profiling, validation, and orientation on the program.
- b. Work Engagement: Engagement of beneficiaries in various community-based projects such as cleanup drives, de-clogging, infrastructure minor repairs, coastal resource management, and other non-infrastructure work.
- c. Safety and Benefits: Provision of basic occupational safety and health (BOSH) orientation, necessary Personal Protective Equipment (PPE), and enrollment in a micro-insurance scheme for the duration of the work period.
- d. Wage Payment: Payment of wages to beneficiaries based on the prevailing minimum wage in the region where the project is implemented.
- e. Post-Employment Assistance: Provision of employment facilitation services, referrals to livelihood programs, and/or training opportunities offered by DOLE, Technical Education and Skills Development Authority (TESDA), or other government agencies.

SEC. 7. *Implementing Agency.* - The DOLE, through its Regional, Provincial, and Field Offices, shall be the primary implementing agency of the TUPAD Program. The DOLE shall enter into a Memorandum of Agreement (MOA) with Accredited Co-Partners, which may include Local Government Units (LGUs), Peoples' Organizations (POs), Non-Government Organizations (NGOs), or other government agencies, for the effective implementation of the projects.

SEC. 8. *Monitoring and Evaluation.* - The DOLE shall establish a robust monitoring and evaluation system, including a Beneficiary Information Management System, to ensure the efficient, transparent, and non-partisan delivery of the program to the target beneficiaries.

SEC. 9. *Grievance Mechanisms* – The DOLE shall establish grievance mechanisms for the filing or reporting of complaints, grievances, or violations provided in this Act and other related laws arising from the implementation of the TUPAD Program.

SEC. 10. *Appropriations.* - The amount necessary to carry out the provisions of this Act shall be included in the annual General Appropriations Act (GAA) under the budget of the Department of Labor and Employment (DOLE). The Department of Budget and Management (DBM) is hereby mandated to ensure that sufficient funds are allocated for the continuous and expanded implementation of the TUPAD Program.

SEC. 11. *Implementing Rules and Regulations (IRR).* - The Secretary of Labor and Employment, in consultation with the Department of Budget and Management, the Department of the Interior and Local Government (DILG), and other relevant government agencies and stakeholders, shall promulgate the necessary rules and regulations to effectively implement the provisions of this Act within sixty (60) days from its effectivity.

SEC. 12. *Separability Clause.* - If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

SEC.13. *Repealing Clause.* - All laws, decrees, orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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

Approved,