

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

House Bill No. 6021



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Introduced by CIBAC Party-List Representatives  
Eduardo "Bro. Eddie" C. Villanueva and Domingo C. Rivera

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**AN ACT**  
**PROVIDING FOR A PERMANENT APPOINTMENT TO ALL CASUAL**  
**AND CONTRACTUAL EMPLOYEES OF THE GOVERNMENT WHO**  
**HAVE RENDERED THE PRESCRIBED YEARS OF SERVICE AND**  
**FOR OTHER PURPOSES**

**EXPLANATORY NOTE**

The 1987 Constitution explicitly provides that workers shall be entitled to security of tenure, humane conditions of work, and a living wage (Article XIII, Section 3). This is a fundamental right guaranteed by the 1987 Constitution for all workers.

Despite this constitutional guarantee, the right to security of tenure is one that has yet to be fully realized by all Filipino workers. With regard the workers in the private sector, the Senate, during the Seventeenth Congress, passed the landmark bill strengthening the protection of workers in the private sector to security of tenure.

Meanwhile, previous bills on strengthening protection to public sector workers have not achieved the same success. According to the Civil Service Commission (CSC), more than 27% of the 2.4 million government workers, or 660,390, were "job order" (JO) or "contract of service" (COS) employees.<sup>1</sup>

In order to address this, the Commission on Audit, CSC and the Department of Budget and Management issued Joint Administrative Order (JAO) No. 1, Series of

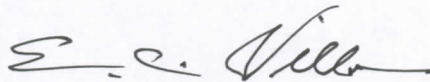
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<sup>1</sup> 2018, July 17. "More contractual workers in gov't." Retrieved from: <https://newsinfo.inquirer.net/1010972/more-contractual-workers-in-govt> (date last accessed: July 11, 2019).

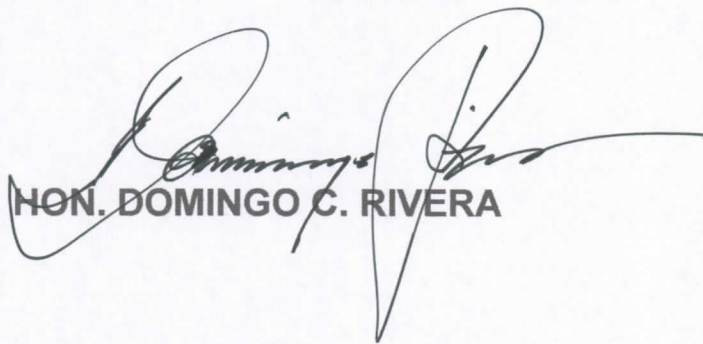
2017, as amended by JAO No. 1, Series of 2018, which regulates the hiring of workers hired under the category of "job orders" and "contracts of service," and allows agencies to renew existing contracts until December 31, 2020. It further provides that existing qualified contract of service and job order workers must be considered for appointment by the government agencies to their vacant positions subject to existing Civil Service Laws and rules and agency CSC-approved Merit Selection Plan.

Despite these efforts, however, a considerable number of workers in the government still experience "endo" and the Constitutional guarantee to security of tenure remains elusive to them. This bill seeks to address this issue by ensuring that casual and contractual employees of the government who have rendered exemplary service are given security of tenure. Under this bill, all incumbent casual and contractual government employees who have rendered at least five (5) years of exemplary and continuous service in the national government and six (6) years of service in the case of local government units, shall be entitled to permanent appointment, subject to the requirements of the Constitution, relevant civil service laws and the Merit Selection Plan of the concerned agency.

The immediate passage of this bill is earnestly sought.



**HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA**



**HON. DOMINGO C. RIVERA**



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

1 **SECTION 1. Title.** – This Act shall be known as the "*Public Security of Tenure Act.*"

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

7  
8 **SECTION 3. Permanent Appointment for Long-Time Casual and Contractual**  
9 **Employees of National Government Agencies and Local Government Units.** –  
10 Subject to the provisions of the Constitution and applicable civil service laws, rules and  
11 regulations and the provisions of this Act, all incumbent casual and contractual  
12 government employees who have rendered at least five (5) years of continuous,  
13 exemplary and outstanding service in the case of national government agencies, or a total  
14 of six (6) years of continuous, exemplary and outstanding service in the case of local

1 government units as of the date of the approval of this Act shall be entitled to security of  
2 tenure.

3  
4 **SECTION 4. Computation of Length of Service.** – The requirement of continuous  
5 service may be waived if the service of the official/ employee concerned prior to the  
6 completion of the said years was interrupted by not more than two (2) years, taken  
7 cumulatively, due to either abolition of his position, reorganization of the office wherein  
8 he was phased out, or reduction in force: *Provided further*, that in the case of  
9 officials/employees who have been previously employed in the same government agency  
10 in any capacity, the said requirement of continuous service may likewise be waived if the  
11 interruption of their service is not more than six (6) months, taken cumulatively, so long  
12 as the minimum required period is met.

13  
14 **SECTION 5. Selection Process of Casual and Contractual Employees.** – Casual and  
15 contractual employees who meet the requisite length of service shall undergo the  
16 screening process as prescribed in the Merit Selection Plan of the agency or as  
17 determined by the pertinent selection board or hiring authority.

18  
19 **SECTION 6. Security of Tenure of Covered Employees and Affected Positions.** – All  
20 covered employees may not be separated or terminated from the said positions except  
21 for just or lawful cause as contained in the applicable civil service laws and issuances,  
22 and with due process of law, nor can their positions be abolished except when the same  
23 is vacated by their incumbents or due to a *bona fide* rationalization plan; *Provided*, That  
24 nothing herein shall prevent the concerned national government agency or local  
25 government unit from assigning or transferring its employees, or otherwise decide on  
26 personnel movement and other actions.

27  
28 **SECTION 7. Implementing Rules and Regulations.** – The Civil Service Commission, in  
29 consultation with the Department of Budget and Management and other relevant  
30 stakeholders, shall issue the rules and regulations necessary to implement the provisions  
31 of this Act within ninety (90) days from the approval of this Act.

32  
33 **SECTION 8. Penal Provisions.** – Any government employee who shall apply for  
34 entitlement to security of tenure under the provisions of this Act on the basis of false  
35 claims and/or documents, and any government officer or employee who shall make or  
36 issue false certifications, attestations, endorsements and/or spurious documents in  
37 relation to any such application shall suffer the penalty of imprisonment of one (1) year to  
38 three (3) years or a fine of up to One Hundred Thousand Pesos (Php100,000.00) or both,  
39 at the discretion of the court, without prejudice to any criminal, civil or administrative action  
40 that may be filed against him/her. The concerned government employee shall also suffer  
41 the accessory penalty of absolute perpetual disqualification from public office.



1 **SECTION 9. Separability Clause.** – If any provision of this Act is held invalid or  
2 unconstitutional, the remaining provision of this Act not otherwise affected shall remain  
3 valid and subsisting.

4  
5 **SECTION 10. Repealing Clause.** – All laws, decrees, executive orders, department or  
6 memorandum orders and other administrative issuance or parts thereof which are  
7 inconsistent with the provisions of this Act are hereby modified, superseded or repealed  
8 accordingly.

9  
10 **SECTION 11. Effectivity Clause.** This Act shall take effect fifteen (15) days after its  
11 publication in the Official Gazette or in at least two (2) newspapers of general circulation.  
12

13  
14 **Approved,**