

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 3682



Introduced by
HON. FERDINAND MARTIN G. ROMUALDEZ
and
HON. YEDDA MARIE K. ROMUALDEZ

**AN ACT PROVIDING FOR AN EARLY OPTIONAL RETIREMENT FOR DISABLED
PERSONS WORKING IN GOVERNMENT**

EXPLANATORY NOTE

For the longest time, disabled persons have struggled to attain opportunities that are easily available to other members of the society. This includes working in an environment that not only recognises their capabilities, but more so, enables them to attain self-actualisation and overall satisfaction in their life. Despite certain limitations due to their disability, they have bravely continued to offer their service to the public through engaging in both local and national governmental work. It is the duty of the State to empower the disabled members of our society by acknowledging the service they have rendered despite their difficult circumstances. By allowing an early retirement option, they will be able to focus on maintaining their physical and mental health, which can be more challenging and laborious for disabled persons than others, as they become increasingly susceptible to illnesses that go along with ageing, in addition to their disability. Requiring disabled persons to continue working in their late ages will expose them to more dangerous circumstances than most.

The hard work and dedication of our countrymen who are suffering from disabilities must be rewarded. We have to give them the option to retire from government service early and give them the opportunity to live their lives however they wish, with the full support of our government to which they have faithfully served.



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Section 1. **Short Title** — This act shall be known as “**The Persons With Disability Retirement Act of 2019**”

Section 2. **Declaration of Policy** — The grant of the rights and privileges for disabled persons shall be guided by the following principles:

- a. Disabled persons are part of the Philippine society, thus the State shall give full support to the improvement of the total well-being of disabled persons and their integration into the mainstream of society;
- b. Disabled persons have the same rights as other people to take their proper place in society, thus persons with disability shall have equal opportunity in gainful employment in the government;
- c. The State recognises the right of disabled persons to a meaningful, productive and satisfying life during and after their government service.

Section 3. **Definition of terms:**

- a. **Disabled Persons** are those suffering from restriction of different abilities, as a result of a mental, physical or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being;
- b. **Impairment** is any loss, diminution or aberration of psychological, physiological, or anatomical structure or function;
- c. **Disability** shall mean (1) a physical or mental impairment that substantially limits one or more psychological, physiological or anatomical function of an individual or activities of such individual; (2) a record of such an impairment; or (3) being regarded as having such an impairment.

Section 4. **Coverage** — This Act shall cover any appointive officials and employees of the National Government, including government-owned or controlled corporations with original charters, as well as the personnel of all local government units. Uniformed personnel of the Armed Forces of the Philippines and the Philippine National Police are excluded from the coverage of this Act.

Section 5. **Early Retirement** — All disabled persons working in government, who are members of the Government Service Insurance System, are entitled to the benefits under Section 13 of Republic Act 8291 otherwise known as "The Government Service Insurance System Act of 1997" provided that he or she:

- a. Has rendered at least 15 years of service;
- b. Has been suffering a disability for at least 10 years immediately preceding the retirement;
- c. Is at least fifty five (55) years of age at the time of retirement

Section 6. **Separability Clause.** — Should any provision of this Act or any part thereof be declared invalid, the other provisions, so far as they are separable from the invalid ones, shall remain in force and effect.

Section 7. **Repealing Clause** — All laws, presidential decrees, executive orders and rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Section 8. **Effectivity** — This Act shall take effect fifteen (15) days after its publication in any two (2) newspaper of general circulation.

APPROVED