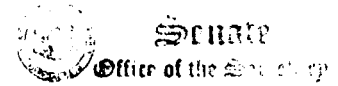


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Second Regular Session* )



23 NOV -8 P 6 :44

**SENATE**  
**S.B. No. 2476**

RECEIVED BY

---

Introduced by Senator Joseph Victor G. Ejercito

---

**AN ACT**  
**PROMOTING AND UPHOLDING THE WELFARE OF GOLF CADDIES**

EXPLANATORY NOTE

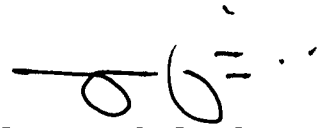
Article II Section 18 of the 1987 Philippine Constitution affirms labor as a primary social economic force and it shall protect the rights of workers and promote their welfare. Further, the State shall afford full protection to labor and promote full employment towards ensuring holistic growth and prosperity of the country.

To recognize and ensure the well-being of golf caddies who play an essential role in the enhancing the golfing experience, and promote their welfare, this bill aims to address various aspects concerning their compensation, health and safety, and overall recognition, fostering a stronger and more sustainable golfing community.

In the proposed measure, golf caddies will be required to register with the Securities and Exchange Commission (SEC) and will become a member of the Golf Caddies' Association for them to avail of their full rights. To further carry out the purpose of promoting their welfare, a Golf Caddies Welfare Fund (GCW Fund) will be created to form as a compensation package for golf caddies and their dependents in the event of work-related sickness, injury, death, and retirement benefits.

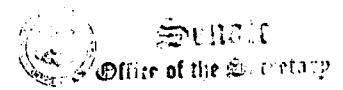
Through this bill, it is with high hopes that the golfing industry can create a nurturing environment where caddies thrive, and their contributions are valued and respected.

In view of the foregoing, the swift passage of this bill is earnestly sought.

A handwritten signature in black ink, consisting of a horizontal line followed by a large, stylized 'G' and a small 'E'.

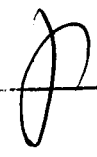
**JOSEPH VICTOR G. EJERCITO**

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



23 NOV -8 P 6 :44

SENATE  
S.B. No. 2476

RECEIVED BY: 

---

Introduced by Senator Joseph Victor G. Ejercito

---

**AN ACT  
PROMOTING AND UPHOLDING THE WELFARE OF GOLF CADDIES**

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

**CHAPTER I  
GENERAL PROVISIONS**

- 1 Section. 1. *Short Title.* – This Act shall be known as the "Golf Caddies Welfare  
2 Act."  
3 Sec. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to  
4 ensure holistic growth and prosperity of the country that bears in mind the welfare  
5 and needs of the people. The State declares labor as an important force that drives  
6 economic and social growth. It shall ensure labor protection and welfare, primarily by  
7 providing opportunities for social protection and employment that promotes an  
8 improved quality of life of workers.  
9 Sec. 3. *Definition of Terms.* – As used in the Act, the following terms shall  
10 mean:  
11 a. *Association* refers to the golf caddies' association which is a nonstock,  
12 nonprofit corporation registered with the Securities and Exchange  
13 Commission (SEC) organized by duly accredited gold caddies of a public or  
14 private sports and/or golf country club.  
15 b. *Contribution* refers to the amount paid by a golf player that goes to the  
16 welfare fund for golf caddies.

1 c. *Country Club* refers to a publicly and privately owned and managed club  
2 that has a variety of recreational sports and facilities such as for dining,  
3 entertainment, and recreation.

4 d. *Golf Caddy* refers to any individual or any natural person who is hired,  
5 retained, or acts as an independent contractor to provide work or service to  
6 a golf player in exchange for wage or other forms of compensation.

7 e. *Golf Club Member* refers to any person with preferential access to a golf  
8 country club's course(s), facilities, and services in exchange for a fee.

9 f. *Golf Course* refers to any area of land laid out for golf with a series of holes  
10 including tee, fairway, and putting green and often one or more natural or  
11 artificial hazards.

