



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 7569



Introduced by Representative Johanne Monich G. Bautista

EXPLANATORY NOTE

Despite being a global hub for talent, our country operates within a fragmented labor data landscape. Currently, labor market information in our country is often fragmented across different government agencies, local governments, private sector entities, and educational institutions. While we have more information than ever before, our policies on labor and employment remain reactive rather than predictive.

This data fragmentation results in academic-industry mismatch, where educational institutions produce graduates for saturated fields, while high-growth industries face a chronic shortage of skilled workers and specialized talents. It results in a migration blind spot, where there is a lack of real-time understanding of how the movement of millions of Filipino talents overseas impacts local industries. It likewise results in the invisibility of workers beyond the formal sector, where the gig economy remains largely invisible to traditional social protection frameworks.

This bill introduces a unified framework for the collection, management, and dissemination of labor data that can guide the development of sound labor and employment policies. Through the Labor Management Information System (LMIS), the State can identify skills gaps, forecast labor and skills demand, and formulate programs that address unemployment and underemployment more effectively.

This bill is an investment in our greatest resource: the Filipino talent. By effectively aligning what is taught in our classrooms with what is needed in the market, we can ensure that no Filipino is left behind in the rapidly evolving global economy.

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


JOHANNE MONICH G. BAUTISTA
Representative, TRABAHO Party-List



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 7569

Introduced by Representative Johanne Monich G. Bautista

**AN ACT ESTABLISHING
A NATIONAL LABOR MARKET INFORMATION SYSTEM**

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

1 **SECTION 1. *Short Title.*** — This Act shall be known as the “*National Labor Market*
2 *Information System Act*”.

3
4 **SECTION 2. *Declaration of Policy.*** — It is the policy of the State to afford full
5 protection to labor, to promote full and freely chosen employment, and to ensure equitable
6 employment opportunities for all.

7
8 Towards this end, the State shall recognize the importance of accurate, timely, and
9 comprehensive labor market information in addressing unemployment, underemployment, and
10 displacement, correcting labor market imbalances, and guiding the development and labor
11 market alignment of basic, tertiary, technical, and vocational education and training programs.

12
13 For this purpose, the State shall establish and maintain an integrated national Labor
14 Market Information System (LMIS) that consolidates and harmonizes all labor and
15 employment data from public and private sector sources. The LMIS is aimed to serve as the
16 foundation for developing sound labor and employment policies, aligning education and
17 training programs with industry demands, supporting job creation and matching, and ensuring
18 that workers, employers, educators, and policymakers have equitable access to reliable labor
19 market information for informed and data-driven decision-making.
20

21 **SECTION 3. *Definition of Terms*** — The following terms as used in this Act shall be
22 defined as follows:

23
24 (a) *Labor Market Information* or *LMI* refers to information, data, and analysis on
25 employment, unemployment, underemployment, jobs, wages, skills, occupations,
26 working conditions, labor demand and supply, industries, economic conditions, and
27 other related labor and employment trends in the country, including statistics and
28 qualitative insights, that may guide policy, economic, business, education, and
29 career decisions; and

30
31 (b) *Labor Market Information System* or *LMIS* refers to a comprehensive framework
32 for collecting, analyzing, storing, and disseminating data and information on the
33 demand and supply for labor to inform and support labor market actors like
34 government, employers, jobseekers, and educational institutions in making data-
35 driven decisions.

36
37 **SECTION 4. *Establishment of a National Labor Market Information System.*** —
38 There is hereby established a National Labor Market Information System (NLMIS), which
39 shall serve as the central repository for all labor-related data, and as a coordinating mechanism
40 for labor market information in the country. The LMIS shall consist of the following main
41 components:

- 42
43 (a) Collection and compilation of data and information;
44 (b) Repository of information;
45 (c) Analytical capacity and tools;
46 (d) Institutional arrangements and networks; and
47 (e) Other relevant information as the Secretary of Labor and Employment may deem
48 necessary.

