

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

TWENTIETH CONGRESS
1st Regular Session

House Bill No. 4081



Introduced by Representative OMAR VINCENT S. DUTERTE

EXPLANATORY NOTE

The 1987 Constitution affirms that labor is a primary social economic force. Regarded as the cornerstone of national development, the spirit of labor shall afford workers with full protection of their rights and interests. However, while such comprehensive protection remains to be the mandate of the state, such should still be taken in cognizance with the rights of the employers.

The aftermath of the COVID-19 pandemic eventually led to initiatives by the government to institutionalize the transition of the government to e-governance which is applicable to all government offices and agencies including local government units and government-owned or controlled corporations. This is also simultaneous with the intent of Republic Act No. 11967 or the Internet Transactions Act (ITA) of 2023 which further regulated e-commerce by protecting both online consumers and merchants, ensuring secure internet transactions, and promoting the growth of digital commerce. Hence, it becomes of primordial importance to enunciate a middle ground in terms of digital innovation, both on the part of the private entities whose majority are employers and the employees whose rights are enforced by the government.

At present, the Department of Labor and Employment quarterly monitors its labor force through the Philippine Statistics Authority's (PSA's) Labor Force Survey. This is in addition to *Department of Labor and Employment's (DOLE's) Labor Advisory No. 03 Series of 25 2024* which required all private establishments to submit an annual report on the verified itemized listing of their labor component, specifying the names of their rank-and-file employees, including learners, apprentices, and workers with disabilities who were hired under the terms prescribed in the employment contracts, and their corresponding salaries and wages through registration in the Department of Labor and Employment's Online Compliance Portal. DOLE has also been incorporating digital reforms, one of which is the Management Information System (MIS) which includes real-time reporting of inspection results which can generate various reports on compliance, violations, and other labor-related data of employers.

It is in this regard that this measure seeks to establish a centralized information system which would cater to all labor-related information, primarily to the regional and field offices and attached agencies of DOLE. Granted, however, that the proposed measure will not be in contrary with laws regarding protection of personal privacy, national security, records retention, access for persons with disabilities, and other relevant laws.

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


HON. OMAR VINCENT S. DUTERTE

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AN ACT
INSTITUTIONALIZING THE NATIONAL REGISTRY OF WORKERS,
ESTABLISHING THE EMPLOYMENT MANAGEMENT INFORMATION
SYSTEM FOR THE PURPOSE

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 "***Employment Management Information System Act of 2025.*** "

SEC. 2. *Declaration of Policy.* – Section 18, Article II of the 1987 Constitution affirms that labor is a primary social economic force. Thus, labor is regarded as the cornerstone of national development, and workers shall be afforded with full protection of their rights and interests. In addition, while comprehensive protection shall be the mandate of the state, such should still be balanced with the rights of the employers.

SEC. 3. *Objectives.* – This Act aims to attain the following objectives:

- a. Provide an up-to-date database of employees, including information on union and worker's association across the country;
- b. Foster information sharing between jobseekers and potential employers;
- c. Allow the employers to manage a secure and independent platform that creates linkages in the employee's job history;
- d. Provide data for employees on employment opportunities that are readily available in a particular sector or industry and for purposes of real-time employment rate monitoring;
- e. Provide a secure, transparent, and independent modern web application that may be accessed anytime by the public through a multi-platform support or cross-platform support devices which can be linked to existing systems in the Department of Labor and Employment (DOLE) in order to monitor compliance of employers to labor laws and regulations;
- f. Streamline training and seminars in the management of the operations; and
- g. Ensure that all forms of assistance given to registered unions and other qualified individuals and organizations are monitored.

SEC. 4. *Employment Management Information System.* – All employers are hereby mandated to establish an Employment Management Information System (EMIS), hereinafter referred to as Information System. The EMIS shall serve as a dynamic online computer database

where employers shall exercise due diligence in filing basic employment information of the employees, without prejudice to the employees' right to privacy. The EMIS shall merge and synchronize employment data from different sources into a cohesive database designed to facilitate linkages from employers. The EMIS shall also be integrated with the existing systems of the DOLE.

The Information System shall have the following features and contents:

- a. Nation-wide identification of employees as well as qualified union and workers associations;
- b. Employment demographics, including age group, gender, ethnic group, income, seminars and trainings attended, and assistance received;
- c. Selected reports presented in both tabular and graphical form;
- d. Registry of employees' employment information without prejudice to the employees' personal information and sensitive personal information;
- e. Search engine which allows prospective employers to navigate the jobseekers; and
- f. Customizable dashboard which is accessible only to registered employers whose due diligence are required in filing all of their employee's profile, including supporting documents and proof of employee's consent in case of termination, end of contract or term of employment, or resignation;
- g. Personalized dashboard which is accessible only to registered employees who are granted the option to file resignation and leave, among others through the said medium; and
- h. Repository of real-time reporting of inspection results which can generate various reports on compliance, violations, and other labor-related data of employers.

