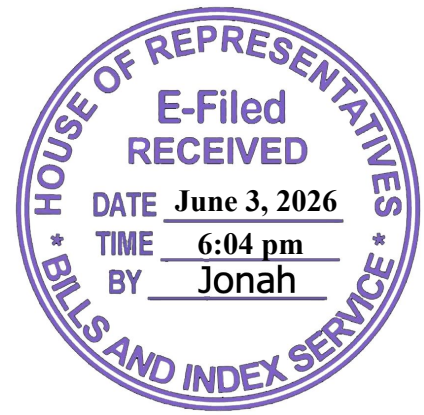


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session



House Bill No. 9774

Introduced by **REPRESENTATIVE RICARDO S. CRUZ, JR.**

EXPLANATORY NOTE

According to data from the Philippine Statistics Authority, employment among persons with disabilities (PWDs) and senior citizens remains relatively low. In 2022, only 353,000 of the estimated 1.9 million PWDs were employed¹, while just 38.2 percent of the 2.538 million qualified senior citizens had gainful employment.² This situation reflects the need for greater access to employment opportunities for these sectors.

The Constitution recognizes labor as a vital social and economic force and directs the State to uphold the welfare of all workers. In line with this policy, there is a need to expand employment opportunities for senior citizens and persons with disabilities (PWDs), many of whom continue to face barriers to gainful employment despite their skills and capabilities.

By providing greater access to employment and support services, the State can promote economic independence, social inclusion, and equal opportunities for these sectors while recognizing their valuable contributions to society and national development.

This proposed measure seeks to strengthen existing Public Employment Service Offices (PESOs) by enhancing their capacity to provide targeted employment assistance, job matching, skills development, and other support services for senior citizens and PWDs. By expanding access to employment opportunities, the measure

¹Guillen et al. (2022) citing January 2022 Labor Force Survey

² Philippine Statistics Authority, June 2022 Labor Force Survey

aims to foster economic self-sufficiency, encourage workforce participation, and enable these sectors to fully realize their capabilities and contribute to national development.

In view of the foregoing, the immediate approval of this measure is earnestly requested.


RICARDO S. CRUZ JR.

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
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House Bill No. **9774**

Introduced by **REPRESENTATIVE RICARDO S. CRUZ, JR.**

AN ACT
INSTITUTIONALIZING A NATIONAL EMPLOYMENT FACILITATION
SERVICE NETWORK FOR PERSONS WITH DISABILITY (PWDs) AND SENIOR
CITIZENS THROUGH THE ESTABLISHMENT OF A LOCAL CENTER FOR
INCLUSIVE EMPLOYMENT IN EVERY PROVINCE, KEY CITY AND OTHER
STRATEGIC AREAS THROUGHOUT THE COUNTRY

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

SECTION 1. Short Title. - This Act shall be known as the “Inclusive Employment Act of 2026.”

SECTION 2. Declaration of Policy. - It is a declared policy of the State to promote employment opportunities for all and strengthen the existing employment facilitation service machinery of the government for persons with disability and senior citizens, particularly at the local levels.

SECTION 3. Establishment of the Local Center for Inclusive Employment (LCIE). - There is hereby established a Local Center for Inclusive Employment, hereinafter referred to as “LCIE”, in all capital towns of provinces, key cities and other strategic areas, which shall be a unit under the existing Public Employment Service Office (PESO) in each local government unit.

The LCIE under each PESO shall be linked with the regional offices of the Department of Labor and Employment (DOLE) for coordination and technical supervision, and to the DOLE Central Office, to constitute the national employment service network.

SECTION 4. Objectives of the LCIE. - The LCIE shall ensure prompt, appropriate, and timely employment facilitation services for PWDs and senior citizens and the provision of relevant information, education, and communication (IEC) materials for the benefit of the PWDs and senior citizens seeking gainful employment opportunities. Specifically, the LCIE shall:

- a. Provide a venue where PWDs and senior citizens could find and explore various employment options and seek training assistance for possible employment ventures;
- b. Serve as referral and information center for the various services and programs being provided by the DOLE and other government agencies with respect to the welfare and employment of PWDs and senior citizens;
- c. Provide PWDs and senior citizens with sufficient information on employment opportunities and labor market situation in the area; and
- d. Network with other LCIEs within the province and/or region on employment opportunities for PWDs and senior citizens.

