

SUMMARY ASSESSMENT OF POLICY ACTIONS UNDER SUBPROGRAM 2

1. At the inception of the Facilitating Youth School-to-Work Transition Program, Subprogram 2 in November 2016, the government agreed to accomplish 15 reform actions – 7 prior actions (or triggers for loan disbursement) and 8 policy milestones (supporting measures and activities) – as the basis for Subprogram 2.
2. Based on the fact-finding mission and concurrence by government the following is the status of progress with subprogram 2 original policy actions:
 - i. The seven (7) prior actions are accomplished with two (2) exceeding expectations. And two (2) prior actions were reformulated:
 - a. Prior action # 1. A total of 1,253 Public Employment Service Offices (PESOs) have been established and operationalized and 852 received capacity development, as a first step towards full institutionalization. Of the total, 496 were fully institutionalized. The reformulation captures developments in the operationalization of PESOs.
 - b. Prior action # 11. To improve the quality of the Apprenticeship Program (AP), the Technical and Vocational Education Authority (TESDA) has prepared the Guidelines in the implementation of the Reform (AP) to institute necessary reforms. The reformulation captures developments in this regard.
 - ii. Seven (7) original policy milestones are accomplished. One (1) was reformulated and another has been shifted to subprogram 3.
 - a. Policy milestone #3. To increase the capacities and professionalization of PESO staff, a PESO manager competency standard has been prepared. The reformulation captures developments in this regard.
 - b. Policy milestone #7. Policy milestone partially accomplished and ongoing. Data collection is ongoing and more time is needed to perform analytics in order to evaluate the effectiveness of the employment programs on which to base the proposed rationalization. Government requested that this milestone be shifted to Subprogram 3.
3. As a result of the fact-finding mission Subprogram 2 policy matrix comprises 15 reform actions (8 expected prior actions representing high-impact reforms and 7 policy milestones). Following changes made to the policy matrix as follows:
 - i. Prior actions (all accomplished):
 - a. A new prior action was added as per government's request to capture efforts to establish an unemployment insurance benefit. (see prior action #14).
 - ii. Policy milestones (all accomplished):
 - a. Two accomplished milestones (#4 and #8) are complementary and merged into one policy milestone (see #4). The PESO Employment Information System was established as an enhanced labor market information system that can monitor implementation of programs.
 - b. A new policy milestone was added as per government's request on workplace safety standards (see #15).

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
Output 1: Improve employment facilitation services		
<p>The Government continued institutional reforms and capacity development to PESOs.</p> <p>1. Eight hundred (800) PESOs institutionalized under RA No. 10691, up from 390 in 2015, and received capacity development under DOLE's plan.</p>	<p><u>Prior action substantially accomplished</u></p> <p>The government enacted the Public Employment Services Act which mandates the institutionalization of LGU-PESOs nationwide. The objective is to harness intermediary employment facilities that have the capacity to touch base with the greatest number of people especially those actively searching for work and the vulnerably unemployed, with emphasis on the youth and women.</p> <p>DOLE has consistently advocated for the institutionalization of all PESOs. With this purpose DOLE led a massive campaign to institutionalize PESOs in 2017 and 2018. Efforts are continuing in this regard.</p> <p>The process of institutionalization of PESOs involves the provision of capacity building on PESO's core functions and orientation on the Public Employment Services Act. Following the capacity building activities, a PESO becomes operational, which implies that a PESO is established and performs at least one of the core employment functions of a PESO (i.e job placement and referral services, labor market information etc). In order to become fully institutionalized in compliance with RA 10691 or the Public Employment Act, the PESO needs: (i) permanent plantilla positions; (ii) budgetary allocations for personnel services, maintenance and other operating expenses; (iii) designated office space; and (iv) implementation of a full set of employment facilitation services and information on DOLE programs. An institutionalized PESO has a Memorandum of Agreement signed with DOLE.</p> <p>With this objective, the LGUs, with DOLE support, established and operated a total of 1,253 PESOs. Of this</p>	<p>The government has implemented reforms aimed at restructuring PESOs to improve employment service delivery to young people and increase job placement rates. These accomplishments included:</p> <p>1. 1,253 PESOs operationalized of which 496 are fully institutionalized under RA No. 10691, (with permanent plantilla positions, budgetary allocations, office space and full set of employment services) up from 390 in 2015. 852 PESOs received capacity development under DOLE's plan.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>total, 714 PESOs were operationalized and are performing at least one of the core functions of employment services as a first step towards full institutionalization. Another 496 PESOs were fully institutionalized in compliance with RA 10691 or the Public Employment Act.</p> <p>In addition, 852 PESOs received training to build capacity, including orientation of the Public Employment Act and its Implementing Rules and Regulations. Strong efforts to institutionalize all PESOs in compliance with RA 10691 continues.</p>	
