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SENATE

P. S. Res: No. 77

RECEIVED BY: 

Introduced by Senator Ralph G. Recto

A RESOLUTION

DIRECTING THE SENATE COMMITTEE ON CIVIL SERVICE AND GOVERNMENT REORGANIZATION TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE STATUS OF CASUAL AND CONTRACTUAL EMPLOYMENT IN THE GOVERNMENT, WITH THE END IN VIEW OF DETERMINING THE POSSIBILITY OF REGULARIZING CASUAL AND CONTRACTUAL POSITIONS TO GUARANTEE SECURITY OF TENURE OF PERSONNEL HOLDING THE SAID POSITIONS

WHEREAS, the 1987 Constitution provides that the appointment in the civil service shall be made according to merit and fitness and that, civil servants, in the performance of their duties and responsibilities, shall be entitled to security of tenure, humane work condition and a living wage;

WHEREAS, Executive Order No. 292 or the Administrative Code of 1987 lays down the basic policies and systems and procedure by which the organization and operation of the bureaucracy are to be based, including personnel administration aspect;

WHEREAS, the Civil Service Commission, a constitutional body primarily responsible in personnel administration conducted an inventory of government personnel in 2010 and accounted a total of 1,409,660 civil servants in the bureaucracy;

WHEREAS, out of the 1.4 million government employees, 1,261,285 hold permanent or regular employment status while around 120,000 were appointed as casual or contractual employees;

WHEREAS, the aforesaid number does not include the huge number of job order employees in the government who are hired on short duration and who are not covered by the civil service rules and regulations but are being paid through the operating expenses of the agencies;

WHEREAS, the casual and contractual government employees enjoy the same benefits as the permanent or regular employees except for the security of tenure;

WHEREAS, a number of the casual and contractual government employees are appointed on a fixed period and may be terminated if the agency no longer needs their services;

WHEREAS, in spite of the fixed term appointment as provided by civil service rules and regulations, many of the casual and contractual government employees have been continuously appointed to government service with some staying in the service for more than five years;

WHEREAS, in spite of the many years that they have been in the government service, the casual and contractual employees cannot be made permanent due to the absence of permanent or regular plantilla items in their respective agencies;

WHEREAS, there is a recent pronouncement from President Rodrigo Roa Duterte to end the practice of contractualization in the private sector;

WHEREAS, in the interest of fairness, the government should also apply the same policy and address the issues on the lack of security of tenure of its casual and contractual employees and consider the same for its job order personnel;

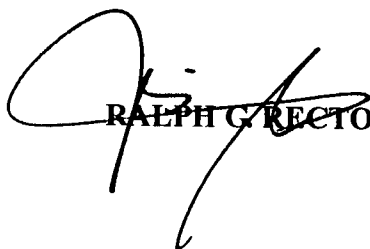
WHEREAS, it is imperative for Congress to determine the status of casual and contractual employment in the government and eventually start a process that would bring these employees to the regular government work force;

WHEREAS, it is also important for Congress to call the attention of government agencies concerned to review, study and update if necessary, the approved staffing pattern and manpower complement of the government agencies to ascertain the need for the regularization of its casual and contractual positions;

WHEREAS, it is also necessary for Congress to determine the extent of casual and contractual employment in the government and the necessary costs to regularize the said positions in order to come up with a legislative measure that will protect the welfare of our civil servants while at the same time taking into account fiscal responsibility;

NOW THEREFORE, BE IT RESOLVED, by the Philippine Senate, to direct the Senate Committee on Civil Service and Government Reorganization to conduct an inquiry, in aid of legislation, on the status of casual and contractual employment in the government, with the end in view of determining the possibility of regularizing casual and contractual positions to guarantee security of tenure of the personnel holding the said positions.

Adopted,



RALPH RECTO

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