



SENATE

S. No. 1834

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PREPARED BY THE COMMITTEES ON LABOR, EMPLOYMENT  
AND HUMAN RESOURCES DEVELOPMENT; SCIENCE  
AND TECHNOLOGY; AND FINANCE WITH  
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THEREOF

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AN ACT TO ENHANCE THE PHILIPPINE DIGITAL  
WORKFORCE COMPETITIVENESS, ESTABLISHING  
FOR THE PURPOSE AN INTER-AGENCY  
COUNCIL FOR DEVELOPMENT AND  
COMPETITIVENESS OF PHILIPPINE DIGITAL  
WORKFORCE AND FOR OTHER PURPOSES

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

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ARTICLE I

2

STATE POLICIES AND BASIC PRINCIPLES

3

SECTION 1. *Short Title.* – This Act shall be known as

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the “Philippine Digital Workforce Competitiveness Act”.

1           SEC. 2. *Declaration of State Policy.* – The State,  
2 recognizing the transformation in the world of work due to  
3 rapid acceleration of digitalization and advances in  
4 technologies such as artificial intelligence and automation  
5 across range of industries and sectors, shall enhance the  
6 skills and competitiveness of the Philippine workforce in  
7 human, and digital technology and innovations. In  
8 furtherance thereof, the State shall ensure that all Filipino  
9 workers have access to and provided with digital skills and  
10 competencies that are at par with global standards and  
11 shall encourage digital innovations and entrepreneurship.  
12 To this end, the State shall provide the necessary  
13 infrastructure, and in collaboration with the private  
14 stakeholders, shall undertake the upskilling, re-skilling  
15 and training of the Filipino workforce on digital technology  
16 and innovations for employability and competitiveness in  
17 the Fourth Industrial Revolution.

## ARTICLE II

## DEFINITION OF TERMS

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3       SEC. 3. *Definition of Terms.* – The following terms as  
4 used in this Act shall mean:

5       (a) *21st century skills* refer to skills that are required  
6 by new jobs, including but not limited to critical thinking,  
7 problem solving, good communication, collaboration,  
8 information and technology literacy, flexibility and  
9 adaptability, innovativeness, and creativity, among others;

10       (b) *Certifications* refer to any attestation of an  
11 individual's knowledge, proficiency, or competence in a  
12 certain subject matter or skillset by a reputable third  
13 party, which can be public, private or non-profit in nature;

14       (c) *Co-working or shared service facilities* refer to  
15 shared workspaces equipped with the necessary facilities  
16 and support services for the needs of the digital workforce;

17       (d) *Digital workforce* refers to any natural person who  
18 engages in remunerated activity through the use of digital  
19 skills and digital technology, regardless of work or

1 employment arrangement, whether as a regular employee  
2 of a company or as a freelancer;

3 (e) *Digital labor platforms* refer to digital technology-  
4 based platforms that facilitate the production, trade, and  
5 commercial exchange of digital content, digital products, or  
6 other goods and services arising from digital transactions.  
7 This includes web-based and online platforms where work  
8 is outsourced through an open call to geographically-  
9 dispersed individuals and location-based online  
10 applications where work is allocated to individuals in a  
11 specific geographical area;

12 (f) *Digital content* refers to any type of content that  
13 exists in the form of digital data that are stored, and can  
14 be created, viewed, processed, distributed, modified and  
15 stored using computers and digital technologies. The  
16 content can be either free or paid content such as web-  
17 pages and websites, social media, data and databases,  
18 digital audio, such as mp3s or mp4s, and e-books, digital  
19 imagery, digital video, video games, computer programs  
20 and software;

1           (g) *Digital entrepreneurship* refers to the creation of  
2 new ventures or the transformation of existing businesses  
3 by developing novel digital technologies and/or novel usage  
4 of such technologies;

5           (h) *Digital inclusion* refers to the process of ensuring  
6 that all members of society, especially those from  
7 disadvantaged and marginalized groups have access and  
8 are empowered to utilize and benefit from state-of-the-art  
9 Information and Communications Technology (ICT);

10          (i) *Digital skills* refer to a range of skills,  
11 encompassing a combination of behaviors, expertise, know-  
12 how, work habits, character traits, dispositions, and  
13 critical understanding on the use of digital devices,  
14 communication applications, and networks to access and  
15 manage information;

16          (j) *Digital technology* refers to any product or service  
17 that can be used to create, view, distribute, modify, store,  
18 retrieve, transmit, and receive information electronically in  
19 a digital form such as personal computers and devices like  
20 desktop, laptop, netbook, tablet computer, smart phones,

1 games consoles, media players, e-book readers, as well as  
2 digital television, robots, personal assistant smart devices,  
3 and smart boards; and

4 (k) *Innovation* refers to the creation of new ideas  
5 using new or existing technologies that results in the  
6 development of new or improved products, processes, or  
7 services, which are then spread or transferred across the  
8 market.

