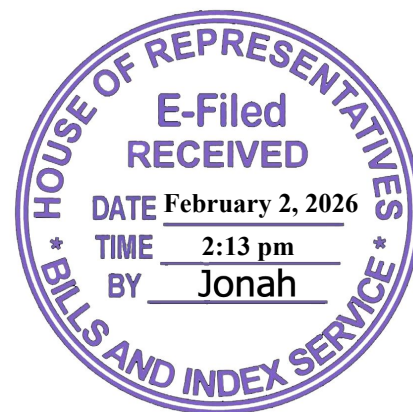


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 7542



Introduced by Honorable Ma. Alana Samanta Taliño Santos

**AN ACT ESTABLISHING A BARANGAY SKILLED WORKERS REGISTRY,
STRENGTHENING LOCAL EMPLOYMENT FACILITATION, AND FOR
OTHER PURPOSES**

EXPLANATORY NOTE

Unemployment and underemployment continue to affect many Filipinos, especially at the community level, where limited information and weak job matching make it harder to find decent and regular work. Studies indicate that many Filipinos possess marketable skills acquired through education, training, or work experience, yet these competencies remain underutilized due to the absence of localized and accessible employment information systems. According to the Philippine Institute for Development Studies (PIDS) about 40% of employed Filipinos have academic credentials beyond what their jobs require, yet these workers earn only about 5% more despite being overeducated for their positions, illustrating inefficiencies in the labor market.¹

Barangays, as the smallest political units, are well positioned to serve as frontline partners in employment facilitation, given their proximity to workers and local enterprises. However, they remain underutilized in workforce development despite their direct knowledge of local skills and economic conditions. This bill addresses this gap by creating a Barangay Skilled Workers Registry, a voluntary and data-protected database that helps match workers to jobs, supports local employment efforts, and promotes investment at the community level.

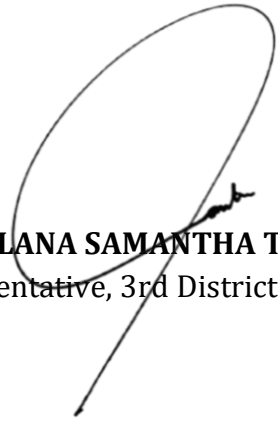
The proposed measure institutionalizes coordination among barangays, the Department of Labor and Employment, the Department of the Interior and Local Government, and other relevant agencies to harmonize existing workers' registries into a centralized and interoperable system. It ensures compliance with the Data Privacy Act, prohibits registration fees, and provides ICT support and capacity-building to ensure effective and

¹ Melchor, M. M. (2022). *Surveying the extent and wage consequences of education-labor mismatches in the Philippine labor market* (Philippine Journal of Development, Vol. 46 No. 1d). Philippine Institute for Development Studies. <https://doi.org/10.62986/pjd2022.46.1d>

sustainable implementation. A pilot program is included to allow evidence-based scaling prior to nationwide rollout.

By empowering barangays as active partners in employment facilitation and integrating grassroots labor data into national systems, this bill advances the State's constitutional mandate to promote full employment and inclusive local economic development.

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



HON. MA. ALANA SAMANTHA TALIÑO SANTOS
Representative, 3rd District of Cotabato

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OTHER PURPOSES**

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

SEC 1. **Short Title.** — This Act shall be known as the “Barangay Skilled Workers Registry Act.”

SEC. 2. **Declaration of Policy.** — It is the policy of the State to promote full employment and improve access to quality, local, and regular employment opportunities for Filipinos by strengthening employment facilitation at the local level.

The State recognizes the role of barangays, in coordination with Public Employment Service Offices (PESOs) and relevant agencies, in (a) maintaining employment information at the community level, (b) improving job matching and referral, and (c) supporting local economic development while ensuring the protection of personal data and privacy.

SEC. 3. **Definition of Terms.** — As used in this Act:

(a) Barangay — the smallest political unit as defined under the Local Government Code.

(b) Barangay Skilled Workers Registry (Registry) — a barangay-level database of skilled workers who voluntarily register and declare their skills, qualifications, and/or work experience for employment facilitation and referral.

(c) Skilled Worker — a person with special skill, knowledge, or ability acquired through formal or informal education, work experience, and/or training, including but not limited to holders of TESDA National Certificates; Provided, That for regulated professions, the Registry shall not be construed as authority to practice without the license required by law.

(d) PESO — the Public Employment Service Office institutionalized under Republic Act No. 8759.

SEC. 4. ***Establishment of the Registry.*** — Every barangay shall establish and maintain a Registry of skilled workers who are residents of the barangay and who voluntarily register.

Participation in registration, updating, and any data collection activity under this Act shall be purely voluntary. A skilled worker may refuse to provide information, may decline to answer any question, or may withdraw from the Registry at any time, subject to verification procedures under the IRR. (Principle of voluntariness and privacy safeguards patterned from CBMS privacy rules.)

SEC. 5. ***Development, Custody, and System Linkages.*** — (a) The Registry shall be developed and implemented with the technical assistance of the Department of Labor and Employment (DOLE) through the PESO of the city or municipality, in coordination with the Department of the Interior and Local Government (DILG).

(b) The Department of Information and Communications Technology (DICT) shall assist in the development of interoperable digital systems and standards to enable secure linkage with employment information systems, including the PESO Employment Information System, subject to data privacy requirements.

