

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

House Bill No. 10242



Introduced by **REP. JAVIER MIGUEL L. BENITEZ**

EXPLANATORY NOTE

The 1987 Philippine Constitution declares as a primary goal of the State the promotion of full employment and equality of employment opportunities for all.¹ While the country has enacted significant reforms to streamline government transactions through the Republic Act ("R.A") No. 11032 (2018), otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018, regulatory modernization can further be leveraged not only to reduce red tape but also to strengthen employment facilitation systems at the local level.

Local government units already process thousands of business permit renewals annually. This routine interaction between enterprises and government presents a strategic opportunity to gather real-time labor market information that can significantly improve job matching. At present, many Public Employment Service Offices (PESOs), established under R.A. 10691, or the Public Employment Service Office Act of 2015, rely largely on voluntary reporting of vacancies. As a result, jobseekers often face fragmented access to employment information, while businesses struggle to reach qualified local applicants.

This bill proposes a minimal, non-burdensome disclosure mechanism requiring businesses renewing their permits to indicate whether they have current or projected job openings. The requirement is purely informational and facilitative. It does not condition permit approval on hiring outcomes, does not impose penalties for non-hiring, and does not introduce additional fees. Instead, it integrates employment reporting into an already

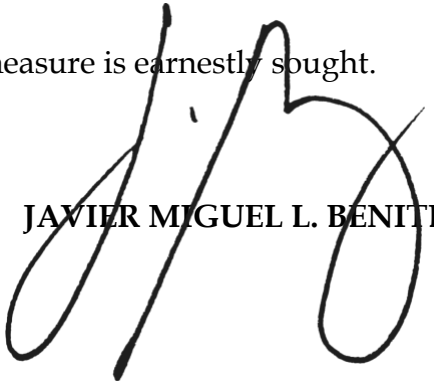
¹ 1987 Philippine Constitution, Art. II, Sec. 9.

existing administrative process, ensuring that regulatory efficiency and labor market development operate in tandem.

By electronically transmitting vacancy information to PESOs, the measure strengthens local employment ecosystems, enhances workforce analytics, and supports evidence-based planning. It enables faster job matching, reduces friction between employers and jobseekers, and promotes inclusive economic growth, particularly for first-time workers, displaced employees, and underemployed sectors.

This proposal aligns with the State's commitments to employment generation, digital governance, and public service modernization. It transforms a routine compliance procedure into a proactive employment linkage mechanism without undermining the principles of ease of doing business.

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



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Introduced by **REP. JAVIER MIGUEL L. BENITEZ**

AN ACT REQUIRING BUSINESSES TO SUBMIT JOB VACANCY INFORMATION TO THE PUBLIC EMPLOYMENT SERVICE OFFICE (PESO) UPON RENEWAL OF BUSINESS PERMITS, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 11032, OTHERWISE KNOWN AS THE “EASE OF DOING BUSINESS AND EFFICIENT GOVERNMENT SERVICE DELIVERY ACT OF 2018,” AND FOR OTHER PURPOSES

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 “*Post and Match Act.*”

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to promote full employment, strengthen local labor market matching mechanisms, and enhance coordination between businesses and government employment services. The State recognizes that streamlined regulatory processes should be leveraged to support economic opportunity, workforce development, and efficient labor market information systems without imposing undue burden on enterprises.

SEC. 3. Section 4 of Republic Act No. 11032 is hereby amended by inserting new paragraphs (b), (f), and (j), to read as follows:

"Sec. 4. Definition of Terms. – As used in this Act, the following terms are defined as follows:

“(a) *Action* refers to the written approval or disapproval made by a government office or agency on the application or request submitted by an applicant or requesting party for processing;

(b) BUSINESS ENTITY REFERS TO ANY JURIDICAL OR NATURAL PERSON ENGAGED IN TRADE OR COMMERCE AND REQUIRED TO SECURE A BUSINESS PERMIT FROM A LOCAL GOVERNMENT UNIT;