### 9 ARTICLE III

#### 10 DEVELOPMENT OBJECTIVES AND STRATEGIES

11 SEC. 4. *Development of the Digital Workforce.* – In  
12 developing and ensuring the competitiveness of Philippine  
13 digital workforce, the State shall:

14 (a) Ensure and take pro-active measures to improve  
15 the digital competence of all citizens of working age and  
16 equip them with digital skills, including digital  
17 entrepreneurship and remote work using digital skills in  
18 order to gain from the benefits of the growing number of  
19 jobs and opportunities that are enabled by digital  
20 technologies;

1 (b) Ensure that Filipinos are equipped with digital  
2 skills and 21<sup>st</sup> century skills;

3 (c) Ensure adequate protection and support for the  
4 digital workforce for the continuous improvement of their  
5 skills to effectively keep up with global standards;

6 (d) Provide support to the digital workforce through  
7 the provision of co-working or shared service facilities and  
8 loan facilities with concessional terms;

9 (e) Ensure digital inclusion by taking into account  
10 special needs of sectors such as, but not limited to, persons  
11 with disabilities (PWDs), indigenous peoples, senior  
12 citizens, individuals located in geographically-isolated and  
13 disadvantaged areas, and other sectors in designing  
14 programs, activities and projects pursuant to this Act; and

15 (f) Ensure that all stakeholders from the government,  
16 industry and labor sector are properly consulted and in  
17 collaboration in the crafting of policies, programs, activities  
18 and projects for the upskilling, re-skilling and training of  
19 the Filipino workforce in digital technology and  
20 innovations.

## ARTICLE IV

INTER-AGENCY COUNCIL FOR DEVELOPMENT AND  
COMPETITIVENESS OF PHILIPPINE DIGITAL WORKFORCE

SEC. 5. *Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce.* – There is hereby established an Inter-Agency Council for Development and Competitiveness of Philippine Digital Workforce, hereinafter referred to as the “Inter-Agency Council.” It shall be chaired by the National Economic Development Authority (NEDA) and shall be composed of the following government agencies as members: the Department of Labor and Employment (DOLE), the Department of Trade and Industry (DTI), the Department of Information and Communications Technology (DICT), the Department of Science and Technology (DOST), the Department of Interior and Local Government (DILG), the Department of Education (DepED), the Commission on Higher Education (CHED), and the Technical Education and Skills Development Authority (TESDA).



1           The Inter-Agency Council shall be the primary  
2     planning, coordinating and implementing body in the  
3     promotion,        development,        enhancement        and  
4     competitiveness of the Philippine digital workforce. It  
5     shall ensure that all Filipino youth, students and workers  
6     have access to and are provided with skills and  
7     competencies in digital contents, platforms and technology  
8     that are at par with global standards, and shall encourage  
9     digital innovations and entrepreneurship. It shall consult  
10    and collaborate with all stakeholders from the government,  
11    industry and labor sector in the development and  
12    implementation of a national roadmap on upskilling, re-  
13    skilling and training of the Filipino workforce to address  
14    the skills gaps particularly, in digital technology and  
15    digital entrepreneurship.

16           SEC. 6. *Powers and Functions.* – The Inter-Agency  
17    Council shall have the following powers and functions:

18           (a) Serve as the primary body responsible for the  
19    promotion,        development,        enhancement        and  
20    competitiveness of Philippine digital workforce, and in

1 providing entrepreneurs with incubation programs as well  
2 as support in terms of funding, skills development, and  
3 exposure to business networks;

4 (b) With the DOLE as the lead agency, and in  
5 collaboration with the DICT, the local government units  
6 (LGUs) and other stakeholders, conduct a digital  
7 technology and digital skills mapping nationwide  
8 identifying the available skills and competencies, skills  
9 gaps and training needs, demographics of the Philippine  
10 workforce in digital technology and sectors, and the  
11 availability and access to digital platforms and ICT  
12 infrastructure, among others;

