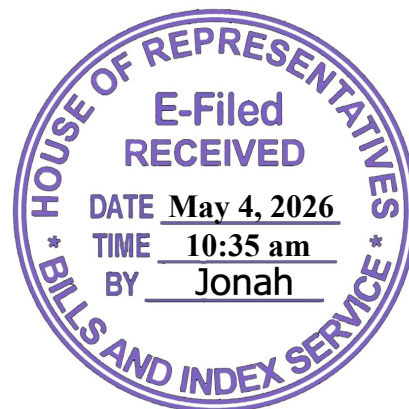


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 9028



Introduced by Representatives Lani Mercado-Revilla, Ramon Jolo B. Revilla, Bryan B. Revilla

AN ACT
PROMOTING THE RE-ENTRY INTO THE WORKFORCE OF PERSONS
WHO TOOK A CAREER BREAK, PROVIDING INCENTIVES TO
EMPLOYERS, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The 1987 Constitution repeatedly affirms the country's regard for its people: the family, the worker, the women, and many more.

This bill seeks to address a pressing social and economic challenge: the difficulty faced by individuals who temporarily leave the workforce due to pregnancy, childbirth, further studies, or caregiving responsibilities for parents, and who later wish to return to gainful employment.

Many skilled and experienced workers—particularly women—are forced to interrupt their careers to fulfill essential family duties. Unfortunately, when they attempt to re-enter the workforce, they often encounter barriers such as outdated skills, employer bias, or lack of flexible work arrangements. This results in lost productivity for the economy and diminished opportunities for families.

This measure aims to:

- Provide **incentives to employers** who actively recruit and support career re-entry workers.
- Establish **training and counseling programs** to refresh skills and build confidence among returning workers.

- Encourage **flexible work arrangements** to ease the transition back into employment.
- Recognize and value caregiving as a vital contribution to society, while ensuring that it does not permanently disadvantage individuals in their careers.

Through this measure, the State affirms its commitment to inclusivity, gender equality, and family support. It also strengthens the labor force by tapping into the talents of experienced workers who might otherwise remain sidelined.

The government income “lost” through the grant of incentives may be quickly justified by the opportunities given to its people, the multiplier effect of the earned purchasing power, the resources saved by the government from “ayuda” when its people are able to support themselves, among many other reasons.

In view of the above cited reasons, approval of this bill is earnestly sought.



REP. LANI MERCADO-REVILLA



REP. BRYAN B. REVILLA



REP. RAMON JOLO B. REVILLA III

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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 “Career Re-Entry Support Act of 2026.”

Sec. 2. Declaration of Policy – It is hereby declared the policy of the State to:

1. Promote equal opportunity in employment.
2. Support individuals who temporarily left the workforce due to pregnancy, childbirth, further studies, or caregiving responsibilities for parents.
3. Encourage employers to provide career re-entry opportunities through incentives and supportive workplace practices.

Sec. 3. Definition of Terms – For purposes of this Act:

1. Career Re-Entry Worker – Any person who has been unemployed for at least six months due to pregnancy, childbirth, further studies, or caregiving responsibilities for parents, and who seeks to return to the workforce.
2. Re-Entry Program – Structured initiatives by employers to recruit, train, and integrate career re-entry workers.

Sec. 4. Employer Incentives – Employers who hire career re-entry workers shall be entitled to the following incentives:

1. Tax Credits – Up to twenty per cent (20%) of the re-entry worker's annual salary may be claimed as a tax credit for the first two years of employment.
2. Training Grants – Employers may apply for government-funded training support to upskill re-entry workers.
3. Reduced Social Security System (SSS) Contributions – Employers may receive temporary discounts on mandated employer contributions for re-entry workers.

Sec. 5. Worker Support Programs – The government shall establish programs to assist career re-entry workers, including:

1. Skills Refresher Courses – Free or subsidized training in office management, digital literacy, professional skills, and industry-specific updates.
2. Career Counseling Services – Guidance on job applications, interviews, and workplace reintegration.
3. Flexible Work Arrangements – Encouragement of employers to adopt part-time, remote, or flexible schedules to ease transition.

Technical Education Skills and Development Authority (TESDA) and the Commission on Higher Education (CHED) shall give priority to individuals who fall under this Act, who wish to refresh their skills or upskill themselves in order to reenter the labor force after a hiatus for the above reasons.

Sec.6. Registration with DOLE – Employers must register their re-entry programs with DOLE to qualify for incentives.

DOLE shall submit annual reports to Congress on the effectiveness of the Act.

Sec. 7. Appropriations - The amount necessary to carry out the provisions of this Act shall be included in the annual General Appropriations Act.

Sec. 8. Implementing Rules and Regulations – The Secretary of the Department of Labor and Employment, in collaboration with the Secretary or representative of Department of Migrant Workers, TESDA, CHED, SSS and Department of Finance shall jointly craft, adopt, and execute the IRR of this Act within sixty (60) days from its enactment into law.

Sec. 9. Separability Clause - If any provision of this Act is declared not valid or unconstitutional, the remaining provisions shall remain in full force and effect.

Sec. 10. Effectivity - This Act shall take effect after fifteen (15) days following its publication in the Official Gazette or in at least two newspapers of general circulation.

Approved,