

## **REJOINDER to the PIDS-DBM Study of *Government Interventions for Employment Generation in the Private Sector***

### **I. INTRODUCTION**

The Department of Labor and Employment (DOLE) commends the Philippine Institute for Development Studies (PIDS) and the Department of Budget and Management (DBM) for undertaking a study on the Philippine government's initiatives toward job creation and, eventually, poverty alleviation. This study is a good attempt in assessing policy performance in the area of employment generation initiatives of the Philippine government, hence, paving the way for the rationalization of government employment programs on the basis of effectiveness and efficiency, as well as coherence.

Overall, the assessment results have reiterated the areas for reform being considered by concerned government agencies, as follows: 1) defining the intent of employment programs to promote, as well, private investments to generate employment; 2) improving monitoring and evaluation system for the employment programs to facilitate impact analysis; and 3) creating convergence and agreements among key Departments with regard to the methodology and definitions in the identification and counting of jobs.

### **II. REJOINDER**

#### ***On the Framework of the Study***

- One observation of the study is that “most government agencies are implementing ALMPs which clearly are intended to the vulnerable/marginalized population or in emergency situations.” This is because the framework of the study has focused on the enrolled programs of government agencies under the Community-Based Employment Program (CBEP). With this framework, the analysis can be limited to livelihood, self-employment and community-based employment interventions of the government, hence, reflecting only one aspect of the whole package of active labor market programs (ALMPs). Further studies can expand the framework taking cognizant of the definition of ALMPs as discussed in the study “which include policy interventions in both demand and supply side of the labor market.”
  
- Moreover, the framework has focused on employment programs with quantifiable number of jobs created or employment generated. However, taking into

consideration the Philippine government policy framework on employment generation, this can be very limiting considering that for supply interventions, employability indicators are being assessed and not the number of employment generated. Training and human resource development interventions fall under this category of supply interventions. Performance indicators for these training interventions are indirect factors that contribute to employment generation. Therefore, both demand and supply sides of the spectrum must be considered.

- To reiterate, the DOLE's ALMPs are not only confined to Special Program for Employment of Students (SPES) and DOLE Integrated Livelihood Program (DILP). The DOLE provides other programs, projects and services toward enhancing the employability of workers and competitiveness of enterprises.

### ***On DOLE Training and Human Resource Development (HRD) Interventions***

- The Technical Education and Skills Development Authority (TESDA) provides a number of training and scholarship programs to respond to the skills requirement of key-employment generating industries. TESDA also gives policy direction for the implementation of the apprenticeship program with the twin-objective of increasing the employability of young workers and responding to industry needs.

### ***On DOLE Employment Facilitation Services***

- The Bureau of Local Employment (BLE), on the other hand, has a number of employment facilitation services to shorten job search period or, for new entrants to the labor market, school-to-work transition. The PhilJobnet portal, as a job-skill matching facility, presents a venue for employers and job applicants to meet and assess the possibility of working together. The BLE also issues career guides to assist the youth in choosing the right course for the right job.

### ***On DOLE Project on Regulatory Impact Assessment***

- In the area of job creation, the DOLE, at the policy level, is working on a method to assess policy coherence and effectiveness through the DOLE Regulatory Impact Assessment (RIA) project. The objective of this RIA project is to ensure that labor regulations are facilitative of investment opportunities in the country in order to create more quality jobs.