

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

'19 DEC 16 P 8 :38

SENATE
S. B. No. 1238

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

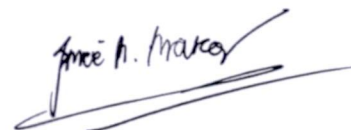
EXPLANATORY NOTE

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.

As of April 2019, data from the Philippine Statistics Authority (PSA) shows that the government has approximately 3.8 million employees, many of whom do not qualify as regular or permanent employees because they lack the required civil service eligibility either in the first or second level. As a result, they are hired either as casual or contractual employees. To date, National Government Agencies (NGAs) have at their employ 23, 497 contractual employees and 4,530 casual employees. On the other hand, local government units (LGUs) have 8,961 contractual employees and 78, 852 casual employees. 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 passage of this bill is earnestly sought.



IMEE R. MARCOS



SENATE

Office of the Secretary

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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 security of tenure, humane conditions of work, and a living
5 wage.

6
7 SEC. 2. **Coverage.** – All incumbent government employees who are holding casual
8 or contractual positions in the first and second levels, and who have rendered at least
9 seven (7) years of continuous efficient service, shall be granted appropriate civil
10 service eligibility. Provided, however, that they pass the civil service performance
11 evaluation standards as provided in Section 3 of this Act.

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. **Applicability.** – This Act shall be implemented for a period of five (5)
2 years.

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

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

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 SEC. 8. **Effectivity.** – This Act shall take effect fifteen (15) days after its publication
14 in the Official Gazette or in two (2) newspapers of general circulation.

Approved,