12 Sec. 4. *Registration with the SEC.* – Every association of golf caddies shall be  
13 required to register with the SEC. this registration shall serve as the juridical  
14 personality to all such association that have no previously acquired the same by  
15 operation of Republic Act No. 11232 or otherwise known as the Revised Corporation  
16 Code of the Philippines, or by any other law.

17  
18 **CHAPTER II**  
19 **GOLF CADDIES' ASSOCIATION**  
20

21 Sec. 5. *Qualification of a Member.* – A golf caddy is defined under this Act shall  
22 be qualified to be a member of an association. *Provided,* That the golf caddy is  
23 accredited in the golf country club where he/she shall provide caddy services to the  
24 golf players of the country club where the association is recognized: *Provided, further,*  
25 That the golf caddy agrees to be bound by the rules of the association unless those  
26 rules are inconsistent with this Act or by any other law.

27 Sec. 6. *Rights of a Member.* – A golf caddy member has full rights:

- 28 a. To avail of and enjoy all services provided by the association;  
29 b. To access the register of members and officers, rules and bylaws of association;  
30 c. To inspect association books and records, minutes of the meetings, and to be  
31 provided upon request with annual reports, including financial records;  
32 d. To participate, vote and be eligible for any elective or appointive office of the  
33 association subject to the qualifications as provided for in the bylaws;

- 1 e. To participate in association meetings, elections and referenda, as long as  
2 he/she continues to be a bona fide member; and  
3 f. To enjoy all rights as may be provided for in the association bylaws.

4 Sec. 7. *Duties of a Member.* – A golf caddy member shall have the following  
5 duties:

- 6 a. To attend meetings of the association; and  
7 b. To support and participate in projects and activities of the association.

8 Sec. 8. *Golf Caddies Database.* – The gold country club local association, in  
9 coordination with the management of the golf country club, shall establish and  
10 maintain a database system that contains an updated roster of all golf caddies and  
11 other related service workers rendering work or service to the members and players  
12 of the golf country club.

13 The database shall be in aid of the implementation of the Golf Caddies Welfare  
14 Fund pursuant to this Act: *Provided,* That management and processing of the database  
15 shall be in accordance with the General Data Privacy Principles found in Republic Act  
16 No. 10173 or the Data Privacy Act of 2012.

17  
18 **CHAPTER III**  
19 **GOLF CADDIES WELFARE FUND**  
20

21 Sec. 9. *Golf Caddies Welfare Fund (GCW Fund).* – to carry out the purpose of  
22 this Act, the Golf Caddies Welfare Fund, herein referred to as GWC Fund, is hereby  
23 created.

24 Gold caddies' association, duly registered in the SEC, together with country club  
25 management of its representative, shall create a GCW Fund in their respective golf  
26 country clubs, public and private, within six (6) months upon the approval of this Act.  
27 The GWC Fund shall form a compensation package to golf caddies and/or their  
28 dependents in the event of work-related sickness injury, death, retirement benefits,  
29 and other appropriate form of compensation thereof. The GCW Fund shall be created  
30 from the contribution of a golf player, either as a member or guest of a golf country  
31 club, who shall use the service of a golf caddy: *Provided,* That the golf caddy is  
32 accredited by the golf country club where the golf player shall make the contribution.

1           Sec. 10. *Management of GCW Fund.* –The GCW Fund shall be held-in-trust and  
2 managed by the Social Security System (SSS). The SSS shall have the authority to  
3 manage, invest, and reinvest the GCW Fund in favor of the golf caddies duly accredited  
4 by the golf clubs and members of their respective golf caddy associations.

5           Sec. 11. *Contributions.* – A golf player shall contribute not less than One  
6 Hundred Pesos (Php 100.00) every time they acquire services of an accredited golf  
7 caddy in the country club. Each contribution shall be credited to the GCW Fund account  
8 of the golf caddy who rendered services to the golf player contributor.

