



International
Labour
Organization

ILO/Japan
Multi-bilateral
Programme



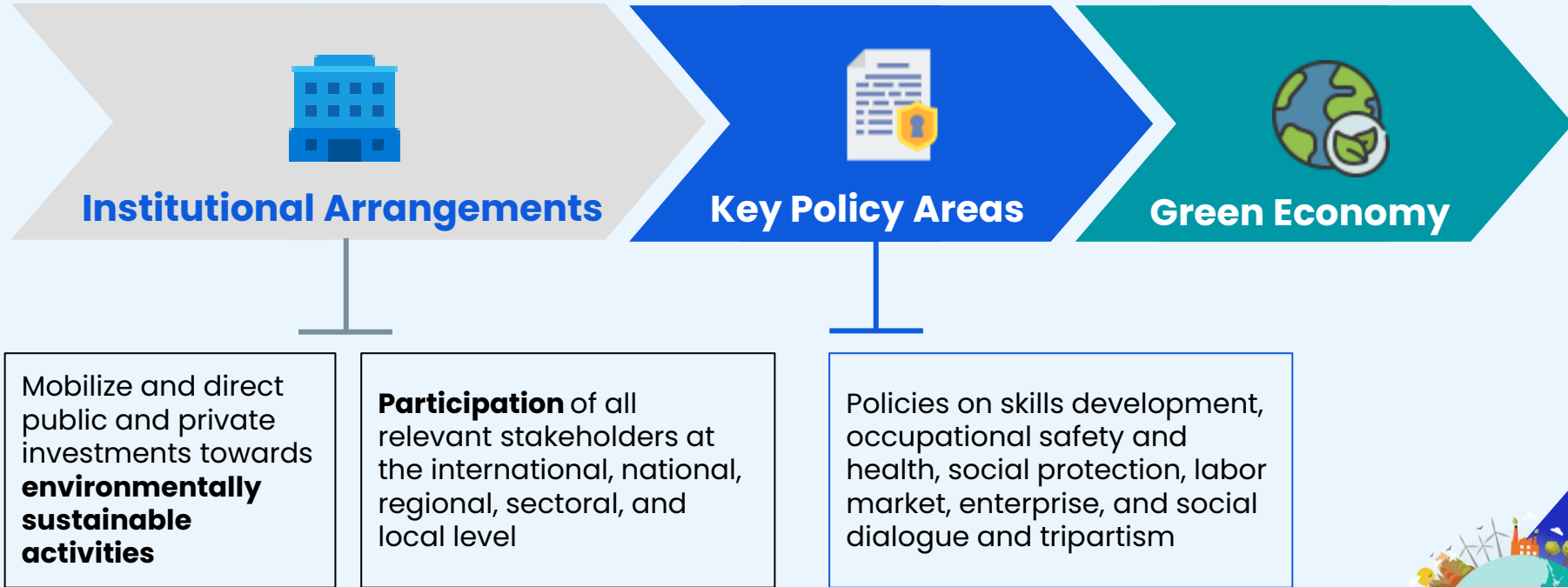
Perspective on Skills and HRD for Green Jobs and Transition to a Greener Economy:

THE PHILIPPINES



Department of Labor and Employment
Institute for Labor Studies
22 March 2022

Just Transition Framework



Philippine Green Jobs Act of 2016

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- To promote sustainable growth and build resilience against climate change, the Philippines passed the Green Jobs Act (Republic Act 10771) in April 2016.
- It is the **first piece of legislation in the country and the ASEAN region designed specifically to incentivize enterprises to generate and sustain green jobs.**



What are green jobs?

Employment that contributes to **preserving or restoring the quality of the environment**



Decent jobs that are productive, respect the rights of workers, deliver a fair income, provide security in the workplace and social protection for families, and promote social dialogue

Philippine Green Jobs Act of 2016



What incentives are provided under the law?

01. Tax Deduction

Fifty percent (50%) of the total expense for skills training and research and development expenses. Such deduction shall be over and above the allowable ordinary and necessary business deduction for expenses.

02. Exempt Importation of Capital Equipment

No custom duties and taxes (except Value-Added Tax) for equipment that are directly and exclusively used in generating and sustaining green jobs.

Who can avail?



**self-employed or
own-account workers**



**micro, small, and
medium enterprises**



**community-based
business enterprises
and cooperatives**



Philippine Green Jobs Act of 2016



21 Implementing Agencies

Mandates:



Facilitate and formulate skills development programs for green jobs



Administer the grant of incentives



Develop curriculum and related standards in support of the green economy



Mainstream green jobs in national, local, sectoral, and tourism planning



Establish a climate change information management system

Philippine Green Jobs Act of 2016

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DOLE's Mandates

Status



Lead the formulation of a National Green Jobs Human Resource Development (NGJ HRD) Plan

NGJ HRD Plan 2020–2030 was approved and transmitted to the Cabinet Secretary on November 2020 after consultations from 2018–2019



In coordination with the Philippine Statistics Authority, maintain database of green careers, professions, & skills

DOLE–BLE launched its career information system (CIS) on September 2021



Assist in the development of standards for the assessment and certification of green goods and services, technologies, and practices

DOLE coordinates closely with the Climate Change Commission which leads the development of standards



National Green Jobs Human Resource Development Plan 2020–2030

Objective

Enable and sustain “the transition into a green economy and the generation of green jobs toward more employment and equal opportunities and the promotion of social justice and workers’ welfare”

Salient features

01

Captured the country’s **challenges and current initiatives** in shifting to green economy

02

Provided a **strategic action plan** in developing and sustaining human resources to ensure just transition



Challenges in promoting green jobs: Education and training

**Infrastructure:
faculty, facility,
and technology**



**Awareness and
coordination**



**Resource
allocation for
research and
development**



**Linking supply
with industry
demand**



COVID-19 temporarily shut down face-to-face operations of schools and TVET institutions, causing setback to the green jobs awareness campaign and skills development programs.



Initiatives in promoting green jobs: Education and training

Policies on environmental education and skills development



National Technical Education and Skills Development Plan

Curriculum development



DepEd: primary, secondary, and tertiary education
TESDA: green technology center

Green training regulations



TESDA has updated 24 training regulations with green skills

Green professionals



certification training programs by the Philippine Green Building Council



Strategic Action Plan

introduce, integrate, and mainstream sustainable development and decent work in school curricula at all levels and in licensing requirements for all regulated professions

01

extend scholarships or educational support

02

continually update all training regulations

03

tailor-made courses, training, and learning systems for workers at risk of job displacement

04

mobilize funding for greening the education and skills development system

05



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