<p>2. The government through the GAA and LGUs through the Internal Revenue Allocation (IRA) allocated sufficient budget to PESOs operations and programs in 2017 and 2018.</p>	<p><u>Prior action fully accomplished.</u></p> <p>To provide adequate financial support to PESOs operations and programs, the government, through the General Appropriations Act allocated P20.61 million in 2017 and P63.9 million in 2018 for a total of P84.2 million.</p> <p>The national budget is supplemented by budget allocations provided by LGUs through the Internal Revenue Allocation (IRA). LGU budget allocations to PESOs through the IRA cannot be precisely determined considering that each LGU has its own prerogative to set whatever amount deemed necessary for PESO operations.</p>	<p>2. To provide adequate financial support, the Government through the GAA allocated a total of P84.2 million (2017 GAA P20.61 million and for 2018 P63.9 million) to cover the supervision and training for the different PESOs.</p>
<p>3. The government (through DOLE) endorsed the design and establishment of the Job Center at the national level as a one stop center for capacity building to PESO staff, public dissemination of labor market activation programs, and employment services to youth.</p>	<p><u>The government requested to reformulate the policy milestone to reflect priorities for PESO capacity building. Policy milestone fully accomplished.</u></p> <p>The original policy milestone envisaged DOLE endorsing the concept for a Job Center with the primary objective of providing capacity building to PESO staff. However, the absence of a clear framework describing the competency levels of personnel providing employment services prevented the development of a national qualification and how such</p>	<p>Policy milestone reformulated to reflect progress in improving PESO staff capacity as follows:</p> <p>3. To increase the capacities and professionalization of PESO staff, DOLE in partnership with TESDA completed the preparation of the PESO manager competency standards as part of a larger PESO competency enhancement.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>qualification can be gained, assessed and be given recognition.</p> <p>The government recognized that specific training standards, competencies and qualifications are needed for PESO staff to manage and implement employment programs. In response, DOLE, in partnership with TESDA has developed a PESO manager competency standard as part of a larger PESO competency enhancement to enhance the capacities and professionalization of PESO management staff in accordance with the Public Employment Act. This is the basis for the development of a certification and accreditation program with a competency-based curriculum, competency assessment tools and instructional materials. This will allow staff to become TESDA accredited under the PESO competency standards.</p>	
<p>4. DOLE implemented its enhanced LMIS in 800 PESOs. Data disaggregated by sex.</p>	<p><u><i>Policy milestone 4 and 8 fully accomplished. Proposed to combine them into one as they are complementary.</i></u></p> <p>The DOLE has established the PEIS with the objective of improving employment facilitation services and providing up-to-date labor market information (LMI). PEIS has the capacity to regularly track the employment status of registrants enrolled in the system, which is critical to link the available manpower supply and industry demands. It captures vital information such as vacancies and client transactions aside from the profiles and skills of the job seekers.</p> <p>The PEIS has integrated the functionalities of the Client Tracking System (CTS), a system prototype developed under the JobStart Philippines Program that records client transactions, services, and activities. The PEIS will serve as a tool for monitoring the major employment facilitation programs of DOLE including those that involve other government agencies such as Department of Social Welfare and Development's – Pantawid Pamilyang Pilipino Program</p>	<p><i>Reformulated action combining original policy milestones 4 and 8 as follows:</i></p> <p>4. DOLE implemented its PEIS, which is an integrated monitoring and evaluation system for DOLE employment programs under and provides data disaggregated by sex. Currently, there are 807 active PESO PEIS users.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>(4Ps), the Department of Interior and Local Governments–Training for Better Access to Job Opportunities (Trabaho) program, and the K to 12 adjustment measures program.</p> <p>There are 807 PESOs utilizing the PEIS nationwide. From 2015 to 2018, there were a total of 2,553,401 registered jobseekers. Of the total registered jobseekers, 44% are between 15 to 24 years old, 55% (1,396,188) were female and 45% (1,157,213) were male.</p>	
