

'19 JUL 15 A9:05

SENATE

Senate Bill No. 424

RECEIVED BY: 

Introduced by Senator FRANCIS N. PANGILINAN

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO CASUAL OR CONTRACTUAL
EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED AT LEAST FIVE
(5) YEARS OF CONTINUOUS EFFICIENT SERVICE

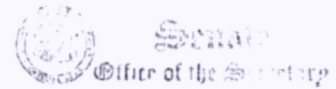
EXPLANATORY NOTE

According to the Philippine Statistics Authority, the government employs approximately 3.8 million Filipinos as of April 2019. Government workers who have civil service eligibilities in the first or second level are entitled to occupy regular or permanent positions in government but the non-eligible government workers are hired on casual or contractual employment.

Casual and contractual employees in government are required to be civil service eligible to be considered for regular employment. They are not entitled to benefits and privileges accorded to regular employees despite their long years in government service. Considering the services they extend in all government offices *vis-a-vis* the insufficient benefits and privileges accorded to casual and contractual employees, the government should grant these dedicated employees who have rendered years of service in the bureaucracy an opportunity to obtain their civil service eligibility. Casual and contractual employees deserve to be given the opportunity to enjoy the benefits of their hard work and perseverance such as having job security.

It is, therefore, urged that the legislature pass this measure granting civil service eligibility to all casual and contractual employees of the government who have rendered at least five (5) years of continuous efficient service.



FRANCIS N. PANGILINAN



'19 JUL 15 A9:05

SENATE

Senate Bill No. 424

RECEIVED BY: 

Introduced by Senator FRANCIS N. PANGILINAN

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO CASUAL OR CONTRACTUAL
EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED AT LEAST FIVE
(5) YEARS OF CONTINUOUS EFFICIENT SERVICE

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

1 **SECTION 1. Declaration of Policy.** - The State shall harness its human resources
2 to cope with the rapid economic development and population growth. Government
3 workers, being an important component of the State's human resources, shall be given
4 the equal opportunity to quality education, justice, and security of tenure.

5 **SEC. 2. Coverage.** - Subject to the provisions of the Constitution and applicable civil
6 service laws, rules, and regulations, all incumbent government employees, as of the
7 approval of this Act, who are holding casual or contractual positions in the first and
8 second levels, and who have rendered at least five (5) years of continuous efficient service
9 shall be granted civil service eligibility by the Civil Service Commission: *Provided,*
10 *however,* That they shall not be entitled to any promotion unless they obtain the
11 appropriate eligibility requirement for that position.

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

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

4 **SEC. 5. *Separability Clause.*** - If any provision of this Act is declared
5 unconstitutional or invalid, the other provisions not so declared shall remain in full force
6 and effect.

7 **SEC. 6. *Repealing Clause.*** - All laws, decrees, executive orders, department or
8 memorandum orders, and other administrative issuances which are inconsistent with the
9 provisions of this Act are hereby modified, superseded or repealed accordingly.

10 **SEC. 7. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days after its
11 publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,