SEC. 5. *Registration.* – All employers are required to administer and facilitate the registration of all employees upon the commencement of the employment. Failure to do so would constitute negligence and appropriate sanctions.

SEC. 6. *Functions and Responsibilities of the Department of Labor and Employment.* – The Department of Labor and Employment (DOLE) shall exercise the following functions and responsibilities:

- a. The Department of Labor and Employment (DOLE) shall gather, encode, and consolidate all pertinent data on the profile and demographics of all employees per region;
- b. Establish employer - jobseeker linkages and generate the following information from employers:
 - i. Name and addresses of establishments
 - ii. Demographics as gender and age of workers
 - iii. Workers work status
 - iv. Whether the establishment is organized or unorganized
 - v. Classification of establishments (Small, medium and large)
 - vi. Different industries
 - vii. Compliance and violations made on labor standards; and
- c. Serve as the web administrator of nationwide employment to establish a geographic integration system map.

SEC. 7. *Functions and Responsibilities of the Regional Offices of the Department of Labor and Employment (DOLE).* – The regional office of the Department of Labor and Employment (DOLE) shall have the following functions and responsibilities:

- a. Integrate the data provided by the provinces and highly urbanized cities in the existing information systems of the DOLE such as the Management Information System (MIS) which serves as a central repository for information collected from labor inspectors and other sources;
- b. Validate the data from the DOLE's attached agencies and field offices which are acting as the system administrator at the regional, provincial, and city level and provide real-time report to the central office of the DOLE; and
- c. Endorse all forms of assistance given to registered unions and other qualified individuals and organizations generated by the EMIS.

SEC. 8. *Functions and Responsibilities of the Central Office of the Department of Labor and Employment (DOLE).* – The central office of the Department of Labor and Employment (DOLE) shall have the following functions and responsibilities:

- a. Allocate funding for the integration of the Employment Management Information System (EMIS) with existing information systems;
- b. Coordinate with the Department of Information and Communications Technology (DICT) to upgrade, expand, and integrate its information systems;
- c. Ensure that the implementation, appropriate verification processes and information safeguards are in place pursuant to existing laws and regulations, in coordination with the DOLE's attached agencies, DICT, Philippine Statistics Authority (PSA), Bureau of Internal Revenue (BIR), National Privacy Commission (NPC), Department of the Interior and Local Government (DILG), and the Department of Science and Technology (DOST);
- d. Approve the prioritized interventions by the regional and field offices and allocate corresponding funding; and
- e. Collaborate with other agencies for the creation of employment linkages in the domestic and international markets;

SEC. 9. *Duties of the Secretary.* – The Secretary of the DOLE shall monitor and ensure the compliance of all regional and field offices as provided for under this Act and shall, as soon as practicable, establish a centralized information system that shall integrate and link all existing employment information systems in the country.

SEC. 10. *Reports.* – The Secretary of the DOLE shall prepare and submit to the President and both Houses of Congress an annual report on the implementation of the program which shall contain the list of accomplishments and recommendations for improvements.

SEC. 11. *Penalties.* – Any person, corporation, trust, firm, partnership, association, or entity violating any provision of this Act shall be punished by a fine of not less than One hundred thousand pesos (P50,000.00) nor more than Two hundred Fifty thousand pesos (P500,000.00) or imprisonment of not less than one year nor more than two years, or both at the discretion of the Court: *Provided,* That if the violation is committed by a corporation, trust or firm, association or any other entity, the penalty of imprisonment shall be imposed upon the entity's responsible officers including the president, vice president, chief executive officer, general manager, managing director or partner.

The employer concerned shall be ordered to pay an amount equivalent to double the damages to the employee caused by their failure to exercise due diligence in the information system: *Provided*, That the payment of indemnity shall not absolve the employer from the criminal liability imposed under this Act.

SEC. 12. *Implementing Rules and Regulations.* – Within ninety (90) days after the effectivity of this Act, the Secretary of Employment shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 13. *Appropriations.* – The Secretary of Employment shall include in the Department's programs the establishment of the integrated and centralized Employment Management Information System (EMIS), the funding of which shall be included in the annual General Appropriations Act.

SEC. 14. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SEC. 15. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 16. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,