13 (c) Formulate digital technology and digital skills  
14 roadmap for evolving jobs and skills, identifying job growth  
15 in specific professional areas, including but not limited to  
16 the fastest-growing seven (7) professional areas identified  
17 by the World Economic Forum, namely: care, engineering  
18 and cloud computing, sales marketing and content, data  
19 and Artificial Intelligence (AI), green jobs, people and  
20 culture, and specialized project managers;

1 (d) With the DICT and DOST as lead agencies, and in  
2 collaboration with various stakeholders, design and  
3 implement programs for upskilling, re-skilling and  
4 training, taking into consideration the results of digital  
5 technology and digital skills mapping and the roadmap for  
6 evolving jobs and skills;

7 (e) Encourage and incentivize technological  
8 innovations for the growth of agri-fishery industries and  
9 hospital care or public health services;

10 (f) With the DTI as the lead agency, promote business  
11 or economic opportunities for digitization of start-ups and  
12 MSMEs, and provide technical assistance and low interest  
13 loans;

14 (g) Provide support and innovative strategies to  
15 promote digital technology, digital careers and innovations  
16 among students, youth and workers, including the  
17 provisions of incentives such as:

18 (i) Full or partial scholarships or subsidies for  
19 appropriate trainings and certifications, whether local or  
20 abroad;

1           (ii) Full or partial subsidy for the use of co-working or  
2 shared service facilities, equipment, and/or services  
3 provided by government or private enterprises or  
4 institutions;

5           (iii) Credit assistance, at low interest rate, from  
6 government financial institutions for acquisition of  
7 equipment necessary to carry out digital work, including  
8 but not limited to computers, hardware and software  
9 programs;

10          (iv) Afford priority access to DTI support and  
11 assistance, under its program for start-ups and for micro,  
12 small and medium enterprises (MSMEs), to digital  
13 entrepreneurs, tech start-ups or innovators; and

14          (v) Such other incentives that may be issued for the  
15 promotion, development and enhancement of digital  
16 technology and digital skills across industries and business  
17 sectors.

18          (h) Establish a centralized web portal for all related  
19 training, skills development, certification, and scholarship  
20 programs to allow access by all workers who are qualified

1 and willing to undergo upskilling or to acquire new skills  
2 in digital technology;

3 (i) Create committees, working groups and regional  
4 inter-agency councils to carry out its mandate and  
5 functions;

6 (j) Establish an Inter-Agency Council Secretariat,  
7 which may be lodged with the NEDA or at any designated  
8 member agency; and

9 (k) Conduct consultations, assessment, planning and  
10 re-planning exercise with a view to ensuring the  
11 development and availability of highly-skilled digital  
12 workforce in the country.

## 13 ARTICLE V

### 14 ROLE OF THE LOCAL GOVERNMENT UNITS (LGUS)

15 SEC. 7. *Role of LGUs.* – All local government units  
16 shall create local policies supporting and promoting the  
17 growth and development of digital technology, digital  
18 careers and innovations in their respective communities,  
19 which may include providing incentives for technological

1 innovations for agri-fishery industries and hospital care or  
2 public health services.

3       SEC. 8. *Role of Public Employment Service Offices*  
4 (*PESOs*). – All Public Employment Service Offices shall:

5       (a) Develop and maintain a webpage where PESO-  
6 accredited employers may register and publish their  
7 vacancies;

8       (b) Create a digital application help desk where job  
9 seekers can ask for feedback or assistance with a job  
10 application;

11       (c) Encourage and facilitate local access to jobs at  
12 crowdwork, crowdsource, or work in-demand applications;

13       (d) Create a localized digital technology and digital  
14 skills registry and encourage listing in the locality for  
15 assistance and availment of local incentives; and

16       (e) Conduct virtual job fairs.

17       SEC. 9. *E-Readiness of LGUs*. – The DICT,  
18 Department of Budget Management (DBM), Department of  
19 Public Works and Highways (DPWH) and other relevant  
20 government agencies shall ensure universal access to high-

1 speed, quality, and affordable Internet by prioritizing and  
2 facilitating the development of ICT infrastructures in the  
3 localities across the country. The DILG and DICT shall  
4 jointly assess the e-readiness of all municipalities, cities,  
5 provinces, and regions to ensure a thriving digital  
6 workforce ecosystem.

7 For this purpose, the National Government shall  
8 prioritize the construction of digital infrastructures to  
9 foster digital-based economic activity under their  
10 infrastructure programs or initiatives.

