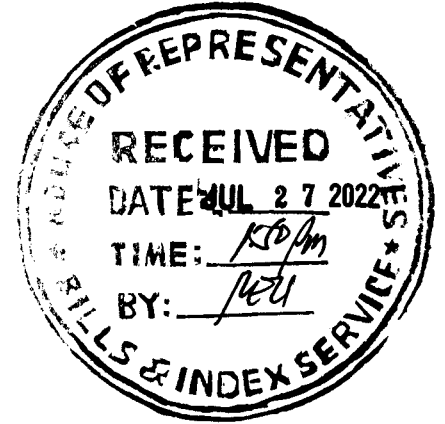




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2486



Introduced by AKO BICOL PARTYLIST REPRESENTATIVE
RAUL ANGELO D. BONGALON

EXPLANATORY NOTE

This bill seeks to set the optional retirement age at 56 years of age for all employees in the public and private sectors. Aside from the obvious benefits of reducing the retirement age to their physical health and professional careers, it is also perceived to harmonize the retirement age for all government employees as well as private-sector employees. At present, the mandatory retirement age for the military and uniformed personnel is 56 while other government employees still need to work for more years.

With a lower optional retirement age, the retirees can enjoy a better quality of life through their pension and retirement benefits at an earlier age, as a bill is already being introduced to lower the age to qualify as a senior citizen. VAT exemptions, mandatory membership in the government's healthcare system, and discounts for medicines, necessities, and services will all come at an earlier age, reducing the physical toil on our citizens to keep working just to reach the retirement age and avail of the benefits of being a senior citizen.

This bodes well for the families of our retirees as well, as our retirees have more time to spend with their loved ones in relative comfort. Our retirees and their families will enjoy the fruits of decades' worth of labor and will lessen the burden on the family's spending.

The lower retirement age ultimately helps the bureaucracy, as it hastens the turnover of government positions to younger professionals, making way for the infusion of fresh blood in public service. Countless cases involving public officers emphasize the need for a younger workforce in the government to inject new perspectives and insight into the government's ranks. The bill also creates more employment opportunities for those seeking employment in the government and a chance to serve the country.

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


RAUL ANGELO D. BONGALON



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HOUSE BILL NO. 2486

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RAUL ANGELO D. BONGALON

**AN ACT REDUCING THE OPTIONAL RETIREMENT AGE TO 56
YEARS OLD**

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

1 **SECTION 1. Title.** - This Act shall be known as the "Reduced Optional
2 Retirement Age Act"

3
4 **SECTION 2. Declaration of Policy.** - It is the declared policy of the State to
5 affirm labor as a primary social economic force, protect the rights of workers
6 and promote their welfare, and to regulate the relations between workers and
7 employers, recognizing the right of labor to its just share in the fruits of
8 production and the right of enterprises to reasonable returns on investments,
9 and to expansion and growth. To this end, the State shall endeavor to lower the
10 optional retirement age of all government and private employees from 60 to 56
11 years old.

12
13 **SECTION 3. Optional Retirement Age.** - All employees in the government and
14 private sector, regardless of their position, designation, or status, and
15 irrespective of the method by which their wages are paid, upon reaching the
16 age of fifty-six (56) shall be eligible for retirement benefits under governing
17 laws.

18
19 **SECTION 4. Implementing Rules and Regulations.** - The Department of Labor
20 and Employment (DOLE) shall, in consultation with relevant government
21 agencies, non-government organizations and end-users, promulgate the
22 Implementing Rules and Regulation (IRR) of the Act within six (6) months from
23 the effectivity of this Act.

24
25 **SECTION 5. Repealing Clause.** - All laws, decrees, executive orders, or
26 implementing rules and regulations specifically inconsistent herewith are
27 hereby revoked, repealed or modified accordingly.
28



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- 1 **SECTION 6. *Effectivity.*** - This Act shall take effect fifteen (15) days after its
- 2 publication in The Official Gazette or in at least two (2) newspapers of general
- 3 circulation.
- 4
- 5 *Approved.*