

Republic of the Philippines
HOUSE OF THE REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL No. 86



Introduced by **REPRESENTATIVE ALFREDO A. GARBIN, Jr.**
(AKO BICOL Party-List)

EXPLANATORY NOTE

This bill seeks to have an optional retirement age of 56 years of age for all employees in the public and private sector. Aside from the obvious benefits of reducing the retirement age to their physical health and professional careers, the reduction harmonizes the retirement age across all government employees as well as private employees. At present, the mandatory retirement age for the police and the AFP is 56 while other government employees still need to work for more years.

With a lower optional retirement age, the retirees can enjoy a better quality of life through their pension and retirement benefits at an earlier age, as a bill is already being introduced to lower age to qualify as a senior citizen. VAT exemptions, mandatory membership in the government's healthcare system, and discounts for medicines, basic necessities, and services will all come at an earlier age, reducing the physical toil on our citizens to keep working just to reach the retirement age and avail of the benefits of being a senior citizen.

This bodes well for the families of our retirees as well, as our retirees have more time to spend with their loved ones in relative comfort. Our retirees and their families will enjoy the fruits of decades' worth of labor and will lessen the burden on the family's spending.

The lower retirement age ultimately helps the bureaucracy, as it hastens the turnover of government positions to younger professionals, making way for the infusion of fresh blood in public service. Countless cases involving public officers emphasize the need of a younger workforce in the government to inject new perspectives and insight into the government's ranks. The bill also creates more employment opportunities for those seeking employment in the government and a chance to serve the country.

In view of the foregoing, the urgent passage of this bill is earnestly sought.

ALFREDO A. GARBIN, Jr.

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AN ACT REDUCING THE OPTIONAL RETIREMENT AGE TO 56 YEARS OLD

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 “*Reduced Optional Retirement Age Act*”

SECTION 2. *Declaration of Policy* – It is the declared policy of the State to affirm labor as a primary social economic force, protect the rights of workers and promote their welfare, and to regulate the relations between workers and employers, recognizing the right of labor to its just share in the fruits of production and the right of enterprises to reasonable returns on investments, and to expansion and growth. To this end, the State shall endeavor to lower the optional retirement age of all government and private employees from 60 to 56 years old.

SECTION 3. *Optional Retirement Age*. – All employees in the government and private sector, regardless of their position, designation, or status, and irrespective of the method by which their wages are paid, upon reaching the age of fifty-six (56) shall be eligible for retirement benefits under governing laws.

SECTION 4. *Implementing Rules and Regulations*. – The DOLE shall, in consultation with relevant government agencies, non-government organization and end-users, promulgate the Implementing Rules and Regulation (IRR) of the Act within six (6) months from the effectivity of this Act.

SECTION 5. *Repealing Clause*. - All laws, decrees, executive orders, or implementing rules and regulations specifically inconsistent herewith are hereby revoked, repealed or modified accordingly.

SECTION 6. *Effectivity*. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,