

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

HOUSE OF REPRESENTATIVES

House Bill No. 410



Introduced by Representative Susan A. Yap

EXPLANATORY NOTE

The Philippine Government is the biggest single employer of people. It has over 1.6 million workers in its employ and it allocates a significant portion of its annual budget to personnel services. Competitive government employees shift to private employment upon the instance of opportunities while the rest opt to pursue public service until retirement.

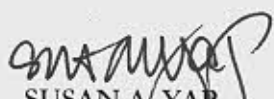
It is enshrined under our existing statutes that it is the duty of the State to enhance the human and intellectual capital of our government and to ensure a healthy and productive life for government employees after they shall have been retired from public service. As such, it is the duty of the State to provide post-service assistance programs for purposes of allowing the retirees of government agencies to further evaluate and take advantage of business opportunities which can help them improve their living conditions after their retirement from government office.

It is the intention of this bill to make Government a partner in honing the entrepreneurial skills of its employees to prepare them for better economic opportunities after working with government.

Likewise, the bill provides an alternative for employees, who opt to leave government, to venture into entrepreneurial activities and to provide the necessary post-service assistance to its retiring employees.

As such, this proposed measure seeks to ensure the continuous flow of innovative and development-oriented government programs and projects for entrepreneurial development, and ensure the maintenance of highly competitive government employees and the creative use of such resources whether in-service or post-service. Under this measure, all government offices and agencies are mandated to prepare a post-service Entrepreneurship Development Program (EDP) for its retiring employees. These programs shall be designed in such a manner as to help employees learn what they need to know to develop ideas and actualize them into successful businesses, and how to increase entrepreneurial opportunities in their respective municipalities, provinces and regions. These programs will be designed to introduce retiring government employees to technology transfer systems, entrepreneurial educational programs and entrepreneurial networks.

Moreover, all government agencies are encouraged to promote and support the establishment of cooperatives with the assistance of the Cooperative Development Authority and savings and loan associations, by recognizing, protecting and upholding the rights of employees to organize cooperatives, and savings and loan associations in their respective offices to generate financial resources and develop employees' entrepreneurial skills. Cooperatives and savings and loan associations shall be encouraged to retain the membership of employees even after retirement from public service. Government employees' cooperatives shall be given preferential rights to operate revenue-generating activities in available government-owned sites and facilities on the condition that these activities shall not interfere with the performance of the employees' regular duties and functions.


SUSAN A. YAP
Representative, 2nd District Tarlac

HOUSE OF REPRESENTATIVES
House Bill No. 410

Introduced by Representative Susan A. Yap

AN ACT
PROVIDING FOR THE DEVELOPMENT OF ENTREPRENEURSHIP
SKILLS AMONG GOVERNMENT EMPLOYEES FOR AN INNOVATION-
INSPIRED CORPS OF CIVIL SERVANTS AND A PRODUCTIVE POST-
SERVICE CITIZENRY

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

SECTION 1. *Short Title.* - This Act shall be known as the "Government Employees' Entrepreneurship Development Act of 2013".

SECTION 2. *Declaration of Policy.* - It shall be the policy of the State to enhance the human and intellectual capital of the government and to ensure a healthy and productive life for government employees after they shall have been retired from public service. The State shall afford post-service assistance for purposes of allowing the retirees to further discover, evaluate and exploit ideas and opportunities which may be translated into business ventures.

SECTION 3. *Objectives.* - (a) To ensure the continuous flow of innovative and development-oriented government programs and projects for entrepreneurial development.
(b) To ensure the maintenance of highly competitive government employees and the creative use of such resources whether in-service or post-service.

SECTION 4. *Establishment of Entrepreneurial Training Programs.* - All government offices and agencies shall prepare a post-service Entrepreneurship Development Program (EDP) for their employees based on guidelines prescribed by the Civil Service Commission. The EDP shall be designed in such a manner as to help employees learn what they need to know to develop ideas and actualize them into successful businesses, and how to increase entrepreneurial opportunities in their respective municipalities, provinces and regions. The EDP shall introduce employees to technology transfer systems, entrepreneurial educational programs and entrepreneurial networks.

SECTION 5. *Establishment of Cooperatives and Savings and Loan Associations.* - All government agencies shall promote and support the establishment of cooperatives with the assistance of the Cooperative Development Authority and of savings and loan associations, by recognizing, protecting and upholding the rights of employees to organize cooperatives and savings and loan associations in their respective offices to generate financial resources and develop employees' entrepreneurial skills. Cooperatives and savings and loan associations shall be encouraged to retain the membership of employees even after retirement from public service. Government employees' cooperatives shall be given preferential rights to operate revenue-generating activities in available government-owned sites and facilities: *Provided, That* these activities shall not interfere with the performance of the employees' regular duties and functions.

SECTION 6. *Networking with Government Financial Institutions.* - The agency head concerned shall link with existing government financial institutions (GFIs) to provide sources of financing for the entrepreneurial projects of its employees. Experts from the GFIs shall be called upon to conduct lectures, workshops and live case studies of successful entrepreneurs.

1 Participants shall be taught to identify and evaluate opportunities for new ventures and to
2 understand how the capital investment process works. All GFIs shall set aside funds for this purpose.
3

4 SECTION 7. *Creation of a Coordinating Council on Government Employees'*
5 *Entrepreneurship Development Program.* - A Coordinating Council on Government Employees'
6 Entrepreneurship Development Program, hereinafter referred to as the Council, is hereby created which
7 shall be headed by the Chairperson of the Civil Service Commission (CSC) and composed of, but not
8 limited to, the heads of office of the following: Department of Trade and Industry (DTI),
9 Department of Budget and Management (DBM), Commission on Audit (COA), Government
10 Service Insurance System (GSIS), Cooperative Development Authority (CDA), Technical Education
11 and Skills Development Authority (TESDA), Technology and Livelihood Resource Center (TLRC),
12 Bureau of Small and Medium Enterprise Development and four (4) representatives from the public
13 sector unions representing the four (4) sub-sectors, namely: the national government, the local
14 government units, government-owned or controlled corporations and state universities and
15 colleges. The Council shall be tasked to prepare a comprehensive plan to develop entrepreneurial
16 capabilities, managerial expertise, financial planning and technical skills and fund sources, as well as to
17 monitor the implementation of the program.
18

19 SECTION 8. *Post-service Assistance.* - All government agencies shall extend post-service
20 assistance to their respective retirees and shall include this as part of their human resources
21 development plan. They shall develop a post-service assistance program to backstop aspiring
22 entrepreneurs in the development and implementation of their ideas. The program shall cover the
23 entire gamut of venture creation process from idea generation to building viable businesses, with
24 emphasis on the nurturing roles of GFIs and highlighting successful entrepreneurs as models.
25

26 SECTION 9. *Implementing Rules and Regulations.* - The Civil Service Commission, in
27 coordination with the members of the Council, shall promulgate the rules and regulations needed
28 to implement the provisions of this Act.
29

30 SECTION 10. *Separability Clause.* - If any section or provision of this Act shall be declared
31 invalid or unconstitutional, such shall not invalidate any other section or provision of this Act.
32

33 SECTION 11. *Repealing Clause.* - All laws, presidential decrees, executive orders, other
34 executive issuances or parts thereof which are inconsistent with this Act are hereby repealed or
35 modified accordingly.
36

37 SECTION 12. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its
38 publication in any newspaper of general circulation.

Approved,