49
50 **SECTION 5. *Objectives and Functions of the NLMIS.*** — The NLMIS shall have the
51 following objectives and functions:

52
53 (a) Integrate labor and employment data from national and local government agencies,
54 educational institutions, and private sector sources that include:

- 55
56 i. Statistical data from reporting systems of both private and public sectors
57 that, when taken together, serve as bases for identifying and defining labor
58 market conditions, employment opportunities and conditions at national and
59 local levels, including statistics on —

- 60
61 1. Employment and unemployment status, including self-employed,
62 informal, part-time, and seasonal workers;
63

2. Distribution of occupations, current and projected employment opportunities, wages, benefits, and skill trends by occupation and industry;
3. Job openings and vacancies, or unfilled positions;
4. Underemployment status, and skills mismatch or misalignment;
5. Skills gap in the workforce in relation to current in-demand jobs;
6. Enrollment and graduate rates in basic education and in programs, degrees, and courses in higher education and technical and vocational education;
7. The incidence, industrial and geographical location, and number of workers quitting, laid off, displaced, retrenched, or redundated; and
8. Other information identified as necessary and relevant by the Secretary of the Department of Labor and Employment, pursuant to the implementing rules and regulations of this Act;

ii. Information on national and local employment opportunities, which shall be current and comprehensive, and other appropriate statistical data related to labor market dynamics;

iii. Procedures to support standardization and aggregation of data from administrative reporting systems;

iv. Analysis of data and information for purposes of:

1. National policymaking and implementation programs;
2. Program planning and evaluation;
3. Predictive analytics or occupational forecasting to identify emerging “sunrise” industries and declining “sunset” industries;
4. Labor market dynamics research;
5. Job matching;
6. Skills mapping or identifying specific industries and geographical areas where skills shortages exist;

108 7. Development and alignment of curricula for basic and higher
109 education, and technical and vocational education and training with
110 the labor market trend; and

111
112 8. Establishing a public dashboard for real-time public information for
113 career guidance, prevailing wage rates, and job vacancy trends;

- 114
115 (b) Bridge information gap between survey results and official records;
116
117 (c) Facilitate information sharing and interoperability among government databases,
118 subject to existing data privacy laws;
119
120 (d) Simplify access to reliable information for different stakeholders to aid in data-
121 driven decision-making;
122
123 (e) Ensure public access to labor market data and information through an online
124 platform and periodic publication of reports;
125
126 (f) Utilize artificial intelligence, secure, and data-driven digital platforms or
127 information technology systems to store data and facilitate real-time data exchange
128 among government agencies, educational institutions, private sector partners, and
129 other stakeholders;
130
131 (g) Enable system linkages among the relevant stakeholders for the integration,
132 consolidation, and harmonization of all relevant LMI data; and
133
134 (h) Provide analysis and insights to the relevant labor market stakeholders as regards
135 priority industries and emerging sectors; infrastructure, logistics, and investment
136 needs; and recommendations for education, training, and research & development
137 alignment.
138

139 **SECTION 6. *Integration of Data Streams.*** — The NLMIS shall be built upon the
140 convergence of the following statistical data categories:

- 141
142 (a) Administrative Data – data and information collected and processed by the
143 government for non-statistical purposes pursuant to applicable laws, such as social
144 protection registries; income trends; tax-based labor data; licensure status; licensure
145 examination performances; job openings and vacancies; and other relevant
146 government agencies, which may be used in verifying job quality, tracking career
147 biographies, filling skills gap, and other necessary and relevant information for the
148 implementation of this Act, pursuant to the implementing rules and regulations of
149 this Act;
150

