

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH (17TH) CONGRESS
First Regular Session

House Bill No. **3435**

HOUSE OF REPRESENTATIVES

RECEIVED

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BY: **[Signature]**

REGISTRATION UNIT
BILLS AND INDEX SERVICE

Introduced by: Rep. BERNADETTE R. HERRERA-DY

AN ACT
GRANTING CIVIL SERVICE ELEGIBILITY TO GOVERNMENT EMPLOYEES,
GRANTING CONDITIONS, WHOSE STATUS OF APPOINTMENT IS EITHER
CASUAL OR CONTRACTUAL AND WHO HAVE RENDERED A TOTAL OF FIVE
(5) YEARS OF EFFICIENT SERVICE.

EXPLANATORY NOTE

As of the last count in 2010, the government is the biggest employer of the country with approximately 1.4 million civil servants. As many as 120,000 state workers are said to be contractual employees;¹ and, in some agencies such as the Department of Transportation, as much as 40% – almost half of the Department's 6,948 personnel – remain to be temporary, contractual or 'job order' workers.²

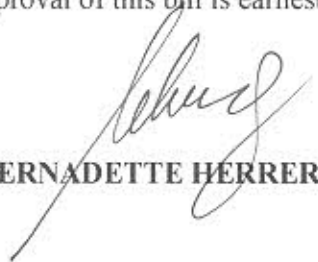
If the current government's thrust is to end contractualization, or "Endo" in the private sector, so too should it regularize government workers who suffer the same fate. Granting regular status will serve as an incentive towards more productive work, investing in one's job, and taking on a longer term view at one's career advancement. Considering the services they extend in all government offices vis-a-vis the insufficient benefits and privileges accorded the casual and contractual employees, the government should grant these dedicated employees who have rendered efficient service in the bureaucracy an opportunity to obtain their civil service eligibility.

This bill will mandate that all incumbent government employees, as of the approval of this Act, who are holding casual or contractual positions in the first and second levels and who have rendered continuous service for the last five (5) years shall be granted civil service eligibility by the Civil Service Commission, provided, however, that they shall not be entitled to any promotion unless they obtain the appropriate eligibility requirement for that position. This bill borrows from and builds upon S.B. 59 pending at the Senate in the current Congress and thus aims to serve as a counterpart to that version.

¹ <http://newsinfo.inquirer.net/801965/recto-to-duterte-end-endo-in-government-too>

² Commission on Audit, Executive Summary, Consolidated Annual Audit Report on the Department of Transportation and Communications for the CY 2015 ii (June 30, 2016).

In view of the foregoing, immediate approval of this bill is earnestly sought.



BERNADETTE HERRERA-DY

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YEARS OF EFFICIENT SERVICE.

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

1 **SECTION 1. Declaration of Policy.** – The State shall harness its human resources to
2 cope with the rapid economic development and population growth. Government workers, being
3 an important component of the State's human resources, shall be given the equal opportunity to
4 quality education, justice, and security of tenure.

5
6 **SEC. 2. Coverage.** – Subject to the provisions of the Constitution and applicable civil
7 service laws, rules and regulations, all incumbent government employees, as of the approval of
8 this Act, who are holding casual or contractual positions in the first and second levels and who
9 have rendered continuous service for the last five (5) years shall be granted civil service
10 eligibility by the Civil Service Commission: *Provided*, however, that they shall not be entitled to
11 any promotion unless they obtain the appropriate eligibility requirement for that position.

12
13 **SEC. 3. Civil Service Performance Evaluation Standards.** – The Civil Service
14 Commission shall formulate performance evaluation standards to determine qualified employees
15 under this Act.

16
17 **SEC. 4. Implementing Rules and Regulations.** – The Civil Service Commission shall
18 prepare the necessary rules and regulations to implement the provisions of this Act, and the same
19 shall be promulgated within ninety (90) days after the approval of this Act.

20
21 **SEC. 5. Separability Clause.** – If any provision of this Act is declared unconstitutional or
22 invalid, the other provisions not so declared shall remain in full force and effect.
23

1 **SEC. 6. *Repealing Clause.*** – All laws, decrees, executive orders, department or
2 memorandum orders and other administrative issuances or parts thereof which are inconsistent
3 with the provisions of this Act are hereby modified, superseded or repealed accordingly.
4

5 **SEC. 7. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its
6 publication in the Official Gazette or in two (2) newspapers of general circulation.
7

8 *Approved,*
9