

Congress of the Philippine

Senate Bill # 9746

An Amendment to the Republic Act no. 11927 Constitution Entitled *An act to enhance the Philippine Digital Workforce Competitiveness Establishing for the Purpose an inter-agency council for Development and Competitiveness of Philippines Digital Workforce and for other purposes*

Be it enacted by the Filipino Youth and House of Representatives of the Republic of the Philippines in Congress assembled, that “

Section 1. *Short Title.* — This Act shall be renamed as the "Philippine Digital Workforce Competitiveness with Ethical Considerations and Responsible Use Act."

Section 2. *Declaration of State Policy.* — The State, recognizing the moral duties and obligations that come with the rapid acceleration of digitalization and advances in technologies such as artificial intelligence and machine learning across the country, shall incorporate ethical considerations and responsible use to the Philippine digital workforce in digital technology and innovations. In furtherance thereof, the State shall ensure that all Filipino workers are not oppressed nor deprived by the rapid digitalization of workforce and have access to and are provided with digital skills and competencies that are at par with global standards and shall encourage digital innovations and entrepreneurship. To this end, the State shall provide the necessary criteria that guides the decision-making in digital workforce that accords with moral responsibilities, in collaboration with the private stakeholders, shall undertake the instigation of moral duties and responsibilities on the Filipino workforce upon usage of digital technology and innovations including ethical laws for employability and competitiveness in the Fourth Industrial Revolution.

Section 3. *Definition of Terms.* — As used in this Act:

- (k) Moral obligations in digital workforce involve the responsible use of technology wherein a user of a certain technology considers the rights of other users and does not deprive them of their liberty;
- (l) Ethical principles are the set of standards in the field of universally accepted theories that has a common ground that a person shall not harm nor intentionally do something that can harm other parties.

Section 4. *Development of the Digital Workforce.* — In developing and ensuring the competitiveness of Philippine digital workforce with Ethical considerations and Responsible use, the State shall:

- (a) Ensure and take proactive measures to improve and protect the digital rights of all citizens of working age and equip them with digital skills and ethical knowledge on Data and Technology, including digital entrepreneurship and remote work using digital skills in order to gain from the benefits of the growing number of jobs and opportunities that are enabled by digital technologies while maintaining their cyber safety;
- (b) Ensure that Filipinos are equipped with digital skills grounded with moral obligations upon use of technology;
- (c) Ensure adequate ethical protection and support for the Filipino workers in the digital field for the continuous improvement of their skills to effectively keep up with global standards;
- (d) Provide support to the digital workforce through developing systematic guidelines on the usage and innovation on each digital technology such as AI and machine learning;

(e) Ensure digital inclusion by taking into account special needs of sectors such as, but not limited to, persons with disabilities (PWDs), indigenous peoples, senior citizens, individuals located in geographically-isolated and disadvantaged areas, and other sectors in publishing digital programs and application of Artificial Intelligence and Machine Learning pursuant to this Act; and

(f) Ensure that all stakeholders from the government, industry and labor sector are properly informed and in collaboration in the crafting of moral duties, ethical responsibility, policies, programs, activities and projects for the upskilling, re-skilling and training of the Filipino workforce in digital technology and innovations.

Section 6. *Powers and Functions.* — The Inter-Agency Council shall have the following powers and functions:

(a) Serve as the primary body responsible for the execution of punishment upon irresponsible use of AI and Machine Learning, regulation, promotion, development, enhancement and competitiveness of Philippine digital workforce, and in providing entrepreneurs with systematic guidelines on ethical considerations upon publishing programs and other forms of data in the internet, incubation programs as well as support in terms of funding, skills development, and exposure to business networks;

(b) With the DOLE as the lead agency, and in collaboration with the DICT, the local government units (LGUs) and other stakeholders, conduct a digital technology and digital skills mapping nationwide, identifying the available skills and competencies, screening of programs and data in accordance with one's moral obligations in responsible use of technology, skills gaps and training needs, lack of knowledge on ethical laws on AI and Machine Learning, demographics of the Philippine workforce in digital technology and sectors, and the availability and access to digital platforms and ICT infrastructure, among others;

(c) Formulate moral duties on responsible use of Artificial Intelligence and Machine learning and digital skills roadmap for evolving jobs and skills, identifying job growth in specific professional areas, including but not limited to the fastest-growing seven (7) professional areas identified by the World Economic Forum, namely: care, engineering and cloud computing, sales marketing and content, data and artificial intelligence (AI), green jobs, people and culture, and specialized project managers;

(d) With the DICT and DOST as lead agencies, and in collaboration with various stakeholders, design and implement programs for upskilling, re-skilling and training, taking into consideration the results of digital technology and digital skills mapping and the roadmap for evolving jobs and skills;

(e) Encourage and incentivize technological innovations for the growth of agri-fishery industries and hospital care or public health services that considered effect on its user as their moral obligation;

(f) With the DTI as the lead agency, promote business or economic opportunities for digitization of start-ups and micro, small and medium enterprises (MSMEs), and provide technical assistance and low interest loans and ensures that there is no bribery nor other form of unethical deeds involve in obtaining subsidy for technological innovations;