- (b) Education Data – data and information on tracking enrollment, graduates, courses and degree programs, academic specializations, faculty-to-student ratios, geographic distribution of educational institutions, technical competencies, performance metrics of educational institutions and assessment centers, skills certifications, technical-vocational-livelihood track specializations, national competency attainment rates, employability outcomes, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (c) Informal Sector Data – data and information from localized employment, digital labor platforms, and e-commerce services covering the informal, freelance, and gig economy workers, digital entrepreneurs, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (d) Investment Data – data and information to identify emerging industry clusters, future labor, skills, and competency requirements, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (e) Overseas Employment Data – data and information on deployment records of overseas Filipino workers (OFWs) by occupation, destination country, skills, reintegration status, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (f) Private Sector Employment Data – data and information from private sector employers on number of workers and employees, employment status, salaries and wages, occupations, skills, qualifications, job openings and vacancies, terminations, resignations, laid off or retrenched workers, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (g) Public Sector Employment Data – data and information on filled positions, unfilled positions, employment status, salaries and wages, skills, qualifications, and occupations in the government, and other data and information necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act;
- (h) Survey Data – data and information collected from surveys related to labor market information, such as, but not limited to, the monthly and quarterly Labor Force Surveys (LFS), the Community-Based Monitoring System (CBMS), and other official statistics, data, and information necessary and relevant for the

194 implementation of this Act, pursuant to the implementing rules and regulations of
195 this Act; and
196

- 197 (i) Other data and information necessary and relevant for the implementation of this
198 Act, pursuant to the implementing rules and regulations of this Act
199

200 **SECTION 7. *Management of the NLMIS.*** – The Department of Labor and
201 Employment shall identify and direct the priority labor market indicators, data requirements,
202 analytical outputs, and other data and information to be collected through the NLMIS. Such
203 data and information shall be reasonably necessary to support labor and employment policy
204 formulation, program planning, monitoring, and enforcement.
205

206 The Philippine Statistics Authority shall, consistent with its mandate under Republic
207 Act No. 10625 and Section 8 of this Act, and subject to technical feasibility and statistical
208 standards, incorporate such requirements into its implementation of the NLMIS. Nothing
209 herein shall be construed to diminish the professional and technical independence of the
210 Philippine Statistics Authority in the conduct of official statistics.
211

212 **SECTION 8. *Implementation of the NLMIS.*** — The Philippine Statistics Authority
213 shall serve as the lead agency in the implementation of the NLMIS. It shall have the following
214 responsibilities:
215

- 216 (a) Develop, establish, and maintain the NLMIS provided under this Act and its
217 implementing rules and regulations, pursuant to the policy direction of the
218 Department of Labor and Employment under Section 7 of this Act;
219
220 (b) Establish a systematic method of acquiring information from relevant stakeholders
221 for the NLMIS;
222
223 (c) Monitor the data collection to ensure that the statistical and administrative data
224 collected are consistent with appropriate statistics standards and definitions, and
225 that the information is accessible and understandable to users of such data;
226
227 (d) Establish mechanisms to ensure the complementarity and the non-duplicability of
228 data collection activities;
229
230 (e) Act as the national repository of all labor and employment data collected by the
231 stakeholders;
232
233 (f) Establish systems and procedures for administrative efficiency; and
234
235 (g) Perform such other functions as may be necessary or incidental to the proper
236 implementation of this Act.
237

238 **SECTION 9. *Mandatory Submission of Data to the NLMIS by Government***
239 ***Agencies.*** — The following government agencies shall provide the corresponding statistical
240 data and information to the NLMIS as follows:

