

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
Second Regular Session

House Bill No. 6109



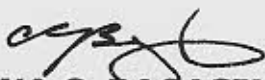
Introduced by HONORABLE CATALINA C. BAGASINA

EXPLANATORY NOTE

The Constitution directs the State to promote equality of employment opportunities for all regardless of age, sex, creed, political inclination or status in life.

Republic Act No. 5487 provides that only persons between the ages of 21 to 50 years are qualified to be employed as security guards. This means that experienced security guards who reach 50 years but are still in good physical and mental health suddenly find themselves out of work just when they and their family most needs a regular source of income. Further, the training and experience of these security guards are unnecessarily put to waste by this discriminatory age limit. With advancements in medical and health science and technology which have resulted in a longer life span, there is an urgent need to revisit this age limit so that senior security guards can still continue to be productive members of society.

Thus, the immediate approval of this bill is earnestly sought.


CATALINA C. BAGASINA

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

House Bill No. 6109

Introduced by HONORABLE CATALINA C. BAGASINA

**AN ACT TO PROHIBIT AGE DISCRIMINATION IN THE EMPLOYMENT
OF SECURITY GUARDS BY INCREASENG THE MAXIMUM AGE
QUALIFICATION TO 65 YEARS THEREBY AMENDING SECTION 5 OF
REPUBLIC ACT NO. 5487**

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

SECTION 1. Section 5 of Republic Act No. 5487 is hereby amended to
to increase to 65 years the maximum age a person may be employed as a
security guard, as follows:

"SECTION 5. Qualifications Required. - No person shall be
employed as security guard or watchman or private detective unless he is:
(a) a Filipino citizen; (b) a high school graduate; (c) physically and mentally
fit; (d) not less than 21 nor more than 65 years of age; (e) at least 5 feet
and 4 inches in height; and (f) suffering none of the disqualifications
provided for in the preceding section: Provided, That foreigners who are
already employed as watchmen or security guards prior to the approval of
this Act shall not be subject to the above-mentioned requirements:
Provided, further, That veterans shall be given priority in employment as
security guard, watchman or private detective: And provided, finally, That
person convicted of any crime involving moral turpitude shall not be
employed as security guard, watchman or private detective.'

SEC. 2. This Act shall apply to all security guards employed when
the Act becomes effective. Henceforth, no security guard shall be dismissed
or denied employment by the security agency solely on the basis of reaching
the age of fifty (50) years.

SEC. 3. Separability Clause. – If any portion of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

SEC. 4. Repealing Clause. – All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof, which are inconsistent with this Act, are hereby modified and repealed.

SEC. 5. Effectivity Clause. – This Act shall take effect after fifteen (15) days following its publication in two (2) national newspapers of general circulation.

Approved,