

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



'22 SEP 19 P 4 :09

SENATE
S.B. No. 1332

RECEIVED BY

Introduced by **SENATOR IMEE R. MARCOS**

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT
EMPLOYEES WHOSE STATUS OF APPOINTMENT IS EITHER
CASUAL OR CONTRACTUAL, AND WHO HAVE CONTINUOUSLY
RENDERED AT LEAST SEVEN (7) YEARS OF EFFICIENT SERVICE

EXPLANATORY NOTE

Article IX (B), Section 3 of the 1987 Constitution provides that the Civil Service Commission, as the central personnel agency of the Government, shall establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service. It shall strengthen the merit and rewards system, integrate all human resources development programs for all levels and ranks.

According to the Inventory of Government Human Resources, as of 31 August 2021, there are 582,378 contract of service (COS) or job order (JO) personnel out of the 2,337,802 government employees. Government agencies with the greatest number of JOs and COSs in 2021 include the Department Public Works and Highways, Department of Health, Department of Education, Department of Environment and Natural Resources, and Department of Social Welfare and Development. Many of these government employees are continuously being rehired for the same position they are holding due to their acquired expertise in the field but are held at a disadvantage in terms of benefits and privileges that are only accorded to regular employees.

This bill seeks to grant civil service eligibility to government employees who have rendered at least seven (7) years of continuous and efficient public service which will qualify them as regular employees entitled to security of tenure and full benefits.

Thus, the immediate passage of this bill is earnestly sought.

IMEE R. MARCOS

'22 SEP 19 P 4 :09

SENATE

S.B. No. 1332

RECEIVED BY:



Introduced by **SENATOR IMEE R. MARCOS**

**AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT
EMPLOYEES WHOSE STATUS OF APPOINTMENT IS EITHER
CASUAL OR CONTRACTUAL, AND WHO HAVE CONTINUOUSLY
RENDERED AT LEAST SEVEN (7) 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
2 resources to cope with the rapid economic development and population growth.
3 Government workers, being an important component of the State's human resources,
4 shall be given the equal opportunity to security of tenure, humane conditions of work,
5 and a living wage.
6

7 **SEC. 2.** *Coverage.* – All incumbent government employees who are holding
8 casual or contractual positions in the first and second levels, and who have rendered
9 at least seven (7) years of continuous efficient service, shall be granted appropriate
10 civil service eligibility. Provided, however, that they pass the civil service performance
11 evaluation standards, as provided in Section 3 of this Act.
12

13 **SEC. 3.** *Civil Service Performance Evaluation Standards.* – The Civil Service
14 Commission shall formulate the performance evaluation standards to determine
15 qualified employees under this Act.
16

17 **SEC. 4.** *Applicability.* – This Act shall be implemented for a period of five (5)
18 years.

1 **SEC. 5. *Implementing Rules and Regulations.*** – The Civil Service Commission
2 shall prepare the necessary rules and regulations to implement the provisions of this
3 Act, and the same shall be promulgated within ninety (90) days after the approval of
4 this Act.

5
6 **SEC. 6. *Separability Clause.*** – If, for any reason, any section or provisions of
7 this Act is declared unconstitutional or invalid, the other sections or provisions not
8 affected thereby shall remain in full force and effect.

9
10 **SEC. 7. *Repealing Clause.*** – All other laws, decrees, executive orders, issuances,
11 rules and regulations, or part thereof inconsistent with this Act are hereby likewise
12 repealed or amended accordingly.

13
14 **SEC. 8. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
15 publication in the Official Gazette or in a newspaper or in a newspaper of general
16 circulation in the Philippines.

Approved,