

**[ REPUBLIC ACT NO. 5462, April 11, 1969 ]**

**AN ACT ESTABLISHING A NATIONAL POLICY ON MANPOWER AND OUT-OF-SCHOOL YOUTH PLANNING AND DEVELOPMENT, CREATING A NATIONAL MANPOWER AND YOUTH COUNCIL AND OTHER INSTITUTIONS, AND FOR OTHER PURPOSES.**

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

SECTION 1. *Title*.—This Act shall be known as the Manpower and Out-of-School Youth Development Act of the Philippines.

SEC. 2. *Declaration of Policy*.—This Act is a social legislation intended to take care of, train and develop human resources and to establish institutions and formulate integrated plans, programs and projects as will insure efficient and proper allocation, accelerated development and optimum utilization of the nation's manpower and out-of-school youth and thereby develop civic efficiency and strengthen family life.

SEC. 3. *Definitions*.—For purposes of this Act, the term "Manpower" shall be understood to mean that portion of the nation's population which has actual or potential capability of contributing directly to production of goods and services.

"Out-of-school youth" shall be understood to mean that portion of the nation's population between the ages of twelve to seventeen years who are not regularly enrolled and undergoing formal academic or vocational training in an institution recognized by the government

SEC. 4. *National Manpower and Youth Council; Creation and Composition*.—To carry out the purposes and objectives of this Act, there is hereby created in the Office of the President a National Manpower and Youth Council, hereinafter referred to as the Council composed of the Secretary of Labor as *ex-officio* chairman, the Secretary of Education as *ex-officio* vice-chairman, and as *ex-officio* members: the Chairman of the National Economic Council, the Secretary of Agriculture and Natural Resources, the Secretary of Social Welfare, the Secretary of Community Development, and the Chairman of the National Science Development Board; and the Director-General of the Council who shall have no vote. In addition, the President shall appoint the following members from the private sector with the consent of the Commission on Appointments: two representatives of national organizations of industry; two representatives of national labor organizations; and two from national family and youth organizations for a term of three years and shall be entitled to *per diems* of twenty-five pesos for each meeting and payment of travelling and necessary expenses incurred in connection with their duties therewith. The Council shall meet as often as may be necessary, but not more often than thirty times within one year.

SEC. 5. *Functions and Duties of the Council.*—The Council shall have the following duties and functions:

- a. To formulate integrated, comprehensive, long-term plans for efficient allocation, accelerated development, and optimum utilization of manpower and out-of-school youth for economic and industrial growth and organize such training centers, programs and projects as may be necessary to attain the objectives of this Act: *Provided, however,* That all such programs and projects shall be purely voluntary on the part of the trainees;
- b. To establish a National Manpower Skills Center under its authority and supervision for demonstration and research in accelerated manpower and youth training as well as regional and local training centers for gainful occupational skills in suitable locations, utilizing its own facilities and/or those of selected educational institutions, government agencies, and voluntarily cooperating employers, trainees and civic groups in nationwide, industry-wide or specific programs and projects, and to adopt employment promotion schemes to channel unemployed youth to critical and other occupations;
- c. To promulgate policies and standards for manpower and youth training, conduct studies and gather information on the size and characteristics of the population and labor force, and adopt policies in skills development among unemployed and underemployed persons, as well as render assistance in skills upgrading among craftsmen, technicians, trainers, and other persons;
- d. To administer all existing manpower and development programs now being done under any department of the government of the Philippines and ongoing technical assistance programs and/or grants in aid for manpower and youth development, and those which may be entered into between the Government of the Philippines and international and foreign organizations and nations, as well as persons and organizations in the Philippines. The Council shall have authority to enter into agreements needed to implement programs and to act on nominations of citizens of the Philippines for training in other countries or jurisdictions;
- e. To evaluate the output of human resource development programs to gear educational and training objectives to the requirements of the annual investment priorities plan and of rapid economic development, and to study levels of wages and incentives for the utilization of manpower in critical occupations;
- f. To provide training assistance to any employer or group of employers, upon filing of the appropriate petition with the Secretariat requesting for accelerated or other forms of training, commencement or expansion of operations and upon the finding that the trainees or a reasonable number thereof will be hired by the petitioning employer or industry at the completion of the training course, in which cases, screening, payment of training fees, and pretesting of trainees shall pertain to the applicant firm or industry including the use of equipment and supplies for training purposes;