<p>The Government continued strengthening labor market activation programs.</p> <p>5. The JSP rolled out to 34 LGUs with a cumulative total of at least 15,000 out-of-school youth accessing JSP services with 150 employers. 55% of beneficiaries are women and 70% are from low income households.</p>	<p><u>Prior action fully accomplished and exceeded expectations.</u></p> <p>The JSP is DOLE’s youth employability enhancement program, pursuant to the Republic Act No. 10869 or the Act institutionalizing the nationwide implementation of the JSP.</p> <p>JSP enhances the employability of youth by reducing their job-search period and increasing their employability through full-cycle employment facilitation. This includes training (life skills and technical skills required by industries) and paid internship to gain work experience. The program is also designed to increase the capacity of the PESOs in providing holistic and integrative employment facilitation services.</p> <p>The JSP was rolled out to 35 LGUs including 20 PESOs in Luzon, 6 PESOs in Visayas and 9 PESOs in Mindanao. A total of 17,537 out-of-school youth have benefited from the program’s employment facilitation activities. 57% of them are female and more than 70% are from low-income households. There are over 200 employers who have partnered with JSP to provide technical training and internship, as well as employment to the youth beneficiaries. Funding for JSP activities include a blend of ADB TA, grant financing from the Canadian government, Philippine government financing through the General Appropriations Act and employer</p>	<p>5. To provide enhanced employment opportunities, the government through DOLE rolled out the JSP to 35 LGUs with a cumulative total of 17,537 out-of-school youth accessing JSP services with over 200 employers. 57% of beneficiaries are women and more than 70% are from low income households.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)												
	financing through payment of at least 75% of the minimum wage during the internship.													
<p>6. The government (through DOLE) enhanced the operation of the SPES program by: (i) government policy issued to implement administrative reforms to improve financial management and targeting of beneficiaries; (ii) linking SPES with JSP and other programs; and (iii) The government allocated sufficient funding for SPES in the 2017 and 2018 GAA, targeting an increased number of beneficiaries, including women.</p>	<p><u>Prior action fully accomplished.</u></p> <p>The SPES is an employment-bridging program that aims to provide temporary employment to disadvantaged youth during summer and/or Christmas vacation to augment their family's income and help ensure that beneficiaries can pursue their education. Target groups include poor students, out-of- school youth, and dependents of displaced or would-be displaced workers. Enrollment leads to increase employment outcomes, largely attributable to students continuing work with their assigned employers after the program ends.</p> <p>Reforms were introduced to the program through Republic Act 10917 (amended SPES Act). Subsequently, its Implementing Rules and Regulations were issued in 2017 together with a number of program advisories. In addition, the Bureau of Local Employment revised (2017) the Integrated Manual of Operations to enhance aspects like financial management and targeting of beneficiaries.</p> <p>The program has grown becoming one of DOLE's flagship programs. The total number of beneficiaries in 2017 and 2018 combined reached 393,503. Overall, 60% of beneficiaries were women. It has an annual budget of P708.778 million for 2017 and 2018.</p> <table border="1" data-bbox="632 1206 1350 1391"> <thead> <tr> <th>Year</th> <th>Target</th> <th>Actual Accomplishment</th> <th>Budget Allocation</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>157,690</td> <td>187,680(of which 60% women)</td> <td>P708 million</td> </tr> <tr> <td>2017</td> <td>169,482</td> <td>205,823 (of which 58% women)</td> <td>P708 million</td> </tr> </tbody> </table>	Year	Target	Actual Accomplishment	Budget Allocation	2018	157,690	187,680(of which 60% women)	P708 million	2017	169,482	205,823 (of which 58% women)	P708 million	<p>6. DOLE enhanced the operation of the SPES by: (i) issuing the Implementing Rules and Regulations to improve financial management and targeting of beneficiaries; (ii) linking SPES with JSP and other programs; and (iii) allocating a total of P1.4 billion for SPES (for 2017 and 2018 GAA P708.778 million each), reaching over 393,500 beneficiaries, including 232,350 women.</p>
Year	Target	Actual Accomplishment	Budget Allocation											
2018	157,690	187,680(of which 60% women)	P708 million											
2017	169,482	205,823 (of which 58% women)	P708 million											

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
<p>7. As part of Government efforts to improve coherence of various employment programs, the Government (through DOLE) rationalized programs on employment and training.</p>	<p><u>Policy milestone partially accomplished and ongoing. DOLE requested that this milestone be shifted to Subprogram 3.</u></p> <p>The government (through DOLE) launched the PEIS that will serve as a tool for monitoring major employment facilitation programs of DOLE. Data collection is ongoing, and more time is needed to perform analytics in order to evaluate the effectiveness of the employment programs on which to base the proposed rationalization.</p> <p>In addition, with the support of ADB, the DOLE plans to develop a statistical profiling model/tool which is a formal method for the early identification of individuals with a high risk of falling into long-term unemployment. This allows the public employment services to target limited resources towards individuals most in need with appropriate interventions. The profiling tool will allow for the effective rationing of existing activation initiatives and facilitates a targeted planning approach for future activation schemes.</p>	