~~[(b)]~~ (c) *Business One Stop Shop (BOSS)* – a single common site or location, or a single online website or portal designated for the Business Permit and Licensing System (BPLS) of an LGU to receive and process applications, receive payments, and issue approved licenses, clearances, permits, or authorizations;

~~[(e)]~~ (d) *Business-related transactions* – a set of regulatory requirements that a business entity must comply with to engage, operate or continue to operate a business, such as, but not limited to, collection or preparation of a number of documents, submission to national and local government authorities, approval of application submitted, and receipt of a formal certificate or certificates, permits, licenses which include primary and secondary, clearances and such similar authorization or documents which confer eligibility to operate or continue to operate as a legitimate business;

~~[(d)]~~ (e) *Complex transactions* – applications or requests submitted by applicants or requesting parties of a government office which necessitate evaluation in the resolution of complicated issues by an officer or employee of said government office, such transactions to be determined by the office concerned;

(f) ELECTRONIC SUBMISSION REFERS TO DIGITAL TRANSMISSION THROUGH AN LGU-APPROVED PLATFORM;

~~[(e)]~~ (g) *Fixer* – any individual whether or not officially involved in the operation of a government office or agency who has access to people working therein, and whether or not in collusion with them, facilitates speedy completion of transactions for pecuniary gain or any other advantage or consideration;

~~[(f)]~~ (h) *Government service* – the process or transaction between applicants or requesting parties and government offices or agencies involving applications for any privilege, right, reward, license, clearance, permit or authorization, concession, or for any modification, renewal or extension of the enumerated applications or requests which are acted upon in the ordinary course of business of the agency or office concerned;

~~[(g)]~~ (i) *Highly technical application* – an application which requires the use of technical knowledge, specialized skills and/or training in the processing and/or evaluation thereof;

(j) **JOB VACANCY REFERS TO ANY AVAILABLE OR ANTICIPATED EMPLOYMENT OPPORTUNITY FOR COMPENSATION, WHETHER PERMANENT, TEMPORARY, CONTRACTUAL, OR PROJECT-BASED;**

~~[(h)]~~ (k) *Nonbusiness transactions* – all other government transactions not falling under Section 4 (c) of this Act;

~~[(i)]~~ (l) *Officer or employee* – a person employed in a government office or agency required to perform specific duties and responsibilities related to the application or request submitted by an applicant or requesting party for processing;

~~[(j)]~~ (m) *Processing time* – the time consumed by an LGU or national government agency (NGA) from the receipt of an application or request with complete requirements, accompanying documents and payment of fees to the issuance of certification or such similar documents approving or disapproving an application or request;

~~[(k)]~~ (n) *Red tape* – any regulation, rule, or administrative procedure or system that is ineffective or detrimental in achieving its intended objectives and, as a result, produces slow, suboptimal, and undesirable social outcomes;

~~[(l)]~~ (o) *Regulation* – any legal instrument that gives effect to a government policy intervention and includes licensing, imposing information obligation, compliance to standards or payment of any form of fee, levy, charge or any other statutory and regulatory requirements necessary to carry out activity; and

~~[(m)]~~ (p) *Simple transactions* – applications or requests submitted by applicants or requesting parties of a government office or agency which only require ministerial actions on the part of the public officer or employee, or that which present only inconsequential issues for the resolution by an officer or employee of said government."

SEC. 4. A new subsection is hereby inserted under Section 9 of Republic Act No. 11032, to read as follows:

"SECTION 9-A. INTEGRATION OF LOCAL EMPLOYMENT REPORTING IN BUSINESS PERMIT RENEWAL. – ALL BUSINESS ENTITIES APPLYING FOR THE RENEWAL OF BUSINESS PERMITS BEFORE LOCAL GOVERNMENT UNITS SHALL, AS PART OF THE STANDARD RENEWAL FORM, INDICATE WHETHER THEY HAVE EXISTING OR PROJECTED JOB VACANCIES WITHIN THE NEXT TWELVE (12) MONTHS.

