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SENATE

S. No. 1981

RECEIVED BY: 

Introduced by Senator MANUEL "LITO" M. LAPID

AN ACT
MANDATING ALL BARANGAYS TO CREATE A REGISTRY OF SKILLED
WORKERS, TO PROVIDE FUNDS THEREFOR AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Registries are created to provide an effective and efficient way of processing various sorts of data. In most circumstances, they serve as a fast reference for identifying currently available human resources in a certain region. Registries are a fast solution to the obstacles that younger job seekers face—particularly their inability to match current skills and abilities with the requirements of potential employers in the industry.

This measure seeks to institutionalize the National Skills Registration Program (NSRP), an employment facilitation machinery of the Department of Labor and Employment (DOLE) with the objective of maintaining a continuing nationwide skills registry through its Skills Registry System (SRS) database that covers all the cities/municipalities through the local Public Employment Service Offices (PESO's). This time however, this measure seeks to expand the program to all the barangays—the country's most basic political unit.

There shall be a Barangay Skilled Employees Registry, which will serve as a repository of information voluntarily declared by skilled workers in each barangay. Individuals with skills and experience aspiring to become professionals in a certain sector or looking for industry exposure to complete their studies through internship or

learnership programs provided by the Skills Registry can enter pertinent information such as names, residences, contact information, professional qualifications such as TESDA National Certificate/s, interests, including specific industry skill set, so that potential sector-based employers can easily access, identify, and recruit from the available talent pool.

Establishments wishing to provide internships, learnerships or full-time employment opportunities can search the database by specific application or certification or job function using a "faceted" search interface, or by geolocation search to find candidates in their immediate vicinity. Potential candidates can then be contacted through the system.

This version is the consolidated bill filed during the 18th Congress, that was introduced by Senators Lacson, Revilla, Villanueva and Tolentino respectively. It only reached the period of sponsorship but the same was not approved on second reading.

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



MANUEL "LITO" M. LAPID
Senator

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**MANDATING ALL BARANGAYS TO CREATE A REGISTRY OF SKILLED
WORKERS, TO PROVIDE FUNDS THEREFOR AND FOR OTHER PURPOSES**

*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 Barangay Skilled
Workers Registry Act."

SECTION 2. Declaration of Policy. — It is the policy of the State promote full,
sustainable, productive, and freely chosen employment and ensure the availability of
quality, local, decent and regular employment opportunities for all Filipinos.

Pursuant to this policy, the State recognizes the role of barangays in promoting
job creation and economic development within their localities. Towards this end, the
State shall establish an employment information system at the barangay level,
targeting skilled workers residing therein for effective matching of the workforce to
local employment opportunities, establish a database of available skilled workers in
the locality for investment promotion or generation, and eventually harmonize all
existing workers registries into a centralized system.

SECTION 3. Definition of Terms. — As used in this Act, the following terms
shall be defined as follows:

- 1 a. *Barangay* - refers to the smallest political unit into which cities and
2 municipalities in the Philippines are divided in accordance with the
3 provisions of the Local Government Code of the Philippines;
- 4 b. *Barangay Skilled Workers Registry* - refers to the database of a particular
5 barangay containing the information of all skilled workers residing therein
6 who voluntarily registered and declared their qualifications, skills, and/or
7 prior work experiences; and
- 8 c. *Skilled workers* - refer to persons who have some special skill, knowledge,
9 or ability, whether acquired through formal or informal education, prior work
10 experience, and/or training, and possess a degree of expertise in the
11 performance of a given job.

12 The skilled workers referred hereto shall, in no case, be limited to holders of
13 national certificates issued by the Technical Education and Skills Development
14 Authority (TESDA).

15 **SECTION 4.** *The Barangay Skilled Workers Registry.* — Every barangay shall
16 create a registry that will serve as a database for all skilled workers who voluntarily
17 register to offer their services and seek employment opportunities within the locality.
18 The skilled workers must be residents of the barangay where they seek to be
19 registered.

20 The registry shall be developed with the assistance of the Department of Labor
21 and Employment (DOLE) through the Public Employment Service Office (PESO) in
22 coordination with the Department of Interior and Local Government (DILG). The
23 registry shall be consolidated with registries of workers developed by the DOLE and
24 other government agencies, in coordination with the Department of Information
25 and Communications Technology (DICT). For this purpose, it shall be compatible with
26 the Public Employment Service Office - Employment Information System (PEIS).