- 241
- 242 (a) Board of Investments, Department of Trade and Industry, and Philippine Economic
243 Zone Authority – Investment Data under Section 6(d) of this Act;
- 244
- 245 (b) Bureau of Internal Revenue – Administrative Data pertaining to income trends and
246 tax-based labor data required under Section 6(a) of this Act;
- 247
- 248 (c) Civil Service Commission – Administrative Data pertaining to licensure status and
249 examination performances, and Public Sector Employment Data required under
250 Sections 6(a) and 6(g) of this Act;
- 251
- 252 (d) Department of Education, Commission on Higher Education, and Technical
253 Education and Skills Development Authority – Education Data required under
254 Section 6(b) of this Act;
- 255
- 256 (e) Department of Labor and Employment – Administrative Data and Private Sector
257 Employment Data required under Sections 6(a) and 6(f) of this Act;
- 258
- 259 (f) Department of Migrant Workers – Administrative Data and Overseas Employment
260 Data required under Sections 6(a) and 6(e) of this Act;
- 261
- 262 (g) Government Service Insurance System – Administrative Data pertaining to social
263 protection registries, and Public Sector Employment Data required under Sections
264 6(a) and 6(g) of this Act;
- 265
- 266 (h) Home Mutual Development Fund, Philippine Health Insurance Corporation, and
267 Social Security System – Administrative Data pertaining to social protection
268 registries required under Section 6(a) of this Act;
- 269
- 270 (i) Philippine Statistics Authority – Survey Data required under Section 6(h) of this
271 Act;
- 272
- 273 (j) Professional Regulation Commission and other government agencies conducting
274 licensure examinations – Administrative Data pertaining to licensure status and
275 examination performances required under Section 6(a) of this Act;
- 276
- 277 (k) Public Employment Service Offices – Administrative Data pertaining to job
278 openings and vacancies, local employment data, industries, and skills, and Private
279 Sector Employment Data under Sections 6(a) and 6(f) of this Act; and
- 280

- (l) Other relevant government agencies necessary and relevant for the implementation of this Act, pursuant to the implementing rules and regulations of this Act.

The foregoing government agencies shall likewise:

- (a) Use the NLMI in planning, formulating, reviewing, implementing, and evaluating their policies and programs affecting labor and employment;
- (b) Designate a focal unit to coordinate with Philippine Statistics Authority on the collection, validation, and integration of data under the NLMIS; and
- (c) Promote the dissemination and use of NLMI within their respective institutions and among their stakeholders.

SECTION 10. *Mandatory Submission of Data to the NLMIS by Private Sector Stakeholders.* — Corporations, partnerships, cooperatives, sole proprietors, non-government organizations, and individuals employing workers or employees in their trade or business shall regularly submit to the Department of Labor and Employment the Private Sector Employment Data under Section 6(f) of this Act and its implementing rules and regulations.

Corporations, partnerships, cooperatives, sole proprietors, non-government organizations, and individuals providing digital labor platforms and e-commerce services shall regularly submit to the Department of Labor and Employment the Informal Sector Data required under Section 6(c) of this Act and its implementing rules and regulations.

Upon submission of the said data, the Department of Labor and Employment shall issue the corresponding compliance certificate. The Department of Labor and Employment shall accordingly provide such data to the NLMIS, in accordance with Section 9(e) of this Act.

Failure to comply with the mandatory submission under this provision shall serve as a ground for the non-issuance or non-renewal of the business permit, or the revocation of business registration by the appropriate government agency or local government unit.

The implementing rules and regulations of this Act shall provide for the manner and frequency of such submission, and other guidelines for the compliance of this provision.

SECTION 11. *Information Dissemination.* — The Department of Labor and Employment shall regularly disseminate information on the NLMIS. It shall also promote the use of NLMI to labor market stakeholders to guide policy, economic, business, and career decisions, strengthen curriculum development for basic, higher, technical, and vocational education, and program planning and evaluation.

SECTION 12. *Interoperability.* — The Department of Information and Communications Technology shall develop institutional arrangements on data-sharing and the

transmission of anonymized data to the NLMIS. It shall ensure the interoperability of the NLMIS with the information systems of other relevant government agencies and/or instrumentalities to enable secure and efficient data exchange necessary for the effective implementation of this Act.

The Philippine Statistics Authority, in coordination with the Department of Information and Communications Technology, shall ensure that all information systems established and maintained in relation to this Act shall allow secure and efficient interoperability across all concerned platforms and devices.