SECTION 5. Functions of the LCIE. - The LCIE shall have the following functions:

- a. Establish partnerships with employers who shall regularly submit to the LCIE a list of job vacancies available for PWDs and senior citizens in their respective establishments;
- b. Facilitate the exchange of labor market information between the PWDs and senior citizens jobseekers and employers, by providing employment information services to the jobseekers and recruitment assistance to employers;
- c. Develop and administer testing and evaluation instruments for effective qualification, selection, training, and counseling;
- d. Develop training modules for PWDs and senior citizens in order to improve their skills and comply with the skills requirement of the employer;

- e. Undertake employability enhancement trainings/seminars for PWDs and senior citizens, as well as those PWDs and senior citizens who would like to enhance their employability;
- f. Provide occupational counseling, career guidance, motivation and values development activities to PWDs and senior citizen;
- g. Conduct pre-employment counseling and orientation to PWDs and senior citizens;
- h. Provide PWDs and senior citizens with access to the various livelihood and self employment programs offered by both government and non-government organizations (NGOs) at the provincial, city, municipal, and barangay levels by undertaking referrals for such programs;
- i. Conduct jobs fairs, Work Appreciation Programs (WAPs), and livelihood and self-employment bazaars, among other employment facilitation strategies;
- j. Provide reintegration assistance services to PWDs and senior citizens who are retrenched or terminated; and
- k. Perform such functions and willfully carry out the objectives of this Act.

SECTION 6. Role of the DOLE and LGUs. – Upon the request of the local government units through existing PESOs, the DOLE shall undertake the establishment, operation, and maintenance of the LCIE.

It shall be the responsibility of the DOLE to:

- a. Establish and maintain a computerized PWD and senior citizens manpower registry of skills and employment and business opportunities to facilitate the provision and packaging of employment assistance to PWD and senior citizen clients and the setting-up of regional job clearance systems as part of the overall employment network;
- b. Designate, in consultation with the PESO or NGO concerned, a qualified project manager and/or key personnel who shall be responsible for the operation and management of the LCIE;
- c. Provide technical assistance and allied support services to the LCIE;
- d. Train LCIE personnel in the various aspects of employment facilitation functions;
- e. Extend/facilitate such other package of employment services through the provision of employment assistance to PWD and senior citizen clients of the

LGU or NGO concerned, including the conduct of jobs fairs and other activities; and

f. Undertake, monitor, assess and evaluate the LCIE program implementation.

SECTION 7. Administration of the LCIE Program. - The DOLE shall be primarily responsible for the administration of the LCIE Program through the Bureau of Workers with Special Concerns, as well as its regional offices throughout the country. The Secretary of Labor and Employment, in coordination with the Department of the Interior and Local Government (DILG), National Council on Disability Affairs (NCDA), and National Commission Of Senior Citizens (NCSC), and in consultation with the presidents of the various local government leagues, namely the League of Provinces, the League of Cities, the League of Municipalities, and the League of Barangays, shall accordingly promulgate, within ninety (90) days from the effectivity of this Act, the necessary rules and regulations for the effective implementation of the Program.

SECTION 8. Appropriations. - The amount necessary for the initial implementation of this Act shall be charged against the existing appropriations of the DOLE and its other operating agencies. Thereafter, the amounts needed for the full implementation of this Act shall be included in the budget of the DOLE in the succeeding annual General Appropriations Act.

SECTION 9. Separability Clause. - If any part or provision of this Act is declared unconstitutional or invalid, other parts or provisions hereof which are not affected shall continue to be in full force and effect.

SECTION 10. Repealing Clause. - All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Approved,

