

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. **5094**



Introduced by REP. HARLIN NEIL J. ABAYON III

EXPLANATORY NOTE

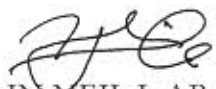
This bill seeks to provide for the security of tenure of contractual and casual employees of the government (national or local) who have rendered at least three (3) years of continuous and efficient service thereof. The Constitution expressly provides:

"Section 3, Article XIII. The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.

Xxx xxx xxx. They shall be entitled to *security of tenure*, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law."

Contractual and casual employees of the government are part of the civil service laws and are entitled also to security of tenure. Their services are being renewed after certain period (i.e. every 6 months or every year, as the case may be), thus clearly implies the necessity of their service in the government.

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


HARLIN NEIL J. ABAYON III

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House Bill No. **5094**

Introduced by Representative HARLIN NEIL J. ABAYON III

AN ACT
PROVIDING FOR THE SECURITY OF TENURE OF CONTRACTUAL AND
CASUAL EMPLOYEES OF THE GOVERNMENT (NATIONAL AND LOCAL) WHO
HAVE RENDERED ATLEAST THREE (3) YEARS OF CONTINUOUS AND
EFFICIENT SERVICE THEREOF AND FOR OTHER PURPOSES

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

SECTION 1. *Declaration of Policy.* – The State shall harness its workers to survive the challenges brought about by the rapid economic development and population growth. Government workers shall be given social justice and security of tenure.

SEC. 2. *Coverage.* Subject to the provisions of the Constitution and applicable civil service laws, rules and regulations, all government employees, upon approval of this Act who have rendered at least three (3) years of continuous and efficient service shall be entitled to security of tenure. Provided, however, that they shall not be entitled to promotion until such time that they shall have obtained the appropriate eligibility equivalency requirement for that position.

SEC. 3. *Rules and regulations.* The Civil Service Commission shall promulgate the rules and regulations to implement this Act consistent with merit and fitness.

SEC. 4. *Repealing clause.* All laws, decrees and executive orders inconsistent with this Act are hereby repealed and modified accordingly.

SEC. 5. *Effectivity clause.* This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,