SECTION 13. *Labor Market Information Council.* — To ensure the secure and efficient data sharing of the necessary data and information across agencies for the implementation of this Act, there is hereby created a Labor Market Information (LMI) Council composed of the Department of Labor and Employment, the Philippine Statistics Authority, the Department of Migrant Workers, the Department of Information and Communications Technology, the Department of Trade and Industry, the Department of Education, the Commission on Higher Education, the Technical Education and Skills Development Authority, the Civil Service Commission, the Department of Interior and Local Government, and the Department of Finance.

The LMI Council shall be headed by the Department of Labor and Employment, and shall submit an annual report to Congress on the progress, challenges, and recommendations in relation to the implementation of this Act.

The implementing rules and regulations shall define other appropriate functions of the LMI Council, including the establishment of baseline indicators, tracking annual progress, and recommending policy adjustments as necessary.

SECTION 14. *Data Privacy and Security.* — The collection and processing of data under the NLMIS and this Act shall strictly comply with Republic Act No. 10173, otherwise known as the “Data Privacy Act of 2012”. All individual-level data shall be anonymized for statistical and research purposes.

SECTION 15. *Confidentiality of Information.* — All data or information stored on or transmitted through the NLMIS established under this Act, including interconnected or interoperable networks, portals, or websites shall be protected against unauthorized access, interference, or any activity that may compromise the confidentiality, integrity, and availability of the information contained therein. No government officer or employee, or any other person may:

- (a) Use any submission for the NLMIS for any purpose other than for the implementation of this Act;

(b) Make any publication or media transmittal of the data submitted for the NLMIS that permits information concerning individual subjects to be reasonably inferred by either direct or indirect means; or

(c) Permit anyone other than authorized persons to examine an individual submission without the consent of the individual, agency, or other person who is the subject of the submission or provides that submission.

SECTION 16. *Penalties.* — Any violation of this Act or its implementing rules and regulations shall result in the imposition of the penalty of one (1) year imprisonment and a fine of One Hundred Thousand Pesos (P100,000.00).

In cases where the offender is a juridical entity, the above penalty shall be imposed against the responsible officer, director, manager and/or agent of said entity. In addition, such erring juridical entity, depending on the category of the enterprise or business concerned whether small, medium, or large, shall be imposed a fine ranging from One Hundred Thousand Pesos (P100,000.00) to Five Hundred Thousand Pesos (P500,000.00).

Any person who breaches the confidentiality of information, uses confidential information for profit or any other purpose other than for the implementation of this Act, or violates Section 13 or 14 of this Act shall be guilty of an offense and shall be liable to a fine not less than Ten Thousand Pesos (P10,000.00) nor more than Fifty Thousand Pesos (P50,000.00), and/or imprisonment of six (6) months but not to exceed one (1) year, subject to the degree of breach of information.

SECTION 17. *Appropriations.* — The amount necessary to carry out the provisions of this Act shall be included in the annual General Appropriations Act.

SECTION 18. *Implementing Rules and Regulations.* — Within ninety (90) days from the effectivity of this Act, the Philippine Statistics Authority, together with the Department of Labor and Employment, the Department of Migrant Workers, the Department of Information and Communications Technology, the Department of Trade and Industry, the Department of Education, the Commission on Higher Education, the Technical Education and Skills Development Authority, the Civil Service Commission, the Department of Interior and Local Government, and the Department of Finance shall promulgate the implementing rules and regulations necessary to carry out the provisions of this Act.

SECTION 19. *Separability Clause.* — If, for any reason, any section or provision of this Act is declared unconstitutional or invalid, the other sections or provisions which are not affected shall continue to be in full force and effect.

SECTION 20. *Repealing Clause.* — All laws, presidential decrees, executive orders, or issuances, or any part thereof which are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

412

413 **SECTION 21. *Effectivity.*** — This Act shall take effect fifteen (15) days from the date
414 of its publication in the Official Gazette or in at least one (1) newspaper of general circulation.

415

416 Approved,