THE DISCLOSURE SHALL BE LIMITED TO:

- 1. JOB TITLE OR OCCUPATIONAL CLASSIFICATION;**
- 2. NUMBER OF VACANCIES;**
- 3. BASIC QUALIFICATION REQUIREMENTS; AND**
- 4. PREFERRED CONTACT CHANNEL FOR APPLICANTS.**

SUCH INFORMATION SHALL BE ELECTRONICALLY TRANSMITTED TO THE PUBLIC EMPLOYMENT SERVICE OFFICE (PESO) OF THE CONCERNED LOCAL GOVERNMENT UNIT FOR PURPOSES OF JOB MATCHING, LABOR MARKET INFORMATION, AND EMPLOYMENT FACILITATION.

SUBMISSION OF JOB VACANCY INFORMATION SHALL NOT BE CONSTRUED AS A CONDITION FOR APPROVAL OF PERMIT RENEWAL, NOR SHALL FAILURE TO HIRE FROM PESO REFERRALS CONSTITUTE A REGULATORY VIOLATION. THE REQUIREMENT IS PURELY INFORMATIONAL AND FACILITATIVE IN CHARACTER.

NOTHING IN THIS ACT SHALL BE CONSTRUED TO REQUIRE BUSINESSES TO CONDUCT RECRUITMENT EXCLUSIVELY THROUGH PUBLIC EMPLOYMENT SERVICE OFFICES ("PESOS") NOR TO RESTRICT THEIR INDEPENDENT HIRING PROCESSES.

NO ADDITIONAL FEES OR CHARGES SHALL BE IMPOSED ON BUSINESSES FOR COMPLIANCE WITH THIS SECTION."

SEC. 5. *Coordination with PESOs.* – Local government units shall ensure system interoperability between Business Permit and Licensing Offices (BPLO) and their respective PESOs pursuant to Republic Act No. 10691. The Department of Labor and Employment ("DOLE") shall issue guidelines for standardized reporting formats consistent with national labor market information systems. The reporting system shall be

integrated, where feasible, with the national business portal established under Republic Act No. 11032.

SEC. 6. *Data Privacy Safeguards.* – All information collected under this Act shall comply with the Data Privacy Act of 2012. Data shall be used exclusively for employment facilitation, workforce analytics, and policy planning.

SEC. 7. *National Vacancy Database and Reporting.* – The DOLE shall maintain a centralized national vacancy database consolidated from PESO submissions under this Act. DOLE shall establish performance indicators, including vacancy referral rates, local hiring outcomes, and PESO utilization metrics, and shall submit an annual report to Congress based on such indicators.

SEC. 8. *Incentives for Compliance.* – Local government units may establish recognition or incentive mechanisms for businesses that consistently submit vacancy information and actively participate in PESO employment facilitation programs. Such incentives may include public recognition, expedited processing lanes, or inclusion in local employment partnership registries, subject to existing laws and regulations.

SEC. 9. *Non-Compliance with Reporting.* – Failure to submit vacancy information or to submit a declaration of no vacancy shall not be a ground for denial, suspension, or delay of permit renewal; however, such non-submission shall be documented solely for administrative monitoring and reporting purposes.

SEC. 10. *Transitory Provision.* – Within twelve (12) months from the effectivity of this Act, local government units shall progressively integrate the vacancy reporting requirement into their business permit renewal systems. During the transition period, submission of vacancy information or a declaration of no vacancy may be accepted through manual or interim reporting mechanisms as may be prescribed in the implementing rules and regulations. Full electronic integration shall be required upon the completion of the transition period.

SEC. 11. *Implementing Rules and Regulations.* – Within ninety (90) days from effectivity, DOLE, in coordination with the Anti-Red Tape Authority (ARTA), the Department of the Interior and Local Government (DILG), and the Department of Information and Communications Technology (“DICT”), shall promulgate the necessary rules and regulations.

DOLE and DICT shall provide technical assistance, digital templates, and system integration support to local government units to ensure effective compliance with this Act.

SEC. 12. *Separability Clause.* - If any provision of this Act is declared unconstitutional, the remaining provisions shall remain in full force and effect.

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

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