



**SENATE**

**P. S. Res. No. 28**

'19 JUL 24 P 4 :03

Introduced by Senator Ralph G. Recto

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**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**

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

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

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

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

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

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

1 tenure;

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

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

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

12 WHEREAS, both Houses of Congress have recently approved the Security of  
13 Tenure and End of "*Endo*" bill to end the practice of contractualization in the private  
14 sector;

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

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

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

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

31 RESOLVED BY THE SENATE, as it is hereby resolved, To direct the Senate  
32 Committee on Civil Service and Government Reorganization to conduct an inquiry, in

1 aid of legislation, on the status of casual and contractual employment in the  
2 government, with the end in view of determining the possibility of regularizing casual  
3 and contractual positions to guarantee security of tenure of the personnel holding  
4 the said positions.

Adopted,



**RALPH G. RECTO**

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