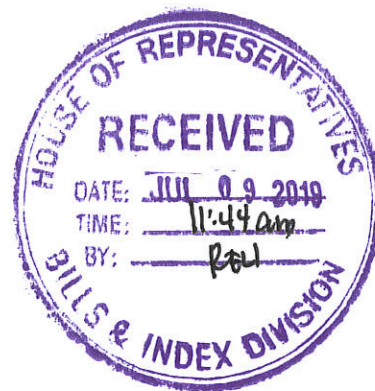


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 1682**



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**Introduced by HONORABLE LUIS RAYMUND F. VILLAFUERTE, JR.**

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**EXPLANATORY NOTE**

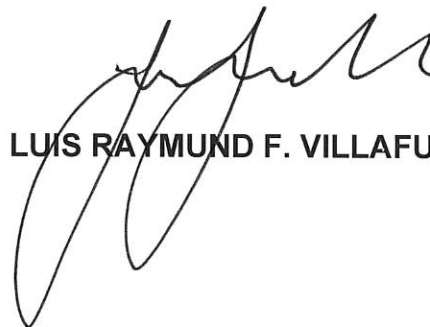
The Philippine government is the single biggest employer in the country. Based on the Labor Force Survey of the Philippine Statistics Authority (PSA) for the July 2018 round, out of the total 26.567 million wage and salary workers, 3.668 million are in the government or government-owned and controlled corporations (GOCCs).

On 14 August 2017, the Philippine Government ratified ILO Convention 151, known as Labour Relations (Public Service) Convention, 1978, or the "*Convention concerning Protection of the Right to Organise and Procedures for Determining Conditions of Employment in the Public Service*" after nine (9) long years of campaigning by the public sector organizations for its ratification. The ratification is expected to usher an era of robust and progressive labor relations environment for the public service.

The 1987 Philippine Constitution recognizes the public sector employees right to self-organization through Article IX-B and this Constitutional guarantee was translated into Executive Order No. 180, Series of 1987, or the "*Guidelines for the Exercise of the Right to Organize of Government Employees, Creating a Public Sector Labor-Management Council, and For Other Purposes*". Executive Order No. 180 and its implementing rules and regulations have since been the governing issuances on public sector labor relations. It has not been amended despite the need and several attempts to do so for an enabling environment for decent work in the public sector and address permeating patronage system, bloated bureaucracy, "transaction costs/corruption in the bureaucracy" and inefficient public service. There are also longstanding observations by the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) in respect to gaps in the laws and practices with respect to public sector unionism.

The essentiality of having a robust and progressive labor relations environment cannot be overemphasized. It would create conditions for a professionalized, trained, motivated and efficient public sector employees which are essential ingredients in fostering sustainable good and high quality public service. In fact, the main argument for the ratification of ILO Convention No. 151 was the mobilization of the public sector employees in reforming the bureaucracy and in addressing corruption and widespread “endo” or end of contract engagement of public service employees in core or critical services through job orders or contracts of service, casuals and other forms of contractual work.

With this and the obligation arising from the ratification of ILO Convention No. 151, upgrading Philippine laws and practices on freedom of association and collective bargaining in the public sector is imperative. Hence, this proposed measure to address the gaps in public sector labor relations particularly on: protection of the right to organize, facilities to be afforded to public sector employees’ organizations, procedures for determining the terms and conditions of employment, civil and political rights, and settlement of disputes arising or in connection with the determination of terms and conditions of employment.

A handwritten signature in black ink, appearing to read 'Luis Raymund F. Villafuerte, Jr.', is positioned above the printed name.

**LUIS RAYMUND F. VILLAFUERTE, JR.**

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

**EIGHTEENTH CONGRESS**

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**Introduced by HONORABLE LUIS RAYMUND F. VILLAFUERTE, JR.**

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**AN ACT**  
**TO AMEND REPUBLIC ACT NO. 10868,**  
**OTHERWISE KNOWN AS THE CENTENARIANS ACT OF 2016**  
**AND FOR OTHER PURPOSES**

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

**SECTION 1.** Section 2 of Republic Act No. 10868, otherwise known as Centenarians Act of 2016 is hereby amended to read as follows:

**Sec. 2. *Letter of Felicitation and Cash Gift.*** – All Filipinos who reach the age of one hundred (100) years old, whether residing in the Philippines or abroad, shall be honored with:

- a) A Letter of Felicitation from the President of the Philippines congratulating the celebrant for his or her longevity; and
- b) A Centenarian Gift in the amount of one hundred thousand pesos (P100,000.00) **to be distributed and given as follows: Upon reaching the age of ninety (90) years old P90,000.00 shall be advanced to him or her. The P10,000.00 balance shall be given when he or she will reach one hundred (100) years old together with the letter of felicitation mentioned above.**

**SECTION 2. *Repealing Clause.*** — All laws, decrees, executive orders, rules and regulations inconsistent with any provision of this Act are hereby repealed, amended or modified accordingly.

**SECTION 3. *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, which shall not be later than seven (7) days after the approval thereof.

*Approved,*