<p>8. DOLE established an integrated monitoring and evaluation system for all employment programs under DOLE (JSP, SPES, Government Internship Program or GIP).</p>	<p><u>Policy milestone 4 and 8 fully accomplished. Proposed to combine them into one as they are complementary. See policy milestone 4 above.</u></p>	
<p>Output 2: Enhance skills development and training systems</p>		
<p>9. The government submitted to Congress a draft bill institutionalizing the PQF including the creation of a coordinating body to operationalize the PQF.</p>	<p><u>Prior action fully accomplished and exceeded expectations</u></p> <p>With the enactment of Republic Act No. 10968 on 16 January 2018, the PQF was institutionalized. The Act also establishes the PQF-NCC.</p>	<p>7. The government enhanced the education-employment linkage system by: (i) institutionalizing the PQF which specifies levels of education qualifications and standards for qualification outcomes, establishes a quality assurance and recognition system, and aligns the qualifications</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>The PQF describe the levels of educational qualifications and sets the standards for qualification outcomes. It is a national quality assurance system for the development, recognition and award of qualifications based on standards of knowledge, skills and values acquired in different ways and methods by learners and workers of the country.</p> <p>To fully operationalize the law, the government constituted an inter-agency Technical Working Group (TWG) to develop the Implementing Rules and Regulations with the Department of Education (DepEd) as the lead agency together with the Commission on Higher Education, DOLE, Professional Regulation Commission and TESDA. The PQF Implementing Rules and Regulations were approved by the PQF-NCC on 15 Jan 2019.</p> <p>Working groups have been identified to operationalize the PQF, namely: (i) Qualifications Register; (ii) Pathways and Equivalencies; (iii) International Alignment; (iv) Quality Assurance; (v) Information and Guidelines; (vi) Government-Industry-Education; and (vii) Lifelong Learning.</p>	<p>framework with international standards; (ii) creating the PQF-NCC; and (iii) issuing the PQF-IRR to operationalize the PQF.</p>
<p>10. The government through the 2018 GAA provided sufficient budget funding TESDA's Skills Development Fund for capacity development of enterprises and local government units on trainers training and curriculum development.</p>	<p><u><i>Policy milestone fully accomplished</i></u></p> <p>The intent of this policy milestone is to ensure sufficient GAA funding for skills development. At present, TESDA gets its funding from the government through the annual GAA. TESDA has been receiving allocations to implement various scholarship programs in lieu of the TESDA Development Fund, to include the following:</p> <p>-Training for Work Scholarship Program (TWSP) seeks to support rapid, inclusive and sustained economic growth through course offerings in priority industries and key employment generators such as agri-fishery/ agri-business/ agro-industrial, tourism, information technology-business process management (IT-BPM),</p>	<p>8. The government through the 2018 GAA increased budget allocation for TESDA's skills training and scholarship programs such as the TWSP, the STEP, UAQTE (TVET component), and capacity building programs for trainers.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>semiconductor and electronics, automotive, other priority manufacturing industries, logistics, general infrastructure, and new and emerging sectors. The TWSP had a budget of Php2.7 billion in 2018.</p> <p>-The STEP is a community-based training program that seeks to address the specific skills needs of the communities and to promote employment, through entrepreneurial, self-employment, and service-oriented activities. STEP is TESDA's response to address poverty in the informal sector by providing the disadvantaged sector training and employment through TVET for Social Equity. Under STEP, the training programs are generally short-term and use the cluster of units of competencies prescribed in the Training Regulations promulgated by TESDA, wherever applicable. The scholars are entitled to a training allowance and starter toolkits. The qualifications of the target clients are less rigid than the clients for TWSP. The clients mainly belong to the disadvantaged sectors — workers in the informal sector, senior citizens, victims of calamities and disasters, IPs and cultural communities, among others. In 2018, the funding allocation amounted to Php933 million.</p> <p>-Private Education Student Financial Assistance (PESFA) was established through Section 8 of Republic Act No. 8545, otherwise known as the Expanded Government Assistance to Students and Teachers in Private Education (GASTPE) Act. PESFA offers educational grants to qualified and deserving college freshmen both in degree and non-degree courses. The program seeks to extend financial assistance to marginalized but deserving students in postsecondary non-degree courses, promote TVET, contribute to the development of a competent skilled workforce and assist private institutions in their development efforts by assuring a steady supply of enrollees to their course offerings. This program has an annual budget of Php 200 million.</p>	

