

iGlobal Law 2024 Annual Alert : Philippines

Legal Change	Effective Date	Action required
<p>Training Incentives for local employees</p> <p>This law aims to improve the employability and competitiveness of Filipino workers through upskilling and reskilling initiatives. It offers the grant of incentives to employers that provide enterprise-based training.</p>	October 19 th , 2023	Keep an eye for the implementing Rules and Regulations, to see what incentives are available to employers.
<p>National Apprenticeship Program</p> <p>This draft bill calls for improved benefits of apprentices and exemption from probationary period if they are absorbed by the same enterprise. The bill requires an apprenticeship contract with certain mandatory provisions and requires registration of apprentices. The bill also prescribes penalties for non-compliance and grants incentives to enterprises enrolled in the program.</p>	Publication date has not yet been announced.	Once this becomes law, there may be a need to review existing contracts with apprentices and comply with the registration requirement.
<p>Protection for Employee in the Media industry</p> <p>The draft bill seeks to protect those working in the "production, distribution, and exhibition of film, television, and radio entertainment content" industry. It requires the employer/client to execute an agreement or employment contract with certain mandatory provisions with their workers.</p>	Publication date has not yet been announced.	If this bill is passed into law, companies that employ industry workers may have to review their existing contracts to ensure compliance with the new law.
<p>Changes to Productivity Incentives rules</p> <p>This draft bill mandates all enterprises in the country employing 10 or more workers to establish a productivity incentives program for their employees. The bill also establishes a system of tax incentives for enterprises that will implement a productivity incentives program for their employees.</p>	Publication date has not yet been announced.	If this bill is passed into law, companies that employ 10 or more workers will have to establish a productivity incentives program.
<p>Changes to Collective Bargaining Agreement rules</p> <p>Under this draft bill, the duration of a Collective Bargaining Agreement is shortened from five years to three years.</p>	Publication date has not yet been announced.	If this bill is passed into law, the duration of current CBAs would be shortened from 5 years to 3 years.

<p>Changes to Protection and Incentives to Freelance Workers</p> <p>This draft bill will require the establishment of benefits for freelance workers. It will further require that a written contract is signed by any hiring party with the freelance worker, which contains certain mandatory provisions.</p>	<p>Publication date has not yet been announced.</p>	<p>If this bill is passed into law, companies that hire freelancers must review their existing contracts to ensure compliance with the new law.</p>
<p>Increasing the Service Incentive Leave of Employees</p> <p>This draft bill seeks to specifically increase the paid service incentive leave to every employee who has rendered at least one year of service from five days to ten days.</p>	<p>Publication date has not yet been announced.</p>	<p>If this bill is passed into law, employers must review their leave policy to ensure compliance with the new law.</p>