(c) The Registry shall be under the custody of the barangay, through the barangay secretary or other duly authorized barangay personnel, subject to standard security, retention, and access controls under the IRR.

SEC. 6. ***Minimum Data Fields.*** — The Registry shall collect only information that is relevant and necessary for employment facilitation and job matching, subject to the principles of transparency, legitimate purpose, and proportionality.

The Registry may include the following:

- (a) Name of skilled worker;
- (b) Barangay address (or locality reference sufficient to establish residency);
- (c) Contact information (e.g., mobile number or email address);
- (d) Skills/services offered and preferred type of work;
- (e) Proof of qualification or training, if any, which may be recorded by description without requiring submission of copies, unless the skilled worker voluntarily provides the same;
- (f) General work experience profile, if any; and

(g) Any other information strictly necessary for job matching, as may be provided in the IRR.

No skilled worker shall be required to submit a photocopy of the Philippine Identification Card (PhilID) or any government-issued ID as a condition for inclusion, unless the skilled worker consents and such requirement is justified as necessary under the IRR for verification purposes. Alternative verification methods shall be provided.

SEC. 7. *Public Posting of Registry Summary (Non-Identifying)*. — The barangay shall post a regularly updated summary of available skills/services in the locality for employment facilitation and local investment promotion, provided that such summary shall not contain the names, addresses, contact details, or any information that would identify specific skilled workers.

Posting may be made at the barangay hall and through official barangay online platforms, subject to data privacy and security standards.

SEC. 8. *Access to the Registry*. — (a) The Registry is confidential. Access to personally identifiable information shall be limited to authorized barangay personnel and PESO personnel for employment facilitation purposes, subject to safeguards under the IRR.

(b) Any third party (including prospective employers) requesting information shall use a prescribed request form stating the requester's identity, contact details, purpose of request, and intended use.

(c) No personally identifiable information of a skilled worker shall be disclosed to any requester without the skilled worker's prior express consent, after the skilled worker is informed of the requester's identity, the specific data to be disclosed, and the purpose of disclosure.

(d) Disclosure, if consented to, shall be limited to information necessary for the stated purpose, and copies of certifications/IDs shall not be released unless specifically consented to by the skilled worker.

SEC. 9. *No Registration Fees*. — Registration of skilled workers shall be free of charge. Reasonable fees may be charged only to cover actual reproduction costs of non-confidential, non-identifying summaries, subject to the IRR.

SEC. 10. *Updating, Retention, and Removal*. — (a) The barangay shall conduct periodic updating and validation of Registry entries. The updating cycle may be aligned with the nationwide three (3)-year cadence of synchronized local data collection to promote administrative efficiency, consistent with the CBMS schedule; Provided, That the Registry under this Act is distinct from CBMS and shall not be construed as part of CBMS data collection.

(b) A skilled worker may at any time request correction, updating, or withdrawal of their data through a verified request.

(c) Entries not updated or affirmed by the skilled worker for three (3) consecutive years shall be archived or removed, subject to retention rules and legitimate purposes under the IRR.

SEC. 11. *ICT Support and Capacity Building.* — (a) The DILG, in coordination with DOLE and DICT, shall support barangays in building ICT capability and secure systems for implementation, subject to availability of funds.

(b) The National Privacy Commission (NPC), DOLE, and DICT shall conduct capacity building for barangay personnel and PESO counterparts on privacy compliance, secure handling of personal data, and employment facilitation workflows.

SEC. 12. *Roles of Government Agencies.* — (a) Barangay — (1) disseminate information on voluntary registration; (2) implement security measures and protect personal data; (3) coordinate with the PESO for job matching and referrals; and (4) process consent-based requests for disclosure.

(b) DOLE — (1) through PESOs, provide templates, standards, and technical assistance for registry operations and job matching; and (2) integrate Registry outputs into employment facilitation services consistent with the PESO framework.

(c) DILG — (1) assist and oversee barangay capability building and governance arrangements; and (2) coordinate with LGUs on implementation support.

(d) DICT — (1) develop interoperability standards and secure digital tools for implementation and harmonization, consistent with privacy and cybersecurity requirements.

(e) TESDA — (1) utilize non-identifying skills summaries to guide training offerings and scholarships; and (2) coordinate with DOLE and LGUs in developing local skills supply mapping.

(f) National Privacy Commission — (1) issue guidance and conduct trainings for compliance; and (2) exercise its functions under existing law in relation to privacy complaints and enforcement.

SEC. 13. *Pilot Implementation.* — DOLE and DILG shall implement a pilot in selected barangays for not more than three (3) years, including baselining, monitoring, and evaluation, and shall submit a report to Congress within six (6) months after completion of the pilot.

SEC. 14. *Harmonization and Interoperability.* — DICT, in coordination with DOLE, DILG, and other relevant agencies, shall plan and implement interoperability arrangements for existing worker registries to reduce duplication, subject to data privacy and consent requirements and consistent with applicable statistical and privacy standards.

SEC. 15. *Appropriations.* — The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of the agencies concerned.

Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act.

SEC. 16. ***Implementing Rules and Regulations.*** — Within one hundred twenty (120) days from the effectivity of this Act, DOLE and DILG, in coordination with DICT, TESDA, PSA, and NPC, and after consultation with LGUs and relevant stakeholders, shall promulgate the IRR.

SEC. 17. ***Separability Clause.*** — If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SEC. 18. ***Repealing Clause.*** — All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 19. ***Effectivity.*** — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,