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>-The UAQTEA was established through Republic Act No. 10931 and provides for free tuition and other school fees in State Universities and Colleges (SUCs), Local Universities and Colleges (LUCs) and state-run Technical Vocational Institutions (STVIs). It also establishes the Tertiary Education Subsidy and Student Loan Program, and strengthens the Unified Student Financial Assistance System for Tertiary Education (UniFAST). This law declared that quality education is an inalienable right of all Filipinos and it is the policy of the State to protect and promote the rights of all students to quality education at all levels. It also recognized the complementary roles of public and private higher education institutions and technical-vocational institutions in the educational system and the invaluable contribution that the private tertiary schools have made and will make to education. Funding for the implementation of Free TVET under the UAQTEA in 2018 amounted to Php6.9 billion.</p> <p>Scholarships such as in Training Methodology for aspiring trainers are provided through the TWSP. A Training Regulations for Trainer's Methodology (In-Company) Level I was promulgated on 27 February 2018 by the TESDA Board.</p>	
<p>The government continued implementation of sector human resource development strategies.</p> <p>11. The government implemented reforms to the apprenticeship program with the aim of increasing uptake by employers.</p>	<p><u>Prior action substantially accomplished and ongoing</u></p> <p>The government has completed a number of steps to improve the apprenticeship program:</p> <p>1. To improve implementation, TESDA prepared the Guidelines for the Implementation of the Reformed Apprenticeship Program to institute the necessary reforms. The Guidelines include: (i) streamlining TESDA approval for apprenticeship training plans; (ii) a mandatory conduct of competency assessment; (iii) issuance of training certificate by the company; and (iv) provision of insurance for trainees. Stakeholder consultations are underway with a target approval date by Q3 2019.</p>	<p>The government strengthen the enterprise-based trainings to better match skills development with demand and improved access to and funding for industry skills training programs. Accomplishments included:</p> <p>9. To improve the quality of the Apprenticeship Program, TESDA prepared the Guidelines in the Implementation of the Reformed Apprenticeship Program to institute the following reforms: (i) streamlining TESDA approval requirements for</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>2. Additionally, to improve compliance, the implementation of the apprenticeship program is now monitored as part of the labor law compliance checklist being utilized by the Labor Law Compliance Officers (LLCOs) of the DOLE. Companies are being monitored in terms of compliance to the following:</p> <p>(i) Certificate of Program Registration; (ii) Total number of apprentices; (iii) Observance of the 20% cap in the number of apprentices; and (iv) Payment of allowance amounting to 75% of the prevailing minimum wage.</p>	<p>apprenticeship training plans; (ii) mandatory competency assessment and certification requirements for apprenticeship programs; and (iii) provision of insurance to trainees.</p>
<p>12. TESDA implemented reforms to the DTS with the aim to improve its uptake by employers in manufacturing sector.</p>	<p><u><i>Policy milestone fully accomplished</i></u></p> <p>TESDA implemented reforms to the DTS by developing and issuing the Revised DTS IRR on January 11, 2019. The major amendments include:</p> <ul style="list-style-type: none"> -Technical-vocational students under the DTS will receive their daily allowances equivalent to 75% of the prevailing minimum wage from the companies where they are currently undergoing the in-plant training. Previously trainees received 30% of the total allowance and the remaining was used to cover operational expenses of training institutions. -In-plant training hours can be now adjusted for trainees to spend more time within the company. Previously, trainees were required to stay in-school 40% of the time, with the remaining 60% to be spent with the company. -Daily training hours are limited to 8 hours, anytime between 6 am and 10 pm. -DTS programs are now covered by TESDA's scholarship programs. -A standard DTS training plan must be jointly prepared by the institution and its partner company in consultation with the latter's labor union. The training plan must be submitted accompanied by the list of students for which it will be used. 	<p>10. TESDA reformed the DTS by developing and issuing new Implementing Rules and Regulations to include: training allowance of at least 75% of the minimum wage, adjustable training hours, standard training plan, and issuance of certificates of dual training.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	-Unlike before, where only institutions award certificates upon completion of training, companies are now required to give trainees a certificate of dual training.	