27 The entry shall be centralized for the whole country and be made accessible
28 online.

1 **SECTION 5. *Contents of the Registry.*** — The Barangay Skilled Workers
2 Registry shall contain the following details:

- 3 a. Name of the skilled worker;
- 4 b. Office or Business Address;
- 5 c. Contact Information, such as mobile number, landline number, or e-mail
6 address;
- 7 d. Nature of the services and/or skills offered;
- 8 e. Proof of qualifications (i.e., TESDA National Certificate (NC), Certificate of
9 Competency (COC), or any other certificate of training or seminars
10 attended), if any;
- 11 f. Prior work experience, if any; and
- 12 g. Photocopy of Philippine Identification Card (Philippine ID) pursuant to
13 Republic Act No. 11055. If the registration is made during the pendency of
14 the implementation of Republic Act No. 11055, the applicant shall
15 submit photocopies of two (2) government-issued identification cards. This
16 is without prejudice to the submission of the said copy of the Philippine ID
17 immediately upon availability.

18 The barangay secretary shall post at the barangay's bulletin board or a
19 conspicuous place within the barangay hall a regularly updated summary of available
20 skilled workers in the locality, without explicitly mentioning the name and other
21 personal details of the workers in the Registry, and in all cases, with due regard to
22 the provisions of Republic Act No. 10173, otherwise known as the "Data Privacy Act
23 of 2012," and its implementing rules and regulations.

24 Such summary shall also be posted online, either through the official website
25 of the barangay or its official social media account/s, and reflected in the barangay
26 human resource profile for investment promotion or generation.

1 **SECTION 6. *Access to the Registry and Information Contained Therein.*** —

2 The barangay shall, upon a duly verified request, provide the following information to
3 the requestor:

- 4 a. Title or occupation of the skilled worker;
- 5 b. Nature of the services and/or skills offered by the skilled worker;
- 6 c. Proof of qualifications (i.e., TESDA National Certificate (NC), Certificate of
7 Competency (COC), or any other certificate of training or seminars
8 attended), if any; Provided, That license numbers or other similar control
9 numbers shall be redacted, unless and until the potential employer has
10 decided to conduct the pre-employment process for the engagement of the
11 skilled worker; and
- 12 d. Prior work experience of the skilled worker, if any, which shall be couched
13 in general terms. The request shall be made to the barangay through a
14 form, which shall include the requestor's name, address, contact details,
15 and reason for requesting the above information of the skilled worker;

16 Provided, That prior consent from the skilled worker concerned shall be sought
17 before the foregoing information shall be revealed; Provided, further, That in no case
18 shall the name of the skilled worker be revealed except upon his/her specific consent
19 with prior notice of the identity of the person or entity requesting his/her information;

20 Provided, finally, That access to the registry shall, at all times, comply with the
21 provisions of the Data Privacy Act of 2012 and its implementing rules and regulations.

22 The barangay secretary or employee having custody over the registry shall act
23 on the request immediately upon receipt of the duly accomplished and verified form
24 of the requestor.

25 **SECTION 7. *Prohibition on Collection of Registration Fees.*** — The inclusion of
26 a skilled worker's name and corresponding details in the registry shall be free of
27 charge. However, the constituents who request a copy of the database may be

1 charged a reasonable fee to cover the actual cost of printing or reproducing the details
2 subject of the request.

3 **SECTION 8.** *Updating of the Registry.* — Updating of data collected shall be
4 aligned with the regular and synchronized data collection conducted by local
5 government units, in line with Republic Act No. 11315, otherwise known as the
6 "Community-Based Monitoring System Act." This is without prejudice to the right of
7 the skilled workers to request the barangay to immediately include and reflect any
8 significant change/s in any of the information mentioned under Section 5 of this Act,
9 including the withdrawal of his or her personal data from the registry upon a verified
10 written request submitted to the barangay.

11 Information not voluntarily updated and/or confirmed as unchanged by the
12 concerned skilled worker for a period of three (3) consecutive years shall be removed
13 from the database.

14 **SECTION 9.** *Support and Subsidy for Information and Communications*
15 *Technology (ICT) Infrastructure and Systems for Barangays.* — The DILG shall
16 include in its annual budget the necessary amount for the maintenance and operation
17 of the barangay registries, and the subsidy to capacitate the barangays with ICT
18 infrastructure and systems compatible with the PESO-PEIS.

19 Likewise, the barangay personnel tasked with the duties and responsibilities of
20 maintaining and updating the registry and coordinating with
21 registrants and potential clientele of skilled workers shall be provided the appropriate
22 capacity-building and training by the National Privacy Commission, DOLE, and DICT,
23 in coordination with the League of Provinces, League of Cities of the Philippines,
24 League of Municipalities of the Philippines, and Liga ng mga Barangay.

25 **SECTION 10.** *Roles of Government Agencies.* — The following agencies shall
26 perform the functions, duties, and responsibilities stated herein:

27 a. Barangay:

28 1. Disseminate information on the requirements and qualifications needed
29 for registration;

- 1 2. Ensure the protection of information submitted by skilled workers in
2 accordance with the provisions of the Data Privacy Act and its
3 implementing rules and regulations;
- 4 3. Coordinate with the PESO of the local government unit exercising
5 jurisdiction over it, or in the absence thereof, the regional PESO, for the
6 establishment of the registry, for job-matching opportunities available
7 within or near the locality, and extension of PESO programs and activities
8 that may be availed of by registered skilled workers;
- 9 4. Update the information contained in the registry, whether annually or
10 upon the request of the skilled worker; and
- 11 5. Process requests for information in accordance with the provisions of the
12 Data Privacy Act and other pertinent rules and regulations.