## 11 ARTICLE VI

### 12 PUBLIC-PRIVATE PARTNERSHIP IN TRAINING

#### 13 AND SKILLS DEVELOPMENT

14 SEC. 10. *Public-Private Partnership in Trainings and*  
15 *Skills Development.* – The Inter-Agency Council is hereby  
16 authorized to enter into public-private partnerships with  
17 experts, information technology-business process  
18 outsourcing (IT-BPO) industry associations, private  
19 companies and other stakeholders in the formulation and  
20 implementation of training, skills development, and

1 certification programs, covering areas, including but not  
2 limited to:

3 (a) Web development and designing;

4 (b) Online teaching and tutoring;

5 (c) Animation;

6 (d) Content creation (writing and copywriting and  
7 others);

8 (e) Digital marketing (e-commerce, sales and  
9 marketing);

10 (f) Creative design, graphic designing, 3D modelling  
11 and CAD, game development, logo design and illustration,  
12 and audio and video production;

13 (g) Mobile application development;

14 (h) Search engine optimization;

15 (i) Virtual assistance (administrative support or  
16 assistance);

17 (j) Branding and public relations, social media  
18 coordinator and community management;

19 (k) Web research, business intelligence and data  
20 analytics;



1 (l) Transcription and data entry jobs article and blog  
2 writing;

3 (m) Customer service and technical support;

4 (n) Human resource management and systems;

5 (o) Architecture services and other professional  
6 services through the Internet;

7 (p) Management of teams of remote workers, and  
8 other competencies needed by companies and individuals  
9 pursuant to the full implementation of Republic Act No.  
10 11165, otherwise known as the Telecommuting Act; and

11 (q) Such other skills requirements as may evolve or  
12 be identified by the partners.

## 13 ARTICLE VII

### 14 DEVELOPMENTAL PROGRAMS

15 SEC. 11. *Digital Workforce Week.* – The third week of  
16 June shall be designated as the Digital Workforce Week, to  
17 coincide with the National Information and  
18 Communications Technology (ICT) Month promulgated  
19 under Proclamation No. 1521, Series of 2008, to promote  
20 awareness on evolving jobs and skills requirements in

1 digital technology and innovations, government assistance,  
2 trainings and certifications, and digital career and  
3 business opportunities.

#### 4 ARTICLE VIII

#### 5 SUPPORT ECOSYSTEM

6 SEC. 12. *Digital Libraries and Learning Hubs.* – The  
7 DICT and the National Library of the Philippines shall  
8 promote the role of libraries in improving digital inclusion  
9 and transform these libraries as providers of digital access,  
10 trainings including those for certifications, and support for  
11 the development and enhancement of digital skills and  
12 competencies of the workers and future members of the  
13 workforce.

14 SEC. 13. *Co-Working or Shared Service Facilities.* –  
15 The DTI, in coordination with relevant government  
16 agencies and in partnership with the private sector, shall  
17 establish co-working or shared service facilities to support  
18 the development and enhancement of digital skills and  
19 competencies of the workers and future members of the  
20 workforce.

## 1 ARTICLE IX

## 2 GENERAL PROVISIONS

3 SEC. 14. *Implementing Rules and Regulations.* –

4 Within six (6) months from the effectivity of this Act, the  
5 NEDA, DOLE, DTI, DICT, DOST, DILG, DepEd, CHED,  
6 TESDA, in consultation with relevant government agencies  
7 and private sector stakeholders, shall promulgate the  
8 necessary rules and regulations for the implementation of  
9 this Act.

10 SEC. 15. *Reportorial Requirement.* – The Inter-Agency

11 Council and all implementing agencies shall submit a  
12 report to Congress not later than June 30 of each year on  
13 the status of the implementation of this Act.

14 SEC. 16. *Appropriations.* – The amount necessary for

15 the implementation of the provisions of this Act shall be  
16 included in the General Appropriations Act for the year  
17 following the approval of this Act.

18 SEC. 17. *Repealing Clause.* – All other laws, decrees,

19 executive orders and rules and regulations contrary to or

1 inconsistent with the provisions of this Act are hereby  
2 repealed or modified accordingly.

3       SEC. 18. *Separability Clause* – If any provision of this  
4 Act is held invalid or unconstitutional, the same shall not  
5 affect the validity and effectivity of the other provisions  
6 hereof.

7       SEC. 19. *Effectivity*. – This Act shall take effect fifteen  
8 (15) days after its publication in the *Official Gazette* or in  
9 two (2) newspapers of general circulation.

Approved,