9           All golf country clubs shall have GCW Fund Custodians who shall receive and  
10 record all contributions made to each golf caddy. The GCW Fund Custodians are  
11 composed of two (2) representatives from the golf caddies' association and one (1)  
12 representative of the golf country club: *Provided*, That the representative of the golf  
13 caddies' association are appointed from the roster of its members.

14           Sec. 12. *Tax Treatment of Investment Income.* – All income earned from the  
15 investments and reinvestments of the GCW Fund is tax-exempt.

16           Sec. 13. *Coverage.* – This Act shall apply to all golf caddies, who render work  
17 or service to public and private golf country clubs, as beneficiaries of the compensation  
18 package and other appropriate form of compensation thereof appropriated under the  
19 Golf Caddies Welfare Fund.

20           Sec. 14. *Eligibility of GCW Fund Benefits.* – Golf Caddies and/or their  
21 dependents are eligible to receive compensation from their GCW Fund in the event of  
22 work-related sickness, injury, disability, and death. The compensation assistance shall  
23 be determined by the SSS and GCW Fund custodians in cooperation with the  
24 accredited golf caddy associations and golf country club representatives.

25           Sec. 15. *Distribution of GCW Fund Benefits.* – Distribution of all contributions  
26 and incomes derived from investment and reinvestment of the GCW Fund shall be  
27 made to a golf caddy upon discontinuance of service but whose GCQW Fund account  
28 has been credited with at least 120 contributions. A golf caddy member may claim  
29 their GCW Fund benefits in a lump-sum cash or opt to transfer contributions to their  
30 SSS account or other available SSS programs.

31  
32  
33

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21

**CHAPTER IV**  
**SOCIAL PROTECTION PROGRAMS ACCESS**

22        *Sec. 16. Access to Social Protection Programs.* – To carry out the purpose of  
23 this Act, the government agencies in charge of social protection insurance programs  
24 including, but not limited to, Social Security System (SSS), the Philippine Health  
25 Insurance Corporation (PhilHealth), and the Pag-IBIG, shall establish, within sixty (60)  
26 days upon the approval of this Act, a procedure that will provide golf caddies access  
27 to their social protection insurance services through affordable daily contribution  
28 scheme, or any other mechanism of similar nature.

29        All gold country clubs shall provide suitable space within the golf country club  
30 and/or golf course that shall be used by the SSS, PhilHealth, and Pag-IBIG personnel  
31 to conduct their social protection insurance procedure, or any other mechanism of  
32 similar nature: *Provided*, That the said suitable and dedicated space shall be accessible  
33 to golf caddies providing work or service to their golf country club or golf course:  
*Provided, further*, That payment of the SSS, PhilHealth, and Pag-IBIG contributions  
shall be voluntary and shouldered by the golf caddies.

34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60

**CHAPTER V**  
**FINAL PROVISIONS**

61        *Sec. 17. Implementing Rules and Regulations.* – The SSS, the Department of  
62 Labor and Employment (DOLE), SECL, and other relevant stakeholders, shall formulate  
63 and issue the implementing rules and regulations within sixty (60) days from the  
64 effectivity of this Act.

65        *Sec. 18. Separability Clause.* – If any provision or part of this Act is declared  
66 unconstitutional, the remainder of this Act or any provision not affected thereby shall  
67 remain in force and effect.

68        *Sec. 19. Repealing Clause.* - All laws, decrees, executive orders, rules and  
69 regulations or parts thereof which are contrary or inconsistent with this Act are hereby  
70 repealed or modified accordingly.

71        *Sec. 20. Effectivity.* - This Act shall take effect fifteen (15) days following its  
72 complete publication in the Official Gazette or newspaper of general circulation.

73  
74  
75  
76  
77  
78  
79  
80  
81  
82  
83  
84  
85  
86  
87  
88  
89  
90  
91  
92  
93  
94  
95  
96  
97  
98  
99  
100

Approved,