13 b. Department of Interior and Local Government:

- 14 1. Supervise and assist in the establishment and maintenance of the
15 registry, on-site or online, in the respective barangays; and
- 16 2. Integrate and consolidate the barangay registries with the Philippine
17 Identification System (PhilSys), the Community-Based Monitoring
18 System, and other existing registries, in coordination with the
19 Philippine Statistics Authority.

20 c. Department of Labor and Employment:

- 21 1. Through the PESOs, assist barangays in developing a registry, which
22 shall be compatible with the PEIS;
- 23 2. Provide technical assistance and allied support services to the
24 barangays, including, but not limited to, the training of personnel in the
25 various aspects of employment facilitation functions; and
- 26 3. Extend PESO programs under Republic Act No. 8759, as amended by
27 Republic Act No. 10691, otherwise known as the "Public Employment
28 Service Act of 1999," including, but not limited to, employment

1 information services, training, seminars, counseling, and career
2 guidance to registered skilled workers within the barangay.

3 d. National Privacy Commission:

- 4 1. Conduct training and capacity-building of barangay secretaries and/or
5 Barangay employees having custody over the registries to ensure
6 compliance with the Data Privacy Act and its implementing rules and
7 regulations; and
8 2. Receive complaints, institute investigations, and/or impose sanctions for
9 any violation of the Data Privacy Act and its implementing rules and
10 regulations in the exercise of its quasi-judicial functions.

11 e. Department of Information and Communications Technology:

- 12 1. Provide the relevant digital skills training and seminars to barangay
13 personnel tasked with maintaining and updating the registry; and
14 2. Devise and implement a centralized system harmonizing all existing
15 skilled workers registries.

16 f. Technical Education and Skills Development Authority:

- 17 1. Utilize the registry to offer technical education and skills development
18 programs, courses, and/or scholarships to registered skilled workers that
19 are non-holders of national certificates from TESDA; Provided, That
20 priority shall be given to those skilled workers that have no certifications
21 from any training institution, whether public or private; and
22 2. Formulate a skills supply map to determine the available skills in each
23 city, province, and/or region.

24 **SECTION 11. *Pilot Program.*** — The DOLE and the DILG shall establish and
25 implement a pilot program in an appropriate number of selected barangays, which
26 shall last for a period of not more than three (3) years. The DOLE and the DILG, in
27 coordination with the barangays included in the initial pilot implementation, shall be
28 responsible for baselining, scoping, and research work prior to implementation, regular
29 monitoring, and evaluation.

1 At the end of the pilot program, the DOLE and the DILG shall submit a report
2 on its findings to Congress.

3 **SECTION 12.** *Harmonization of the Barangay Skilled Workers Registry with*
4 *Other Existing Registries.* — All existing skilled workers registry, including, but not
5 limited, to TESDA's Registry of Certified Workers and DOLE's Skills Registry System
6 database, shall be harmonized and consolidated into a single, centralized system, to
7 be made accessible to the original maintaining government agencies and the
8 barangays, but in all cases subject to the provisions of the Data Privacy Act and its
9 implementing rules and regulations. The DICT shall take charge in planning, devising,
10 and establishing a centralized system in preparation for the consolidation of registries.

11 **SECTION 13.** *Appropriations.* — The funds for the initial implementation of
12 this Act shall be sourced from the current budget of the departments concerned.
13 Thereafter, the amount necessary for its continued implementation shall be included
14 in the annual General Appropriations Act.

15 **SECTION 14.** *Implementing Rules and Regulations.* — Within ninety (90) days
16 from the effectivity of this Act, the DILG, in coordination with DOLE, NPC, TESDA,
17 DICT, and other concerned agencies, and upon consultation with relevant
18 stakeholders, shall formulate the rules and regulations for the effective
19 implementation of this Act.

20 **SECTION 15.** *Separability Clause.* — In the event that any part, section or
21 provision of this Act shall be declared unconstitutional or invalid by a competent court,
22 the remaining provisions thereby shall remain valid and in full force and effect as if
23 the sections or provisions so annulled or voided had never been incorporated herein.

24 **SECTION 16.** *Repealing Clause.* — All laws, decrees, executive orders,
25 issuances, rules and regulations, or parts thereof not consistent with the provisions of
26 this Act are hereby repealed or modified and/or superseded as case may be by this
27 Act accordingly.

1 **SECTION 17. *Effectivity Clause.*** — This Act shall take effect fifteen (15) days
2 after its complete publication in the Official Gazette or in at least two (2) newspapers
3 of general circulation.

4 *Approved,*