<p>13. The government, in collaboration with industry associations, commenced implementation of the IT-BPM human resource development program and developed national green jobs human resource development plan.</p>	<p><u><i>Policy milestone fully accomplished</i></u></p> <p>An Inter-Agency Committee was set up composed of 20 government agencies, which will collaborate in the implementation of the Green Jobs Act.</p> <p>The National Green Jobs Human Resource Development Plan (NGJ-HRD) was completed in 2018. The plan identifies the skills and competencies and the gaps in the sectors with a view to transform jobs in these industries into green jobs. It also aims to review and analyze the current skills and training system to see whether the skills and competency standards have green components. The Plan will be regularly updated and will be treated as the beginning of a series of studies needed to guide policies that will ensure a successful transition into green jobs for the country.</p> <p>Consultations with private sector are underway after which a validation forum will be convened in 2019.</p> <p>The climate change commission (CCC) is one of the key agencies involved in the preparation of the HRD plan. The CCC is developing a certification process for businesses to be categorized and certified as providing green technology and green production of services. The Green TVET program of TESDA will be piloted to academes.</p> <p>The Philippine IT-BPM Roadmap 2022 was developed by the IT-BPM business association to accelerate the growth of the PH IT-BPM industry. It will strengthen domain expertise and capabilities in the emerging sectors, leveraging advancements in technology and ensuring Filipino talent is future ready. It provides guidance to the different subsectors</p>	<p>11. DOLE has developed a draft National Green Jobs Human Resource Development Plan and validation with the public and private sectors is ongoing.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>in the Philippines-Animation and Game Development, Contact Center and business process outsourcing, Health Information Management, IT & Software Development, and Global In-house Center operations. Technical Working Groups have been formed to provide strategic direction in developing and implementing various High-Impact Programs (HIPs) identified in the roadmap to ensure its successful implementation. The HIPs translate to initiatives and projects that will be pursued. One of the HIPs is on Human Capital. It is needed to attract a higher proportion of the educated workforce to join the IT-BPM sector and create a training and skill acquisition environment that increases their industry readiness. Stronger industry-academe linkages are also needed to support a talent pipeline.</p>	
<p>14. The government (through DOT) implemented the tourism skills training grant scheme nationwide by: (i) facilitating the establishment of employer training networks across the country; and (ii) through the 2017 and 2018 GAAs allocated approximately P150 million to fund the training grant scheme targeting approximately 20,000 tourism employees and jobseekers for training of which at least 45% are women.</p>	<p><u>Prior action fully accomplished and exceeded expectations.</u></p> <p>The tourism grant scheme was piloted through ADB's technical assistance on Increasing Competitiveness in Tourism between 2013 to 2015. In 2017, DOT rolled out the Tourism Industry Skills Program (TISP) across the Philippines using their own budget and resources. A TISP Manual was developed and the regional DOT offices were trained on the scheme and the training needs assessment methodologies. The regional offices will develop and implement the training with the oversight of DOT central office. This ensures a wide regional coverage. The TISP is implemented in close collaboration with the LGUs. The Government has allocated P100 million per year from 2017–2019 to roll out the program. Funds cover training activities as well as administrative costs. An impact evaluation was conducted in 2018 through a survey of the beneficiaries. Testimonials from beneficiaries reported that the training helped them to enhance their skills and improving their job opportunities. In 2019, DOT plans to conduct</p>	<p>12. To develop in-demand skills, the DOT implemented the TISP nationwide by: (i) facilitating access to industry trainings for tourism stakeholders and community-based organizations; and (ii) allocating P200 million through the 2017 and 2018 GAAs to fund the training program. 27,160 tourism industry workers trained in 2017 and 2018 of which 48% were women.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>another impact evaluation to measure stakeholder satisfaction.</p> <p>Overall, 27,160 employees and jobseekers benefited from training, of which 48% are women.</p>	
Output 3: Strengthen labor market policies		
