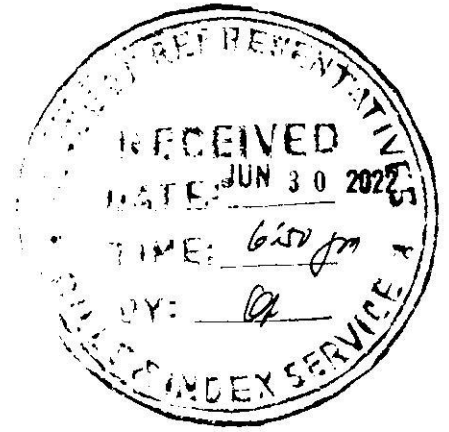


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 541



Introduced by Honorable Dan S. Fernandez

EXPLANATORY NOTE

A few years ago, there was a scholarly study made about the ageing population, which is now a worldwide phenomenon for all countries in the world except those in Africa. It was observed that the aging of populations, including that of the Philippines, is unprecedented. A combination of decreasing fertility rates and the increasing life expectancy have produced an aging population. People are living longer because of advances in medicine, better nutrition, better health care, better education and over-all well-being of society.

As a result also of better health care and education, studies have shown that many of our senior citizens are still very much productive. Were it not for our compulsory or mandatory retirement laws, these "elderly" but still productive citizens would still be part of the labor force. What happens then when senior citizens begin to form a sizable chunk of our population, as a consequence of the "ageing" population phenomenon? The Philippine economy then would have to be shouldered or supported by the thinning ranks of the youth, and this might not be good for our society. Note that in the Philippines, the statistics show that the rate of increase of elderly population is faster than the growth of the population itself, hence, the scenario contemplated here could very well materialize in the near future.

This bill seeks to remedy this foreseeable problem. By allowing the extension of services of retireable officials and employees in the government under exceptional circumstances, Philippine society could still tap the services of the elderly but still productive citizens. Besides, it also makes sense inasmuch as if our laws allow for "early" retirement, then there ought to be an option for "late" or "delayed" retirement as well. If it is argued that

permitting late retirement would deprive our elderlies the opportunity to enjoy the fruits of their labor or the "sunset years" of their lives, so to speak, it could equally be argued that in many instances, retirement has not been beneficial to or ideally worked for certain people. Without much more to do and abandoning their personal discipline as before, retired individuals tend to slacken in their habits and begin to acquire ailments. No longer "busy" or focused on their erstwhile work assignments, they start becoming more conscious of their advanced years and inexorably tend to weaken mentally and physically. The bottomline, however, is it might be better to give people the choice of retiring early, on time or late. In any case, this bill adopts a balanced approach by allowing the extension of services only up to a maximum of five (5) years.

In view of all the foregoing considerations, the early enactment of this measure into law is earnestly recommended.

A handwritten signature in black ink, appearing to read 'Dan S. Fernandez', with a stylized, sweeping flourish extending to the right.

DAN S. FERNANDEZ
Lone District of Santa Rosa City

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

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ANACT
ALLOWING THE EXTENSION OF SERVICES OF RETIREABLE
OFFICIALS AND EMPLOYEES IN THE GOVERNMENT SERVICE
UNDER EXCEPTIONAL CIRCUMSTANCES

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

SECTION 1. Notwithstanding the provisions of any law, rules or regulations to the contrary, the services of any retireable official or employee in the government service may be extended, by not more than five (5) years, upon the concurrence of the following circumstances:

- (a) The concerned official or employee has expressed such an option in writing to his office, agency or instrumentality;
- (b) The head of the unit, agency or instrumentality where the official or employee belongs has certified that the latter possesses certain skills or competencies that are necessary or desirable to the performance of the mandate of the said office; and
- (c) A duly accredited government physician has issued a medical

certification that the subject official or employee is still fit for work.

SEC. 2. Nothing in this Act shall deprive the official or employee whose services has been extended of benefits to which he may be entitled under existing law.

SEC. 3. All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed, modified or amended accordingly.

SEC. 4. This Act shall take effect fifteen (15) days after its publication either in the Official Gazette or in two (2) newspapers of general circulation.

Approved,