<p>The Government (DOLE) continued to strengthened policies to improve young people access to decent jobs and income security.</p> <p>15. The Government continued implementing SEnA with the aim of increasing share of disputes resolved through SEnA.</p>	<p><u><i>Policy milestone fully accomplished.</i></u></p> <p>The SEnA is a conciliation and mediation mechanism (alternative dispute resolution) to provide speedy, impartial, inexpensive, and accessible settlement procedures for all labor issues. This is led by the National Conciliation and Mediation Board. Any aggrieved worker, union, group of workers, or employee may file a Request for Assistance (RFA) in the regional offices where the employer principally operates. SEnA sets a mandatory period of 30 calendar days for conciliation and mediation. Settlement agreements made are final and immediately executory. SEnA continues to be implemented with an increasing number of filed RFAs given enhanced awareness about the mechanism among workers. Beneficiaries include local and overseas workers. The number of RFAs handled has substantially increased over the years from 64,867 RFAs handled in 2015, to 101,705 in 2018.</p> <p>In 2017, 96,941 RFAs were handled nationwide, and 58% were settled. The rest are either withdrawn, dropped or referred to the legal service. In 2018, 101,705 RFAs were handled, 58.5% of which were settled.</p>	<p>The government (DOLE) has further strengthened policies to guarantee income security and access to decent jobs. These accomplishments included:</p> <p>13. To provide effective and efficient conciliation mediation services, the implementation of the SEnA program was intensified with increasing number of filed requests for assistance (92,555 and 95,560 in 2017 and 2018 respectively) of which 60.40% were settled through SEnA.</p>
	<p><u><i>New proposed prior action fully accomplished.</i></u></p> <p>Under the Philippine Development Plan the government committed to enhance social protection, particularly through</p>	<p>14. To provide a safety net for workers, the Government prepared amendments</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	<p>income security, with the introduction of an unemployment protection system. Having a basic income security in times of contingencies protects persons from income poverty.</p> <p>To this effect, amendments to the Social Security Act were approved by Congress in October 2018. The Act includes the establishment of unemployment insurance or involuntary separation benefits for Social Security System members who will be involuntarily unemployed. It gives workers income support in their transition from one employment to another, and thus reduces their susceptibility to income poverty. The scheme pays the cash equivalent of half of their average monthly salary credit for two months.</p> <p>From 2013-2015, ADB supported technical assistance in formulating options for unemployment insurance that serve as an input to the Regulatory Impact Assessment on unemployment insurance prepared by the Department of Labor.</p>	<p>to the Social Security Act which was enacted in February 2019 to allow the establishment of unemployment insurance benefit.</p>
	<p><u><i>New proposed policy milestone fully accomplished.</i></u></p> <p>In 2017, the government enacted the Occupational Safety and Health standards law. This significant legislation helps curb the increasing cases of diseases and injuries in the work environment that confront the country.</p> <p>The occupational safety law lists the rights of workers as well as the duties of employers, workers, and other persons. Employers are now required to comply with occupational safety and health standards including informing workers on all types of hazards in the workplace, as well as providing facilities and personal protective equipment. A maximum amount of P100,000 will serve as an administrative penalty for the erring employer for every day of uncorrected violation. The law also provides for the creation of an Occupational</p>	<p>15. The government mandated the strict compliance of employers to workplace safety standards by issuing the implementing rules and regulations of the Occupational Safety and Health Standards Act.</p>

Original Indicative Policy Action (prior actions or triggers in bold and policy milestones non-bold)	Status of Accomplishments	Formulation of Policy Actions/Accomplishments for Subprogram 2 (prior actions in bold and policy milestones non-bold)
	Safety and Health Committee, which would ensure the enforcement of the safety and health program.	

ADB = Asian Development Bank, AMP = Adjustment Measures Program, DOLE = Department of Labor and Employment, DOT = Department of Tourism, DTS = Dual Training System, GAA = General Appropriations Act, IRR = implementing rule and regulation, JSP = JobStart Philippines Program, LGU = local government unit, NCC = National Coordinating Council, OFW = Overseas Filipino Worker, PEIS = PESO Information System, PESO = public employment service office, PQF = Philippine Qualifications Framework, Republic Act = RA, SEnA = Single Entry Approach, SPES = Special Program for Employment of Students, STEP = Special Training for Employment Program, TESDA = Technical Education and Skills Development Authority, TA = technical assistance, TVET = Technical and Vocational Education and Training, TWSP = Training for Work Scholarship Program, UAQTE = Universal Access to Quality Tertiary Education.

Source: Asian Development Bank.